



Summary of Campus Resources for *Combating Campus Racial Incidents* (compiled Oct. 4, 2018)
(Centers/Offices listed in no specific order)

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From Caitlin M. Daley '14, Housing Coordinator/Student Life, Dugan Hall LL, 716-888-8320, daleyc@canisius.edu

Student Life in General:

- Provide a 3 level on-call team to respond immediately (Resident Assistant, Hall Director, Administrator)
- RA and HD staff are trained to provide support and connect students with resources on campus
- RA and HD staff provide follow up with community as a whole

Housing:

- Provide temporary housing placements for resident students who are impacted

Conduct:

- Hold conduct hearings, adjudicate, and assign sanctions.
- Sanction examples: Education, Reflection Paper, Community Service, Fine, Administrative Relocation, Residence Hall Probation, Residence Hall Suspension, College Probation, College Suspension, College Expulsion.

Engagement:

- Provide support for clubs who are impacted
- Provide guidance for clubs that would like to implement programs related to diversity and inclusion

From Sababu C. Norris, Director/ALANA Student Center (ASC), Frisch Hall, Lower Level, Room 008, 716-888-2787, norris@canisius.edu

ASC assists the college by addressing racial issues known to occur on university/college campuses, nation-wide. Briefly, Canisius College has diversity training in a variety of ways for all college members. The college’s Human Resource Office requires all college members, including students, to go through HR’s online “Prevent Discrimination and Harassment” training.

ASC:

- Presents racial diversity workshops, and ALANA student retreats.
- Serves as bridge to help students explore their perspectives on race relations locally and/or nationally.
- Assists students and ALANA Clubs with racial concerns by offering support and guidance and/or refers students to appropriate campus centers/offices.
- Can solicit alumni to offer support, in a variety of ways.
- Can recommend local speakers/facilitators known to be knowledgeable on the subject of race relations.
- Can recommend off-campus resources.
- Articulates the Jesuit commitment to pluralism in higher education.

In addition to the above:

- Directs the Canisius College Performance Troupe (spoken-word), which addresses urban issues and race relations, in general. The Troupe annually presents it themes at local high schools, and on campus.
- With respect to campus climate and observable cultural art representation, through student leadership, ASC sponsored the creation of four large ALANA paintings on permanent display in the college’s Andrew L. Bouwhuis Library. Student leadership commissioned four artists to create original artworks just for Canisius College: *Dr. Martin Luther King, Jr., 1992*; *Con el Mismo Ritmo/With the Same Rhythm, 2002*; *From One Dance, Creation, 2006*; and, *Journey of Dreams, 2009*.
- Offers the popular board game *Keep It Real*, which creatively addresses diversity issues.

From Chief Kimberly L. Beaty '86, Director/Public Safety, Bosch Hall, Lower Level, 716-888-2330, beatyk@canisius.edu

Combating Campus Bias Incidents/Bias Reporting hotline 716-888-2427 (also referenced on page 3).

Police Officers:

- Must determine motive
- Follow federal guidelines when responding to incidents suspected as bias-motivated

HATE CRIME: Usually defined by state law as one that involves threats, harassment, or physical harm and is motivated by prejudice against someone's race, color, religion, national origin, ethnicity, sexual orientation or physical or mental disability. Laws vary by state and if hate crimes are provided for by statute, the definitions of hate crimes and penalties imposed vary. States that have hate crime statutes provide harsher penalties for such offenses.

Under New York Penal Law Section 485.05, a person commits a hate crime when one of a specified set of offenses is committed targeting a victim because of a perception or belief about their race, color, national origin, ancestry, gender, religion, religious practice, age, disability or sexual orientation, or when such an act is committed as a result of that type of perception or belief.

FERPA

The Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99) is a Federal law that protects the privacy of student education records. The law applies to all schools that receive funds under an applicable program of the U.S. Department of Education.

[From Charita Price '05, LMHC, Counselor/Counseling Center, Bosch Hall, Room 105, 716-888-2620, price1@canisius.edu](mailto:price1@canisius.edu)

The Canisius Counseling Center is a **confidential**, safe space for students. We provide comprehensive services and are committed to developing and supporting the emotional and mental health of our students. The Counseling Center embraces diversity and understands that for students of color, there are unique challenges and stressors faced when navigating the college experience. These unique stressors can have a negative impact on ones' mental and emotional health. Counselors are here to support student's emotional wellness, and to provide resources and tools to effectively cope with feelings and experiences.

