

MEMORANDUM

TO: Fort Wayne Senate
FROM: Ann Livschiz
DATE: 10 December 2018
SUBJ: Resolution on Campus Climate

WHEREAS, the Women's Studies Program at PFW has been subject to continuous and escalating attacks on our campus; and

WHEREAS, bias attacks like these create hostile working and learning environments; and

WHEREAS, the current safety precautions and administration's responses are insufficient; and

WHEREAS, the current policies that deal with individuals carrying out acts of harassment and vandalism against Women's Studies' presence on this campus create an appearance that these acts do not warrant serious punishments; and

WHEREAS, Women's Studies faculty, staff, and students are not provided with "a safe and secure campus environment in which the educational mission of the University can be realized free of crime," a stated goal of the PFW Police Department; therefore,

BE IT RESOLVED, That the following measures be taken and reported back to the Senate by the April senate meeting:

1. Additional cameras need to be installed in the frequently targeted areas. (The areas will be identified by the police in consultation with the Director of the Women's Studies Program. For security reasons, possible camera locations will not be listed in this document.) Funds will be allocated by the university for the purchase of the necessary equipment.
2. Additional security measures will be developed for WOST classrooms. (These measures can include but are not limited to locks on doors.) The police will work with the Director of the Women's Studies Program. Funds will be allocated by the university for the purchase of the necessary equipment.
3. Members of the relevant campus organizations responsible for investigating and dealing with the perpetrators of such attacks will be required to attend a training workshop, dealing in particular with proper treatment of victims (e.g. "you are asking for attacks with posters that you make" is not an appropriate response) and institutionalized sexism.

The Director of Women's Studies or her designee will be consulted on and have final approval over the workshop that will be selected for this purpose.

4. Appropriate campus entities will revisit their current policies to make sure that the university's commitment to a safe campus is actually supported by the kinds of punishments in place for those committing violence and vandalism on campus.
5. The university administration will make public statements against acts of vandalism and violence on this campus, when Women's Studies or any other campus organization is the victim of attacks motivated by misogyny, racism, or other types of hatred.
6. The university administration will consider re-running the "See something, say something" campaign again to ensure that hateful attacks are reported in a timely manner.
7. The university administration will revisit the possibility of moving Women's Studies away from its current location (in the corner of the basement farthest from the Liberal Arts Building's entrances) to a location with more traffic.
8. The university administration will allocate resources to individuals and groups on campus who want to develop meaningful programming dealing with combatting hate.

BE IT FURTHER RESOLVED, That the following measures be taken:

9. Senate would like to encourage curricular and co-curricular faculty to discuss these incidents in their classrooms.