PRESENTED ON BEHALF OF:
BLACK CULTURAL CENTER
STUDENT GOVERNMENT OF LOYOLA UNIVERSITY CHICAGO
ARRUPE COLLEGE BLACK STUDENT UNION
ALPHA PHI ALPHA FRATERNITY, INC., THETA CHAPTER
ZETA PHI BETA SORORITY, INC., MU PHI CHAPTER
PRE-LAW MINORITY STUDENT ASSOCIATION
MINORITY ASSOCIATION OF PRE-MEDICAL STUDENTS
FINANCIAL FLEX

IN SUPPORT OF BLACK STUDENTS

2020 SUGGESTIONS AND RECOMMENDATIONS

LOYOLA UNIVERSITY CHICAGO
CALL TO ACTION

In wake of the murders of George Floyd, Breonna Taylor, Tony McDade, Ahmaud Arbery, Riah Milton, Dominique "Rem'mie" Fells, and many more, Loyola University Chicago has asked its Black students how they can support us in this trying time.

We have answered.

The ten items within this document are not only aimed at supporting students in this time of increased racial tension within our country, but also demonstrate structural improvements Loyola Chicago can implement to continue the support of Black-identified students on campus.

The conversation of Black student life (and success) at LUC will not end with this list. Our efforts come from a place of respect and good intention. We hope to start a running conversation regarding these areas of concern and the implementation of possible solutions.

The following list of recommendations and suggestions is not exhaustive. This work will continue to be done well into the future, and new suggestions and recommendations will certainly arise. The items compiled here are just a foundation in which the University can uphold its dedication to "solidarity with the individuals, families, and communities of color who continue to be victimized unjustly."

The lack of support students receive in institutions of higher learning is not due to the external pressures of being a Black student in America. These failings stem from the institutional structures within higher education. History has shown that these structures are not made for Black students. Higher learning was not made to support us.

However, we have the power to change these structures and it starts here.

Many of these items will require close collaboration with Black students and Black student organizations to be implemented properly. We hope channels of discussion will remain open to work on these issues and continue far after they have been addressed.
1. REVIEW OF ETHICS LINE

Discrimination, microaggressions, and profiling in student interactions with Residence Life, Campus Safety, staff, and faculty have long been a reality for many Black-identified students at Loyola University Chicago. Despite the existence of the current Ethics Line policies and procedures, many Black-identified students feel that reports have either been ignored, never fully investigated, met with ill support, or, in some cases, resulted in retaliatory action. When relying on the measures of the current Ethics Line, Black-identified students look to be heard when dealing with matters of discrimination, and hope claims will be investigated and handled with urgency and care. We recommend a renewal of Loyola University Chicago’s Ethics Line with the implementation of a committee (structured with equal parts students, faculty, and staff) aimed at responsibly resolving complaints and conflicts. We also recommend that this review include the creation of follow up care from the University (outreach from the Dean of Students Office, Wellness Center, etc.), aimed at supporting students who have experienced racial discrimination and profiling.

2. INVESTIGATION OF RACIAL BIAS INCIDENT AT SDMA EVENT

A full investigation into the person(s) responsible for the racially charged incident occurring on Friday, June 5th, 2020, at the SDMA “Confronting Racism” virtual workshop. Following this investigation, disciplinary action must be taken against the person(s) involved.
3. FINANCIAL COMPENSATION FOR DIVERSITY WORK

The work for education in areas of diversity and inclusion is needed. These efforts have largely been supported and initiated by students of color attending Loyola. Though this work is necessary and valuable, it comes with an emotional burden. Conducting research on systemic racism, implementing diversity based programming, creating art that explores Blackness and Black identities, disseminating information as a community resource for others; these are just some examples of ways that students of color at Loyola have been working towards a more inclusive and diverse campus. It is time for these students to be offered some form of financial compensation for their efforts. We suggest a scholarship or grant series which, after application and proper vetting, students with demonstrated dedication toward diversity work can receive financial compensation from the university to continue their efforts and supplement educational finances.

