

2020 Summit on Safety and Belonging
 Poll Everywhere Response Summary
 January 28, 2020



THE UNIVERSITY
 of NORTH CAROLINA
 at CHAPEL HILL

<p>This administration has lied, obfuscated, and weaseled about so many things--the gift of \$2.5m to the SCV, the \$74,999, the loss of the Mellon grant--and</p>
<p>use of the word marginalized sends the message that students don't belong. Marginalized = on the edge of something.</p>
<p>What about investigation of police for their relationships with white supremacist organizations? There are documented relationships between white supremacist groups and police in other organizations—it stands to reason that this could be the case in UNC Police.</p>
<p>How can students trust that campus safety and mitigating biases are priorities of UNC if the UNCPD has not dismissed the racist officer recorded during t</p>
<p>KG: "As chancellor, campus safety is under my authority" - why haven't lying police officers who falsely arrested students been fired or even denounced?</p>
<p>Re: police behavior. If UNC actually implements meaningful and community-driven changes around police behavior for UNC police, what will UNC do about police behavior of officers who are brought in from other departments? For example, on August 30, 2018, the Greensboro Police Dept bike squad were the officers who wielded pepper spray and slammed bikes against anti-racist student protestors, after protecting and escorting the white supremacists safely off campus.</p>
<p>Why give more training, money, resources to UNCPD? Armed policing always makes us less safe. Why not disarm and demilitarize?</p>
<p>Also, part of taking action is public admission of wrong: not just listening and nodding when the list of wrongdoing is read, but acknowledgement and ownership of the actions that campus police have done. Public apology is important and necessary.</p>
<p>On the first day of classes of fall 2019, white supremacists demonstrated with guns yet again on Franklin Street. On other occasions, UNC police have claimed joint jurisdiction of Franklin Street. While the racists didn't enter campus on that occasion, it is still illegal to demonstrate with guns in NC. Why did UNC Police leave me to deal with the armed racists while they instead chose to harass an anti-racist graduate student, and threaten to arrest him on the basis on a no-trespass order that had in fact been listed many months earlier after the DA dropped the false charges against him?</p>
<p>If UNC police have had trainings, and these facts are still true, what are you, Chief Perry, going to do to change the culture of UNC police since trainings clearly aren't cutting it?</p>
<p>The response to having a civilian or safety committee to work with the police is seemingly accepted by the Chancellor and Perry. However, would that group actually be able to work as a check and balance with the police. Not just simply bringing concerns from the community but how can there be real change when concerns are brought.</p>
<p>have addressed the training but what is the accountability standards when the training is not properly followed?</p>

Why have you refused to fire a police officer who lied under oath to get an anti-racist student convicted on false charges?
What is the review process on arrests/citations? What happens if there is disproportionate arrests/citations?
Are any current UNC Police Officers members of militia groups such as the Oathkeepers or Three Percenters? Have you ever done anything to investigate potential ties to the groups?
What kind of framework do we have for holding police officers accountable for wrongdoing? Is it sufficient to stop and prevent further wrongdoing?
Are any UNC police officers in attendance this evening?
In reference to all key themes discussed, what measurable and identifiable metrics will be used to document the progress of implemented policy and committee efforts?
Chief Perry says he is a change in leadership by holding his staff accountable. What does that really mean? Are people being disciplined if they aren't doing their job, if they are breaking what they learn in these "trainings?"
How can students trust that campus safety and mitigating biases are priorities of UNC if the UNCPD has not dismissed the racist officer recorded during the events evaluated by Swecker? (Released subsequently on Twitter)
I've never seen a police officer interacting with students on campus in a positive or friendly way.
I have literally never seen an instance like the chancellor just mentioned of police officers walking in pairs and talking to students.
I see Hector/Victor the undercover police officer on campus almost every week. How are we supposed to have any trust in an institution that spies on its
In December I published a story for NBC News detailing the use of geofencing at protests and the tens of thousands of dollars that were spent on Social S
I don't believe the points on the program were sufficiently addressed on the topic of Police Behavior During Protest Events
Who controls, stores and manages data collected from geofencing and what policies monitor secondary use of that data for other purposes on campus?
Cops are not social workers with guns. We need to build non-carceral solutions for justice, not Perry's "community policing"
Also, please tell me which events the geofence was used and for how long?
What is your relationship with the FBI?
In regards to sexual violence, UNC needs to hire more gender violence service coordinators and violence prevention coordinators! Similar institutions to UNC have many more than our institution does.
Why was no recommendation made to end surveillance with geofence technology?
The EOC needs to be have staff from different backgrounds so students feel comfortable to go there. All 3 of the main EOC staff are white identifying.
Why won't you supply the police equipment list, which is a public record?
Part of the police transparency would be a recurring list of awareness training, i.e. mental illness, cultural, racial, etc, with the percentage of the force who have attended them.

