

STUDENT DEMANDS TO THE MACALESTER ADMINISTRATION

Positive Work Already Completed (Thank you!):

- Recent hate speech incidents have been publicized in the Mac Daily
- Forum for discussion held after each incident this year
- Transparency by security on response practices and plans
- Creation of the Bias Response Team with a plan to create a response protocol

Demands relating to hate speech :

- Create a hate speech email alert system with an opt out option, and put an alert banner on the Macalester website reporting new incidents (like some websites do for severe weather or school closures)
- Provide easy access to a consolidated and digitized record of all known incidents of hate speech at Macalester that :
 - Goes back at least 10 years
 - Includes pictures (if available) and all known details
 - Is publically available on Macalester's website
- Work with students to establish a clear judicial policy for perpetrators of hate speech, including a widely announced minimum punishment
- Require all faculty to attend at least one of the following workshops every semester :
 - An Allies Training from the DML
 - Request a Dialogue from the DML for your department
 - Talking About Teaching*
 - A discussion-based International Round Table session*
 - FYC training
 - FAIR retreat*
- Use specific language when addressing specific incidents of hate speech. Call swastikas swastikas. Call anti-islamic hate speech anti-islamic hate speech etc.
- Follow the lead of the University of St. Thomas, and Macalester's own historical precedent, and cancel class to host a campus wide event addressing racism, anti-semitism, and classism at Macalester

**when focus is on diversity and/or inclusivity (it's up to the individual faculty to decide when a workshop has an appropriate focus)*

Demands relating to mental health** :

- Provide faculty and staff education about identifying and responding to mental health problems and crises and about resources available to students
 - create more opt in (for now) trainings, including but not limited to QPR, for faculty and staff

- "No wrong door" policy -- wherever a student seeks out help (CDC, a professor, a coach, DML, res life, CRSL, HWC, etc) they will have same access to quality mental health care
 - ensure all are equipped to connect students to resources
- Allow counseling appointments to be made online, not only by phone or in person
- Don't bump students off/down on waiting list after a single appointment if they have requested several -- all students deserve access to their 10 appointments
- More widely disseminate specific information about what the HWC can/cannot offer
- Commit to giving students a full appointment (not just intake) within 24 hours if communicate urgent need, and 5 days if don't
 - In the meantime, agree to set and widely disseminate the current feasible time frame -- if a student communicating urgent need is only guaranteed to be seen within 3 weeks that number needs to be in pamphlets and on the HWC website
- More HWC service hours
 - open even later in the evenings and also on weekends
 - along with that, hire considerably more counselors
- Hire considerably more POCI and queer counselors
- All counseling staff must receive regular training around race/racism, class, etc.
- Create a task force to investigate ways to help students afford off campus mental health services, or make affordability central to an existing task force
- Create a system to follow up on students after they are given an off-campus referral -- to see if got an appointment, if it went well, if they need anything else
- Create more POCI and/or international student centered non-clinical mental health care / therapy groups
- If the HWC does not have the resources to do this, they must receive more funding, physical space, and/or other necessities from the institution of Macalester

****Heavily drawn from :**

Mowbray, C., Mandiberg, J., Stein, C., Kopels, S., Curlin, C., Megivern, D., . . . Lett, R. (2006). Campus mental health services: Recommendations for change. *American Journal of Orthopsychiatry*, 76(2), 226-237. doi:10.1037/0002-9432.76.2.22

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