Topics for Today

• Staying Safe at K
  – Young

• Diversity and Inclusion at K
  – Furge and Westfall

• Introduction to Facilities Management
  – Lindemann

• What is Social Justice Leadership
  – Henry
KALAMAZOO COLLEGE
KEEPING K SAFE
KEEPING K SAFE

• Campus Safety
• 24/7 365 Per day Operation
• Seven Full Time Officers
• One Part-Time Officer
• Administrative Assistant
• Director
KEEPING K SAFE

Campus Safety Features

• Cameras - 60

• Keycard Doors – 100 Interior and Exterior
Emergency

35 Phones on Campus
including Athletic Complex.
KEEPING K SAFE

Safety and Security Contributors

• Campus Safety & Security Committee

• Student Safety & Security Advisory Committee

• College Crisis Management Team

• KBIT – Behavioral Intervention Team
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• K-Alert
  Mass Notification System
  Test Fall and Spring Quarters

Utilized for major emergency notifications

Crime Alerts

Security Alerts
Campus Safety Contact Information
Emergency-911    On-campus-x7321
Non-Emergency (269)337-7321    On-campus x7321
Find more information on the Campus Safety Webpage

Fire Emergency
1. PULL FIRE ALARM AND EVACUATE THE BUILDING.
2. CALL CAMPUS SAFETY. (269-337-7321)
3. USE THE FIRE EXTINGUISHER only if the fire is small and you have a clear exit path. If you are uncomfortable, EVACUATE.
4. FOR INDIVIDUALS WITH LIMITED MOBILITY:
   When the fire alarms activate, the building elevators immediately go off-line. Thus if you have limited mobility and can’t safely use the stairs, please shelter in place. Do not use the elevator.
   a. Close your door but do not lock.
   b. Call Campus Safety. (269-337-7321)
   c. You will be given further instructions by Campus Safety.
   d. Remain in the current room. Campus Safety and/or the Fire Department will come to you.
   e. You will only be physically evacuated by Campus Safety or the Fire Department if you are in harm’s way.

Medical Emergency
1. CALL CAMPUS SAFETY. (269-337-7321)
   a. Campus Safety trained in First Aid, CPR, and AED, will be dispatched.
   b. Campus Safety will coordinate additional medical services.
2. DO NOT MOVE THE INDIVIDUAL. If required, apply firm pressure to control blood loss.

Active Shooter/Violence Emergency
1. RUN - TO SAFETY. Then call Campus Safety (269-337-7321 or call 911).
2. HIDE - IF YOU CANNOT RUN. Then lock or barricade the door, silence your phone, turn off the lights, and stay away from windows. Do not unlock the door. Campus Safety will have keys and unlock when it is safe to do so.
3. FIGHT - IF YOU MUST. Remember, anything can become a weapon: chairs, tables, scissors, fire extinguishers, and laptops - be aggressive!

Chemical/Environmental Emergency
1. ACTIVATE FIRE ALARM, if building evacuation is needed.
2. SHUT DOOR TO CONTAMINATED AREA.
3. KEEP OTHERS OUT OF AREA.
4. CALL CAMPUS SAFETY. (269-337-7321) A Campus Safety Officer will immediately respond and coordinate additional emergency services.
KEEPING K SAFE

• Report Suspicious Activity Immediately

• Call 911 if Threatened

• Safeguard personal property

• Lock Office Door When Not There
KEEPING K SAFE

Room Authorizations

• Post List on Door When Authorizing Students into Rooms after Hours

• Send Email to campussafety@kzoo.edu
EMERGENCY TRAINING

• Discussion & Questions
Inclusive Diversity

• Strategic Plan (2007-2017)
  – Create an Inclusive, Student-Focused Environment
    • Make Kalamazoo College More Diverse
• Inclusive Diversity – everyone, all the time; inclusion; sense of belonging – it remains a central priority for this community
• New Strategic Plan (2018-2023) – Advancing Kalamazoo College
  – Values “inclusion and equity”
  – One of the four Cs is Community: Foster inclusive and supportive campus for all
Diversity of 18-19 First Year Class