Institutionalizing bystander training for students, faculty and staff, not just for physical violence but gender related violence.
Y'all don't take these issues "seriously" if there is no large scale change going on to prevent these issues from continuing
Who was on the list of protestors supplied to officers at the September 8 2018 protest?
Has a Stingray ever been used at campus protests?
The recommendations regarding sexual violence and danger are great. But when faculty, staff, TAs, and administrators continue to not lead by example. Stu
Much like with the recent conversation on policing, you can educate people about the definition of rape, about bystander interventions, etc, but my concern is that men who rape will continue to do so, regardless of educational programming. You need to address the root cause of sexual assault on campus, which is toxic masculinity, aided & abetted by institutional indifference.
When you train faculty on their reporting responsibilities, please don't forget to include TAs too.
Was officer Svetlana Bostelman ever disciplined for lying on the stand?
Sexual assault response training only for athletes and greek life? What about training for all students on campus? And not just one of those videos requi
What does success look like for addressing sexual assault on campus? What is the best case scenario after 2-5 years?
Can we have a better understanding of the institutions approach to fraternities on campus and student organizations in combatting this based on the recommendation?
What are some of your ideas for regulating Greek Life?
Wanted to get clarification on the recommendation put forward by the panelist that spoke on sexual assault. She mentioned recommendations for training for all Greek Life members and all Student-Athletes. Do these specific populations show heightened occurrences of sexual assault and violence?
Who will be on the selection committee for the senior level position working around sexual violence?
What are your thoughts on the inconsistencies in the number of cases of rape and sexual assault reported on campus versus the number of people who've anonymously admitted that they have experienced sexual assault and/or rape on campus?
Why are Title IX convicted rapists still allowed in student housing, where they can prey on women?
Part of our challenge is the students who do not report----because they don't view themselves as being harmed. We need to address this as well---encourag
What is the exact charge/mission of the violence prevention coalition?
Again about safety: How about you ask the students where they think more lighting is needed? We are the ones who walk those areas late at night!
Is the university planning to comply with the Title IX protection rollbacks currently under consideration by the Department of Education?

At the student level, what is the most effective way to educate [them] about sexual assault, reporting, and resources? Has online training been shown to reduce incidents and improved reporting?
Acknowledging the dissonance is very important. I hope the new leadership can bring the results of the training of officers to a better experience for the community.
Sexual assault - If reporting numbers are up because of education, that is not "great" as Chancellor Guskiewicz stated. Increased reporting because of increased education means that the problem is even greater than was previously reported and that plausible deniability is waning. Whether or not the actual numbers are increasing, or just the reported numbers are increasing, is irrelevant and insulting to the many people who have experienced sexual violence.
the **** this is not about lighting
What about the emergency call posts? They are scarce across campus, particularly in places where they are most needed (frat court)
2020summit...Can you expound on the confusion of jurisdiction as it relates to Greek organizations?
It is absolutely unacceptable that there is confusion about jurisdiction around sexual assault and all forms of violence. This university has existed for
We don't need long emails days later, we need up to date alerts to keep students and staff safe
Lighting is important and you should be asking STUDENTS about it but that is not enough! What a terrible way to end this section with the acknowledgement that lighting won't fix this issue and then just moving on. Shameful
What specific jurisdictions does the university police have over fraternity court?
In regards to the outdoor lighting, what cases of rape and assault is the lighting going to fix when fraternities are still able to hang tents along the perimeters of their property without any questioning from authorities?
With respect, the problem isn't that unofficial channels exist--it's that the university doesn't concern itself with the safety of marginalized groups who will be and are threatened and harassed by white supremacist groups.
UNC Anti-Racist Alerts did not issue any alerts during finals. Why did the panelist on Alerts Carolina lie about this?
What does retention of students really mean? Outside of graduation, is everyone feeling like they truly belong at Carolina once they arrive at Carolina?
All these advisory boards should have more than just one or two students. A small few students cannot represent our undergraduate population. Also how do people get involved in these boards? It is hard to find out how to get involved even for students who are passionate.
Recommendation to have a first year seminar that looks at disparities between identities to truly educate the students for the world.
Can you go more in depth about the issue of geofencing and address it right now?
Sexual assault training and bystander training should be mandatory for all members of Greek life. Members should not be excused from training if they pay