M, T, Th, F: 8:30am - 5pm, W: 8:30am - 7pm
Drop-In hours daily (no appointment needed): 3pm - 4pm
Pop-Up Drop-In Wednesday's OM 209 (no appointment needed) 11:30am -1:30pm

[From Olivia Owens '19, Executive Vice President/Undergraduate Student Association \(USA\), SC Room 016, 716-888-7831, usa@canisius.edu](mailto:usa@canisius.edu)

When racial incidents occur, we as student representatives put pressure on the administration to ensure that the issues are addressed. We also read students' feedback to the administration's reaction and determine if it's adequate enough. If the administration's response doesn't seem acceptable to the student body, we will continue to press the administration until the student body is satisfied.

In the past, when racially motivated incidents have happened, the USA President has had to campus-wide challenge members of the college's administration and/or meet with the President of the College to voice our concerns and the need for action. This is one of the many responsibilities that the USA President, as well as the Undergraduate Student Association as a whole, is elected to do.

USA has 2 primary committees under its umbrella that have resources to help combat racial incidents--

- Diversity Committee – Responsible for programming and initiatives that represent the marginalized student population on Campus. Works to ensure equity, access, and student inclusion within the Canisius community.
 - Student Chair meets every Monday @ 5:30pm in Library Glass Box Room
 - Enlight Nights: Academic series on race, gender, politics
- JUSTICE Committee – Responsible for spreading awareness about injustices and promoting campus initiatives to address these injustices. Works to promote Jesuit values and ideals, as well as incorporate these ideals into Student Life.
 - Student Chair meets every other Tuesday @ 5pm in Library Room 103, first floor
 - Enlight Nights: Racial justice, immigrant and refugee status

AAS

Afro-American Society. AAS aims to help knock down barriers and create racial harmony. When racial incidents occur, AAS has open forums where students can come and voice their grievances as well as protest against the actions of the perpetrator(s). In the past, they've held demonstrations against racism –

#JusticeForBlackCanisius

- Club Room – WC 005

LASAF

Latin American Students & Friends. LASAF's goal is to promote the culture and language of Latinx countries around the world. They coordinate Latin Heritage Month (9/15 – 10/15), ethnic conferences, etc. Their clubroom is a safe space when racial incidents occur.

- Club Room – WC 008

[From Michael Hayes, Director/Campus Ministry/Old Main, Room OM 207, 716-888-2420, hayes28@canisius.edu](mailto:hayes28@canisius.edu)

Campus Ministry offers a variety of ways to assist students:

- Experiences that move one to prayer.
- Concerned about racial injustice; join Peace Action ... Or consider going to the Ignatian Family Teach-In where we intentionally look at issues of racial injustice and immigration because those issues are two priorities for the entire Jesuit family.
- Feeling hopeless and alone; go on a Kairos Retreat and find others who may also be struggling and others who've worked through that.
- Concerned that people are discriminated against because of the color of their skin or their country of origin; apply to go to the Kino Border Initiative or El Salvador.
- Children are being harmed by some of our country's policies or by poverty... Serve their needs on any one of our service trips.

And when you do participate—be grateful for the experience of all of this and join us once a week in the Chapel with your friends where all are welcome to give thanks for these experiences that have moved you to gratitude and hope to be changed more by the experience of God's love in our lives.

[From Dr. Annie M. Dobies '92, '99, '06, Interim Vice President/Division of Student Affairs, Old Main 102, dobies@canisius.edu, 716-888-3749](mailto:dobies@canisius.edu)

Student Affairs offers a variety of resources throughout the division for our students to access if they are faced with a racial incident or concern.

For example:

- **BIAS Hotline** is a great resource — 716-888 (BIAS) 2427 — call and report an incident. There is also a **BIAS Reporting Electronic Form** available in the MyCanisius portal that allows our students to report an incident--

https://canisius.co1.qualtrics.com/jfe/form/SV_bvIhmZSBdLWMIMR

The hotline and electronic forms allow for anonymous reporting and are sent directly to the college's Title IX Coordinator.