- Domestic Students of Color – 33%
- International Degree Seeking – 5%
- Pell Grant Recipients – 26%
- First Generation – 20%
- 21 states + DC + Puerto Rico
- 15 countries + US
Inclusive Diversity – Recent Work

• Development of Critical Ethnic Studies curriculum and broader curricular revision (2014)
• Establishment of Intercultural Center (Sept 2015)
• Hired Dir. of Intercultural Student Life (Feb 2016)
• Mellon grant supports Diversity & Inclusion Initiatives
• Establishment of Diversity & Inclusion Advisory Committee (fall 2017) with annual recommendations to President
• Part of JED Foundation and the Steve Fund, focused on mental health (2017)
• Howard Hughes Medical Institute Grant (2018)
• Intercultural Center expansion (2018)
• Revised diversity and inclusion component of Orientation (2018)
• Development of pilot Bias Reporting System
Inclusive Diversity – Resources

• Institutional Resources
  – Office of Intercultural Student Life
  – Arcus Center for Social Justice Leadership
  – Human Resources
  – College Chaplain
  – Director of Gender Equity (Title IX Coord)

• Training for faculty/staff – has included VISIONS and ERACCE trainings. VISIONS dates Nov. 29-30, 2018

• reason.kzoo.edu/diversity/
Arcus Center for Social Justice Leadership
Social Justice...

recognizes the inherent dignity of all people and values every life equally. It calls for both personal reflection and social change to ensure that each of us has the right and the opportunity to thrive in our communities, regardless of our identities.

When we acknowledge that oppression exists and work to end systemic discrimination and structural inequities, we increase the promise of a more just world.
ACSJL at Kalamazoo College

Our mission is to develop and sustain leaders in human rights and social justice through education and capacity-building.
Training & Preparation

Rosa Parks
Strategy

ADAPT

Civil disobedience, legislative policy advocacy, grassroots education and mobilization, legal advocacy
Mentorship

Martin Luther King Jr.

Benjamin Mays

Howard Thurman
Social Justice Leadership & Higher Education

Enlightened Leadership

Robust Imaginaries
+
Informed Practice
ACS JL programming covers a variety of issue areas:

- Human Rights
- Health Equity
- Economic Justice
- Educational Equity
- Politics and Justice
- Environmental Justice
- Race and Racism
- Food Justice
- Art and Justice
- Immigration
- Mass Incarceration
- Genders and Sexualities
ACSJL Initiatives

• Events & Trainings *free and open to the public*
• Bi-annual Global Convening
• Curricular Infusion and Support for Faculty
• Fellowships
• Leadership Grants
• Summer Internships
• Praxis Center
Fellowships & Activists in Residence

• Faculty
• Staff
• Students
• Local & Global Activists

Patrisse Cullors
Fall 2014
Visiting Fellow
Social Justice Leadership Fund
The CLIMATE is changing. Why can't we?
History of Divestment

- Origins of student divestment movements
  - Fossil Fuel Divestment: Where does it come from?
  - Swarthmore Mountain Justice
  - 350.org
  - Divestment Student Network
- Divest Kalamazoo → KCCAN and Our/Re Investment
Praxis Center
an online resource for scholars, activists & artists

Featuring action research, radical scholarship, engaged teaching, grassroots activism, community organizing & relevatory art practice. We make visible imperative social justice work being done today.

Monthly
Featured Artists
like Sarah-Ji in Chicago, USA, or artist collectives, such as Studio Revolt in Phnom Penh, Cambodia.

Toolkits for every intersection
- Human Rights
- Science & Social Justice
- Genders & Sexualities
- Race, Class & Immigration
- Environment & Sustainability
- Art, Music & Pop Culture

Kalamazoo College
Arcus Center for Social Justice Leadership
More in Four. More in a Lifetime.

kzoo.edu/praxis
@ACSJL /ACSJLKzoo
Thank You!

Questions?