4. INSTITUTION OF BLACK CONGRATULATORY CELEBRATION

The most direct way of demonstrating support of Black-identified students at Loyola is celebrating their academic accomplishments. Calling upon this time as a platform to advocate for increased affinity on campus, we recommend steps be taken for the complete institution and funding of the Black Cultural Center’s annual “Black Congratulatory Celebration” in perpetuity. This action would show acknowledgement of Black student success and provide an opportunity to stand in solidarity with Black-identified Loyola students. Additionally, we recommend all institutions of this event are planned and co-hosted by the Executive Board of Loyola’s Black Cultural Center.
5. OFFICE OF BLACK STUDENT SUCCESS

Recent events in our local Chicago community, as well as the greater nation, has asked Loyola University Chicago and its leadership the question: “How do you stand with the lives of Black-identified students?”

Currently, the existence of Black student organizations on campus and Black leadership in other student run organizations is paramount, but it is not enough. Black student organizations are often expected to do more for our community, and for the University, than any other “affinity group.” These spaces have become so much more than “affinity spaces;” instead, they are the hubs of activism on this campus. They provide resources to students (personal and academic), give students support in the wake of discrimination and racism, plan entire months of programming for Black History Month, and so much more. These student run organizations have people within them ready and willing to do the work that has been asked of us, but we can no longer do it simply as members of registered student organizations with limited reach and funding. We recommend the University establish a centralized body which specializes in the Black student experience and is aimed at the efforts of Black student success. Goals of such a division could include: (1) Provide space and resources for Black-identified students on campus, (2.) Be an outlet to acknowledge and uplift Black voices on campus, (3.) Create a system of yearly review on the University’s mission of diversity and inclusion, (4.) Oversee specialized programming for Black-identified students, (5.) Plan University wide events in celebration of Black culture and history (i.e., Black History Month programming, MLK programming, Juneteenth celebrations, etc.), (6.) Prioritize institutional efforts to increase retention rates of Black/African-American students (with a special focus on Black male-identifying students), (7.) Increase presence of Black-identified faculty and staff, (8.) Connect Black-identified students to campus partners, administrators, faculty, and staff, (9.) Help plan and implement Loyola’s annual “Black Congratulatory Celebration” with the Black Cultural Center, (10.) Physical acknowledgement of Historically Black Divine 9 Greek organizations who have a presence on campus (i.e., banners, benches, monuments, D9 Adopt-a-Tree), and more.

(For extended details on such an initiative, we suggest a similar framework as the Black Student Experience Task Force (BSETF) at Northwestern University. Further information on their efforts can be found here: https://tinyurl.com/NU-blackstudentexperience)
6. BLACK LIVING LEARNING COMMUNITY

In addition to the new “My Brother’s Keeper” Learning Community, we recommend Loyola’s Department of Residence Life take steps to investigate and establish a communal Living Learning Community for Black-identified first-year students. These efforts are aimed at addressing retention rates of Black-identified students and the importance of fostering community within the Black student population. Acknowledging that Loyola University Chicago is a predominantly white institution, there is a new-found necessity for first-year, Black-identified students to live and learn with one another is a shared communal setting.

7. ZERO TOLERANCE POLICY

In addition to Loyola University Chicago’s “Non-Discrimination Policy” outlined in the Community Standards, we recommend establishing a Zero-Tolerance policy against racism and race-based discrimination perpetuated within the Loyola community and its affiliations. To ensure that the ramifications of racist and discriminatory acts are proactively addressed, a clearly stated Zero-Tolerance policy would demonstrate the institution’s direct stance on the severity of such actions within the community. Additionally, such policy will require necessary review of ramification.
8. MANDATORY RACIAL BIAS TRAINING
With Loyola’s recently communicated commitment to address and take initiative against racism and race-based discrimination on campus, proactive measures aimed at fostering an anti-racist mindset must be instated. We recommend all incoming first-year students, transfer students, and student leadership of registered student organizations receive racial bias/discrimination training. Similar to the current AlcoholEdu and Haven courses, and Registered Student Organization orientation, we recommend this training be established as an online educational program and in partnership with the Office of Student Diversity and Multicultural Affairs.