We also need to focus on civil discourse. Some of our on campus angst can be attributed to individuals who talk but do not listen and people who are accu
To echo the sentiment from one of the panelist, UNC should be leading on all of these recommendations and setting the standard for other institutions across the country. When will UNC lead?
I will show you the documents proving geo-fencing is being used to monitor protestors (Ari Sen)
Have any campus police been disciplined?
As we think about Safety & Belonging, let's not forget about staff. Too often, we focus on faculty and students only.
The names of our streets and buildings continue to uphold that this university doesn't care to make ALL students included in UNC's legacy
One method to improve police/community relationship is for police to handle some seminars or training around themes of safety.
Are you denying that the university signed a three-year, \$73,500 contract for the use of geofencing in 2016?
Why is the university able to extend its hand to replace outdoor lights in fraternity court, but has limited jurisdiction when it comes to policing that area?
Attendance policies in classes do not uphold the true wellbeing of students, especially those with mental illnesses, physical illnesses, ability issues, those who have to work to help families etc.
Why would students want to have coffee with police officers who describe neo-Nazis as "polite" while describing anti-racist students as "*****," (according to body cam footage from August 2018) and who beat students with bicycles and pepper-spray them to protect white supremacists?
I want to hear more than just excuses or explanations of what we are already doing. Admit your shortcomings, and give specific ways that you will be held
Chief Perry has been noted for saying before that Alert Carolina is not a priority for him
Lighting is simply a mask. It makes people feel "safer". But provides a very minimal resolution! How are you going to attack the root of the issue of sex
Official training of how to handle active shooter as part of orientation
The Genocide Awareness project was allowed in the October with highly graphic and disturbing images that triggered many students. The placement of the group's installation was very large and very central on campus making it extremely difficult for students to get to class and be a student without being attacked by this university sanctioned installation. Our mental safety and well-being was neglected, especially those of students of colors. It was woeful negligence to allow such a group to have such a graphically violent and triggering installation on campus. As a Black woman and a student, I was triggered and I personally felt like administration doesn't care about me or students like me enough to fully process and evaluate situations and guests on campus like that one.

<p>Re: Police Behavior During Protest Events, I agree with the recommendation that there needs to be an independent, community-based oversight board of the UNCPD. I don't believe the Chancellor when he says that it's never been done before and cannot be thought up. This is needed in order to protect the safety of students, and to make sure that UNC PD is held accountable to the UNC student population.</p>
<p>How is the university actually going to make the alerts faster? It is not as if the alert was purposefully slow before - there needs to be a concert plan and accountability.</p>
<p>UNC Police claimed it would investigate anti-Semitic flyers placed on campus. We haven't heard anything from police, but a twitter account called "Death Cab for Scooby" confirmed that a recently-graduated UNC student is a member of the neo-Nazi group Patriot Front (a rebranded version of Vanguard America, the group James Fields marched with during the "Unite the Right" rally before he committed a deadly terrorist attack by driving a car through the crowd). During the time that student was at UNC, several Patriot Front recruitment flyers appeared on UNC campus. Why is a Twitter account called "Death Cab for Scooby" more effective investigators than the UNC Police?</p>
<p>Is there a way to connect students/faculty/staff to connect with chapel hill police?</p>
<p>How can we be safe if the chapel hill police department isn't reporting general crimes in the area that aren't under their jurisdiction.</p>
<p>So white supremacists with guns don't fit into a timely warning or a timed crime, it should still be notified to students</p>
<p>While we are in compliance with reporting laws for safety via AlertCarolina, do those laws set an appropriate bar and expectation that practically ensures the safety of campus?</p>
<p>So far, the least amount of time was spent on sexual violence which is one of the most prevalent forms of crime on this campus.</p>
<p>If authorities are completely aware of the fact that the sirens are not intended to be used for alerting people in buildings of any danger concerning the campus, why has it taken this long for someone to say "Hey, this might be a problem", especially when there are students in dorms cannot hear these sirens?</p>
<p>Even though RA and other staff go through active shooting training, the video is over 15 years old. We should have fobs into school buildings to remove the responsibility from students and staff to "throw books" at an active shooter</p>
<p>Okay also about our transportation safety program: The P2P is a great resource but is known to turn students who are visibly slurring their words or off balance away from their busses. If those students need to get home, the P2P should be available. students otherwise may get in cars or end up somewhere unsafe.</p>
<p>If there is a case or crime that has been committed concerning a current UNC student, there should be some policy implemented so that students can be notified of that crime. If it is beyond the university police's jurisdiction, then there needs to be a way for the Chapel Hill police to directly notify students themselves.</p>
<p>How is walking the campus twice a year helping the safety of your students?</p>
<p>Okay, if these lighting walks are happening, they sure are NOT working!!</p>

