

## Notes from community meeting held on Thursday, December 1, 2016

What do we need to do as a community?

- Learning
- How to recognize the dignity in everyone we meet on campus and in the Keene community?
- Make eye contact and smile with people on Appian Way. Ask them how they are.
- Have the courage to answer the question, “How are you?”
- Give small compliments to others
- Pay It Forward Friday – start as a tradition
- Develop set of behavioral tips to diffuse aggression in the moment
- Hold each other accountable for hate speech
- Take advantage of a teachable moment in group setting after an incident has happened
- Accompany someone when they need to address an issue
- Get out of your bubble
- Develop ways to communicate with the larger Keene community
- Find allies in the faith community
- There have been various plans in existence for 2-4 years – leverage those plans to make an impact on campus for students to create a different culture
- Create faculty roundtable on how to deal with these situations in the classroom
- Stop for a day – go back to the 60’s style teach-in – offer a variety of sessions on: 1<sup>st</sup> amendment, how to contact legislators, how to work against implicit bias, how to honor differences in others, etc.
- Not a “one and done” situation – other events may come out of that “stop” day
- Develop responsive classroom that can be offered to the community
- Organize another speak out – all day program – open to the community – similar to one held several years ago
- Work through the City-College Commission to address city wide efforts
- Work with MLK-Jonathan Daniels Committee (City Committee)
- Publication “We Are Keene State” for ideas on what to say to address difficult situations
- Establish ways to discuss difficult topics together
- Important to have overt institutional support – KSC taking public stands – engage in policy examination and change – support for policy that support what we are about
- Help elect people who will honor the beliefs and values held by the institution
- Gain multiple perspectives
- See this moment as an opportunity to “walk the talk” – use this moment
- Clear lines of communication between professors and students as well as administrators – having the ability to have conversations across lines – Create more spaces to talk about difficult things while understanding work and school load
- Have someone to facilitate – Help continue conversation in a constructive way – be able to listen to varying opinions and understand each other’s fears
- Understand that a lot of the conversations are emotional – frustration over not being heard
- Find what is valued within the community and work together on those things – Campus-wide discussions about, “How do we move forward, together?”
- Learn to be “curious not furious”
- Find ways to support everyone
- Support supervisors to allow staff to attend dialogues

- Look for opportunities to increase awareness and willingness to be involved
- “Student support network” training offered through Student Affairs – “mandatory” for faculty and staff – skills development to help with being supportive of students – improve capacity for empathy – increase the number of students going through the training
- Have more opportunities for “active bystander intervention” training – faculty and staff – “Step up” program
- Increase safe space trainings
- Dedication to humanity without allowing finances to get in the way – Example making sure positions on campus such as HGS and the diversity office are staffed, replace positions if when someone leaves
- How do we create environments that allow for more diverse perspectives?
  - o Not using candidates’ names
  - o Reducing the “us” and “them” language
- Difficult dialogues – might need to done in phases – use the “affinity group model” – then bring people together to have cross perspective dialogues
- How do we let others know what’s happening to prevent rumors?
- Communication, shared perspective
- Create plans for ongoing dialogue
- Benefit from learning through different disciplines – increase diversity – “How do we use our status as a liberal arts institution to promote diversity?”
- Anything we can do in Keene to show how we can increase immigration would be great – How do we contribute to the “greater good” in Keene?
- KSC can help with the drug epidemic
- Make KSC more diverse – find ways to embrace each other
- Build curriculum to have these topics of discussion – “How do we use ISP program to fulfill this?” “How do we have difficult conversations in class?” “How do we talk to someone with a different point of view?”
- Need to get a little more uncomfortable
- Students requested more “mentoring” around how to have difficult conversations outside of class
- Interpersonal skills development for students
- Being kind to people by saying hello, making connect with others and not being distracted by cell phone (look up) in order to engage with others as you walk down Appian Way