9. BLACK MENTAL HEALTH RESOURCES
To say lightly, the recent events surrounding police brutality and racial injustice within our country have been harrowing. In demonstrating Loyola’s value for “care for the whole person,” there is a need to address the mental and emotional strain such events have on our community. We recommend an increase in initiatives from Loyola’s Wellness Center, specifically aimed for the needs of Black-identified students at Loyola during this time.
In 2018, there was an incident of police brutality in the Damen Student Center. This incident sparked the #NotMyLoyola movement, and since that time Black students have been telling the University that we do not feel safe with the Campus Safety officers and policies that are currently on campus. Black students do not feel that campus safety serves them.

It is essential to note that while all of the items listed in this report are necessary for bettering the Black student experience at Loyola, it is the relationship between LUC Campus Safety and the Black community that requires the most work. Black students at Loyola have been permanently harmed by the actions of the LUC Campus Safety force, and we cannot be equally respected and protected members of the Loyola community without a full review into the policies and procedure of this Force.

The following 5 items are our recommendations for the beginnings of a better relationships between the LUC Black community and its Campus Safety force.
1. POLICY REVIEW

Similar to the goals of the Black Live Matter Foundation, as well as various other Black community leaders, activist groups, and organizations, we call for immediate review and reform of Loyola Campus Safety policies and procedures by vested stakeholders (students, administrators, faculty, and staff). Areas of focus and interest in this process include: (1.) Expansion of Campus Safety transparency and communication to the Greater University Community, (2.) Hiring practices, (3.) Officer training, (4.) Crisis management, and (5.) De-escalation protocol. Additionally, establish a Force Continuum that restricts severe types of force to the most extreme situations and creates clear policy restrictions on the use of weapons and tactics.

2. PUBLICATION OF CONDUCT RECORDS

After the incident of police brutality that sparked #NotMyLoyola in 2018, Black students at Loyola shared varying sentiments regarding Campus Safety’s services to the community. Recent events have only highlighted this need for reform. Black-identified students have voiced that they do not feel safe in the presence of Campus Safety and feel as though the university has made little efforts to improve relations. One step towards creating an equitable Campus Safety force - one that serves at the comfort of all students - is making the conduct records of Campus Safety officers public and readily available to the Loyola student community.
3. BADGES AND NAMES
The semi-anonymity of the Campus Safety police force is another cause for unease within the Black community on campus. While officers' names are posted on the school website, many students feel that they do not know who is on their campus safety force and come away from interactions not knowing the name of officers with whom they have interacted. Whether this lack of information stems from officers not wearing their badges, not displaying their badges in an easy to read area, or not giving their name to students when they respond to situations, we cannot be sure. However, the University can make efforts to mandate clearer transparency. Students should always know the name of the officer(s) that they have dealt with after an encounter, and if they have not been provided with such information, officers should be reprimanded.

4. RACIAL SENSITIVITY TRAINING
We recommend racial/cultural sensitivity training be established as a requirement for all Campus Safety officers. These measures are aimed at promoting awareness and understanding of various racial and cultural implications surrounding police engagement and law enforcement for Campus Safety officers.
5. CUTTING TIES WITH C.P.D.

Numerous members of the Loyola community have voiced the need for Loyola University Chicago to sever ties with the Chicago Police Department. This call to action is a direct response to the unjust murder of George Floyd at the hands of Minneapolis Police officers. Recently, the University of Minnesota has pledged to cut their connection with the Minneapolis Police Department. Further details on the petition for LUC to follow suit can be found here: https://tinyurl.com/change-LUCCPD.

We, the co-signed, stand with this call, and recommend Loyola University Chicago sever connections with the local Chicago Police Department.