The reporter who wrote the article about UNC's geofencing contract is here. Can you talk about what is wrong in his reporting, since you are denying that it is true?
I'm sorry, a professor wouldn't know what to do about a shooting??? THAT IS NOT OKAY!!!
How do we adjust our policies and actions when current attempts, though energetic, do not achieve intended goals?
Require all departments to have active shooter training.
It is a lie that active shooter training has been updated, because I have sat through it myself and the police person there said he watched the video when he was in college. The video said that shootings were rare, we now know that it is not
Students also need to know what to do during active shooter.
Why exactly did one panelist allege that NBC's geofencing reporting is false? Can Perry confirm or deny?
i want to run/hide/fight this nightmare white supremacist administration
The digression into active shooter protocol is not the point of this meeting and AGAIN silences the concerns of students who are targeted by white supremacists. Why were white supremacists NOT arrested for openly carrying weapons on campus???
Where are the arrest warrants for the white supremacists who brought guns onto campus last year?
Maia, thank you for naming these issues and bringing your frustration and bravery!
Re: sexual violence—how will cisgender men be called into the conversation? We know that this population is primarily responsible for perpetrating sexual violence, yet is this group taking away the most from primary and secondary violence prevention education?
Why were gun carrying confederate sympathizers not arrested, reprimanded or even escorted off and away from campus? I continue to be disturbed by the utter lack of inaction.
I think that 2 critical issues that were last did not have adequate time. "Moderator" needed to move the discussion along better.
We need to talk about bullying. We need policies on bullying. We also need to talk about disabilities more. It was only mentioned twice in the listening
Thank you De'Ivyion. Your work is appreciated and so important!!!!
Can we back track to the Alert Carolina commentc
i do not appreciate the empty and diluted response of our chancellor in regards to the anti-racist recommendations
Ms. Drew's point were all on point!
When we think about racism on campus, we need to remember that it comes in many forms----often, student harassment of other students and of faculty and s
It is a lie that those with weapons on campus have been arrested, as we have seen many people on McCorkle Place with guns
I don't agree with any claim that geofencing could be used by UNC PD for non-surveillance purposes or that they can exercise restraint when it comes to technology like this, especially since UNC PD has used an undercover cop to spy on student protest groups. Again, where is the independent oversight committee on UNC PD? Why is it so hard to implement one?

I agree with Ms. Drew 100 percent.
What will you do to address the increasing prevalence of anti-Semitism on campus and around the region? Marginalization of and violence against Jews too often go overlooked or not taken seriously in this community.
Is it possible to require training in avoiding micro aggression, just as we require training in FERPA, Lab safety, etc?
The School of Public Health frequently has speakers from without and within the university who discuss issues of race, health disparities and racial equity
Discussions like this happen often. What makes this different? How can we hold each other accountable for the change we want to see?
A teacher of color told me they never dress casually when teaching. They need the more formal dress to communicate their authority to teach.
Also provide support(money, psychological support, staff, space) for faculty that are making spaces for Minority students to express themselves and belong, I.e. Dr. DeVetta Holman Nash
In a place with century-long structural racism, should we really take the only power the students still have in deciding student fate by getting rid of t
Safety and belonging of marginalized communities - Hiring "diversity and inclusion" officers/deans/etc, while important, is not the same as committing to hiring a diverse and representative work force.
https://drive.google.com/file/d/1sD51Jgxx3_5OoFeDyuKevVYFyasYE1X2/view?usp=drivesdk
this summit feels incredibly dismissive of the recommendations put forward, and dismissive of the black voices trying to be heard.
Is the feedback from the diversity and inclusion forums available for others in the campus community to review and learn from?
Why spend so much time describing what has been put in place? If that were sufficient, then this summit would not be necessary. Let's commit to large change, cultural change, that will actually exhibit dedication to equity and belonging.
A member of the commission said that the article about the geofencing was not true. Here is a copy of the email that NBC obtained. Can you address this? Multiple people have asked about it. https://drive.google.com/file/d/1sD51Jgxx3_5OoFeDyuKevVYFyasYE1X2/view
the panel should have included more students and faculty of color
Why did UNC publicly release my home address as part of a FOIA request (in violation of FERPA) at a time when I was receiving numerous death and rape threats from neo-Nazis?
Hiring a Dean for Equity & Inclusion/CDO is *not it*. Instead, replace current administrators with those who have already proven a commitment to supporting minoritized students (in lieu of those who have, say, given \$2.5m to the SCV)

