



Keene State College for several years has invested in creating a community where everyone feels welcomed, safe and respected. Along the way we have communicated our vision, strategy and actions, but recognize that our words may not have been heard by those who need them most. For clarity, below is a summary of specific work across the campus to improve our culture and to assure we provide a safe, welcoming, student-centered community.

College-Wide Actions

<i>February 2018</i>	A community-wide Town Hall discussion was held to recommit to our values, missions and goals to create a community rooted in civility, respect and equity.
<i>August 2018</i>	Keene State College earned FIRE's coveted "green light" rating – the highest award for colleges committed to protecting student free speech.
<i>October 2019</i>	President Treadwell and AVP Morris issued a detailed action plan in response to students who submitted a petition requesting that the college enact school-wide anti-racism policies.
<i>November 2019</i>	Athletic Director Phil Racicot with the support of AVP Morris launched an initiative "Maximizing Potential Through Diversity" for all student-athletes.
<i>June 2020</i>	AVP Morris provided an update on progress toward action items in response to the student petition in the weekly campus update in June 2020.
<i>Summer/Fall 2020</i>	Campus Book Discussions facilitated around the following books: Ibram X. Kend, <i>How to Be an Antiracist</i> ; Layla Saad, <i>Me and White Supremacy</i> ; Angie Thomas, <i>The Hate U give</i> ; and Paulo Freire, <i>Pedagogy of the Oppressed: 50th Anniversary Edition</i>
<i>Fall 2020</i>	Several important steps were taken at the start of the 2020-2021 academic year, many in direct response to the student petition including: <ul style="list-style-type: none">• Bias reporting form launched• Faculty equity and inclusion development series offered• AVP Morris attended faculty meetings to update on actions from student petition• Residential Life Staff training offered in de-escalating difficult in-person situations• Campus Safety workshop held to review Title IX and Discriminatory Harassment• AVP Morris shared updates to equity and diversity programming and highlighted ways for students and faculty to be involved• Discussions about race and other forms of diversity included with semester long New Student Orientation and in First Year Seminars

Supporting Students Involved in the March 2020 Incident

While the college and President Treadwell have made personal commitments to these students to preserve their privacy, it is important for our school community to know that much has been done to correct mistakes, to support the students involved and to put in place processes that prevent a similar situation from occurring in the future.

June – August 2020 President Treadwell, VP Atkins, and AVP Morris met with the students to understand the circumstances, conduct review, to communicate findings, understand their needs, discuss work ahead, and to reinforce the importance of progression toward their degrees. Representatives from the Office of Multicultural Student Support and Success offered support to the students. Since these meetings, over 70 points of contact with, or on behalf of the students involved, directly by the President’s Office seeking to deliver supports.

President Treadwell met with City of Keene partners to communicate her findings regarding the March incident. In addition, the College and City deepen discussions and align expectations around working relationships, supports for students and values-based approaches to engagement.

President Treadwell requested a broader assessment of our bias, Title IX, and discriminatory harassment policies, protocols, procedures, responsibilities, communications and structures of support.

Jan. – February 2021 President Treadwell receives assessment of bias, Title IX and discriminatory harassment policies, protocols, procedures, responsibilities, communications and structures of support.

President Treadwell [updated the college community](#) on the actions in response to this situation, acknowledged she and the college would continue to work towards improving structures and systems to ensure that all students feel supported.

President Treadwell and AVP Morris [announced](#) the appointment of Program Manager for Title IX, Bias and Discriminatory Harassment and a restructure and investment in Equity and Diversity programming and support, including creating a new position of Equity Education and Community Support Director.