- Please know that my door is always open to you, as well as all of the **professional staff, graduate assistants, academic mentors, and athletic coaches** in each of the offices throughout Student Affairs. We are here to help our students and we encourage anyone who is in need of assistance to seek out our help. We are here for you!

[From Dr. Margaret McCarthy, Vice President/Division of Academic Affairs, Bagen Administration Building, Room BA 103, 716-888-2120, mmccarth@canisius.edu](mailto:mmccarth@canisius.edu)

The primary resources in the Division of Academic Affairs are the faculty, the associate deans, the deans, and the academic resource officer. Recognizing that racial incidents can occur in various ways, the resources a student needs may vary. Sometimes it is an incident that affects the entire campus. Other times, an incident is experienced by an individual or by a small group in one classroom. Regardless, every racial incident negatively impacts the student(s) involved and certainly stifles the learning opportunities for the student(s) who experience it, directly or indirectly. We are an institution of higher education; the learning environment must be inclusive and welcoming to all. That is a basic, fundamental tenant of higher education at a Jesuit institution.

In the Division of Academic Affairs, we have many faculty who value this inclusive and welcoming education environment and who work to build and sustain it. These faculty members are excellent resources for students and they include the following individuals, all of whom have agreed to be accessible to students to discuss issues or concerns related to race or racial incidents on campus:

- 1) Dr. Bruce Dierenfield - CT 607 - 716-888-2683 - dierenfb@canisius.edu
- 2) Dr. Michael Forest - CT 711 - 716-888-2328 - forestm@canisius.edu
- 3) Dr. Devonya Havis - CT 707 - 716-888-2605 - havisd@canisius.edu
- 4) Dr. Tanya Loughead - CT 715 - 716-888-2329 - tanya.loughead@canisius.edu
- 5) Dr. Melissa Mosko - CT 702 - 716-888-2742 - moskom@canisius.edu
- 6) Dr. Richard Reitsma - CT 1015 - 716-888-2408 - reitsmar@canisius.edu
- 7) Dr. Erin Robinson - OM 014B - 716-888-2748 - robinso5@canisius.edu
- 8) Dr. Craig Rogers - OM 003 - 716-888-2672 - rogersc@canisius.edu

In addition to the faculty, there are a number of administrators who are available to serve as resources for students:

- 1) College of Arts and Sciences:
Dean, Dr. Peter Schaber - Bagen 202 - 716-888-2351 - schaber@canisius.edu
Associate Dean, Dr. Barbara Porter – Bagen 202 - 716-888-2910 - porterb@canisius.edu
- 2) School of Education and Human Services:
Dean, Dr. Jeff Lindauer - Bagen 201 - 716-888-3294 - lindauej@canisius.edu
Associate Dean, Dr. Nancy Wallace – Bagen 201- 716-888-2768 - wallacen@canisius.edu
- 3) Wehle School of Business:
Dean, Dr. Denise Rotondo - Bagen 205 - 716-888-2145 - rotondod@canisius.edu
Associate Dean, Laura McEwen – Bagen 205 - 716-888-2140 - mcewenl@canisius.edu
- 4) Ms. Jennifer Herrmann, Assistant Dean of New Students/Interim Director of the Griff Center - OM 013 - 716-888-2524 - herrman1@canisius.edu
- 5) Ms. Cavina James, Interim Director of HEOP - OM 101 - 716-888-2577 - james37@canisius.edu
- 6) Dr. Sara Morris, Associate VP for Academic Affairs – Bagen 103 - 716-888-2121 - morriss@canisius.edu
- 7) Dr. Margaret McCarthy, Vice President for Academic Affairs – Bagen 103 - 716-888-2120 - mmccarth@canisius.edu

It is important that students feel comfortable reporting an incident, and so I encourage you to seek out someone you trust (regardless of title or office) or speak to one of the individuals mentioned above. Depending on the situation, different actions may follow.

Dr. Morris can assist any student who is unsure where to go for assistance or direction.

Faculty and staff in Academic Affairs are here to support you and want to create a positive, productive, and inclusive learning environment for each and every one of our students.

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