

May 15, 2023 (updated August 28, 2023)

Update on Response to Report Recommendations

Background

In 2021, Risk and Safety Services commissioned an external review of Campus Security and Emergency Services (CSES) processes related to the department's response to incidents that involved or targeted a s their role in supporting a

safe and secure campus environment and highlights their commitment to championing and promoting an equitable and inclusive environment at Queen's. This update was completed with significant engagement with and input from campus partners, including various student groups.

Efforts taken to address **recommendation 3.2** (Visibility of campus events unrelated to B7w 13.0.81ct
[REDACTED])

Residences to identify opportunities where CSES can interact informally with students (e.g., orientation events and club meetings). Additionally, the implementation of campus walking shifts provide CSES with the opportunity to interact with faculty, staff, students, and other community members in ways that can foster positive relationships and build trust. Interactions and events are tracked by the staff and reviewed by the Director.

Security Risk and Training Manager works with them to identify additional training opportunities so that they are taking some form of IEDIAA training on an annual basis. The Manager also coordinates with HREO annually to determine which I-EDIAA training modules have been modified to ensure all CSES staff have the most current knowledge and are cognizant of new information and trends to be used when performing their duties.

CSES is also exploring opportunities with HREO for targeted training (e. g. Case based I-EDIAA training, and trauma informed response, etc.) as per **recommendation 8.2** (Increase training on understanding hate crime, hate victimization, and supporting victims of hate) and **recommendation 4.2** (Emphasize and train in empathic communication skills).

CSES staff continue to strengthen their working relationship with the Kingston Police Force. The CSES Director is currently working with their Equity, Diversion & Inclusion Officer to identify joint training opportunities.

AWARENESS / COMMUNICATION / RESPONSE, FOLLOW-UP, AND SUPPORT

CSES has refined and implemented its Standard Operating Procedure for responding to hate motivated activities based on the feedback provided by the reviewers as per **recommendation 5.2**). It will be reviewed again and refined further as needed during the work to implement recommendation 1.2 (Establish clear roles and expectations for CSES and other stakeholders when responding to a hate crime or incident).

Next Steps

Terms of reference are being developed for a committee that will oversee the university's response to hate motivated activity. This committee will be responsible for addressing the remaining recommendations in the report which will result in the development of university-wide processes and procedures for reporting and responding to hate motivated activity, and the creation of a support guide program for students, faculty, and staff. Processes and procedures will establish clear roles and

Committee membership will ha0.011 Tw (h7142n7en)5MC 1 .3 (err)-T/Artes5y