Student activists are a corner stone of civil rights advancements in this country. We are doing our parts as students. The university and university police are playing their role as the upholders of white supremacy. Other institutions have decided that they will be at the forefront of change. UNC has not demonstrated that they will be. UNC has decided that it will defend and fund white supremacists, that it will defend and fund the status quo, that it will "listen" and deflect without hearing or changing. Although the silent sam settlement with the sons of confederate veterans is not directly tied to policing, the settlement blatantly displays this institution's priorities. Policing displays this institution's priorities. Lack of meaningful responses from the Chancellor and Provost tonight display this institution's priorities. At the end of tonight's meeting I have less faith in the UNC administration than I did at the beginning.

For the Chancellor, what is meant by the term "equity and inclusion"?

Allow research and theory to back how these recommendations are implemented, make sure those that implement change are as diverse as our students

Fire Sgt. Bostelman, and all other officers who lie under oath to make false arrests. Less harassment and illegal convictions = less mental health burden for students

How can we better train and educate our faculty and staff around these issues of racial equity, safety, and belonging? What are some of the ways we can b

Though it is a bullet point under "Police Behavior", there has been little mention of UNC admin's involvement in the \$2.5 mill settlement and the \$74,999 silencing money, which negatively affects feelings of safety and belonging at our school. Chancellor Guskiewicz, you continually say that you had no knowledge of the settlement until it was announced in November, but that sounds quite frankly like a lie. What steps will you, the provost, the chief of staff, the chief of police and the rest of campus leadership take to communicate to the BOG to reverse this settlement?

More students, faculty, and staff of color would come here if we actually acknowledged our history with race. People don't want to come here because it's

NC has the largest Native American population east of the Mississippi. Where are they on campus?

To go back to Chief Perry's comment on how it's not the "responsibility" of Alert Carolina to report of campus incidents. I strongly disagree. Chapel Hill is a community that includes on and off campus people and events. Incidents that happen to UNC students that are off campus at the time doesn't negate the fact that they are still students.

I am glad to hear that UNC is saying they are committed to hiring a representative work force. I do not believe those diverse workers will feel seen, safe, protected, and valued once they get here.

Belonging Comment-As a staff member seeking to advance their formalized education at Carolina, I find that there are a high number of graduate programs not set-up to allow part-time or full-time practitioners/employees to go to school at UNC. I definitely appreciate that the employee continuing education waiver allows individuals to go to other schools in the UNC-system...but just think that there could be more opportunities opened up for campus employees AND non-staff applicants that have full-time jobs. (People shouldn't always (or often) have to quit their jobs to continue their education). Not everyone can afford those work stoppages.

How can you ask Chairs and Deans to do better in terms of Equity and The a Provost's Office isn't? And the Chancellor doesn't have a track record either. Please admit that you are not an expert and let those who are lead.
Re this discussion of data: Black students have been giving you qualitative data for years & years about the effects of white supremacy on this campus through their stories. Please, please, listen to what D'Ivyion & Quinton are saying
How and whom will guide the transition from collecting data on campus for diversity, inclusion and equity, and applying it to policies and changes on campus?
De'Ivyion Drew for Chancellor, please
How many more discussions and forums are you planning to have until there are concrete plans and committed resources?
Anecdotally, making would-be perpetrators aware of sexual harassment/violence policies only makes them aware enough of the rules to do despicable things that aren't *quite* in violation of policy but still cause harm. We need to rethink how we approach this.
Will UNC commit to having every police officer - not only UNC PD, but any police officer from any outside unit brought in to work on UNC's campus - complete 2-day Phase 1 of training offered by the Racial Equity Institute? https://www.racialequityinstitute.com/
Need to hear more from Deena Hayes-Green!
REI is necessary for the Chancellor and Provost.
Why is there a new sexual violence prevention coalition when 3 yrs ago, a similar UNC violence prevention task force submit a list of recommendations that was not followed?
Thank you for providing a platform for submitting comments/questions at a "listening" session, that doesn't necessarily involve individuals having to identify themselves (in the event that there are concerns about retaliation).
Chief Perry's responses to the question about geofencing is extremely disconcerting. Who is responsible for vetting the keywords used to track potentially "dangerous" behavior???
What UNC is doing is MOVING a confederate monument to another part of North Carolina at the expense of students. What is UNC admin doing to reverse this decision?
How can we hold the BOG accountable for allowing and enabling all of this horrific nonsense?
How does unc have influence/say in BOG
Why aren't members of the administration calling out Stone and the mechanized army? It keeps getting left up to students like Lindsay Ayling to speak up