

MEMORANDUM OF RESOLUTION

TO: Fort Wayne Senate

FROM: Ann Livschiz, Nancy Virtue, Chris Erickson, Suzanne LaVere, Noor Borbieva, Michelle Kelsey, Steve Carr, Assem Nasr, Jeannie DiClementi, Carol Lawton

DATE: 10 October 2022

SUBJ: Review of the Created Equal Event on Campus on Tuesday, September 20, 2022

Whereas, Created Equal is an organization known for its aggressive behavior and graphic doctored images the organization uses in its anti-abortion campaigns;

Whereas, PFW granted the organization permission to be on campus despite the organization's record in previous years of using tactics of disruptive behavior, verbal intimidation, physical harassment, and surveillance of students (via GoPro cameras) on our campus;

Whereas, Created Equal members stood in locations that allowed them to obstruct students from entering a number of campus buildings, thereby delaying and preventing unsuspecting students from being able to get to class by subjecting them to graphic images and verbal abuse;

Whereas, the event compromised the standards of safe space that PFW ensures to its students causing turmoil and trauma to students, faculty, and staff;

Whereas, there were students in severe distress as a result of their encounters with Created Equal representatives;

Whereas, some classes throughout campus were disrupted from their lesson plans because instructors had to spend time dealing with the aftermath of what students experienced;

Whereas, there was no announcement about the event ahead of time—a practice that is different from how PFW usually handles on-campus events;

Whereas, significant university resources (beyond instructional time) had to be diverted to deal with the disruptions of the presence of Created Equal on our campus, including but not limited to multiple, high-level administrators camping out to monitor the situation, diverting their time from their regular work; the police force patrolling the area; the chief of campus police being so concerned about the safety of the Women's Studies office that he personally patrolled the hallways of the Liberal Arts Building, etc.;

Whereas, there appeared to be confusion about the role of campus police in maintaining order and enforcing the campus solicitation policy;

Whereas, faculty members who helped with crisis intervention for students in distress, report that the administration demanded that they turn over names of students to OIE, thereby breaching student trust;

BE IT RESOLVED, that the university administration provides the following information in the form of a written report, submitted by the document deadline (Friday, October 28 at 3PM) for the November Senate meeting, and provide the names of the relevant PFW employees that should be granted speaking privileges for the meeting:

- What was the process that Created Equal followed to get this event approved? Did the organization have an on-campus sponsor?
- What PFW policy documents were followed in weighing this approval?
- Was the PFW Solicitation Policy in particular considered? The policy (<https://www.pfw.edu/dotAsset/6b531314-364c-40c1-985b-6ac7021c4e00.pdf>) includes the following guidelines—"You may not impair the free travel of students/staff/faculty in and around the campus. You may not 'force' your material(s) on people. If they say no, you must walk away. Disruptive personnel will be removed from campus."
- Since students, faculty, and staff reported disruptive behavior by representatives of Created Equal and impairment of free travel on campus, why was the event permitted to continue after early reports of harassment and students in trauma?
- Who approved Created Equal's appearance on campus?
- What PFW personnel were involved in coordinating the visit? Who worked with CE on the request to solicit form? Who helped arrange their visit?
- According to the campus policy, a campus representative must review all materials an outside group brings to campus. Who did this for the Created Equal visit?
- Please provide a copy of the request to solicit form.
- Was their past behavior on our campus considered in the decision?
- Who knew about the visit in advance, and why did these individuals/units not alert other members of the campus community? Why was their appearance not included in the university calendar or otherwise announced to the campus community in advance?
- Since this appearance of secrecy seems to only apply to this organization, how does this fit with existing PFW policies that govern the appearance of external organizations on our campus?
- What is the university plan for future demands by Created Equal to appear on our campus?
- Can the administration estimate some of the costs of the appearance of Created Equal on our campus (hours by staff and administrators diverted to deal with the problem; instructional time lost; cost in retention losses for the university; cost for students who will seek therapy off campus since they may not trust campus entities; etc.)?
- What role did the campus police play in handling the situation? What were the directives for how police were to treat members of "Created Equal"? Members of the PFW community?
- What did the administration know about the impact of the event on the student body? What arrangements did the administration make to make sure students' safety was upheld?

- The university has traditionally invoked “free speech” as the explanation for why such events should be permitted to take place on our campus. If it’s a “free speech” issue, why has the university invoked Title IX after the event to demand that Created Equal’s treatment of students be reported to the administration (and to demand names of students)?
- What conversations were had by administrators involved in arranging the visit prior to Sept. 20th about protecting student safety and mitigating the impact of the visit, and what conversations have taken place since the visit? Did administrators anticipate the traumatic impact that an organization like Created Equal could have on students?
- Was anyone with trauma-informed training involved in screening “Created Equal,” and has anyone with trauma-informed training been involved in conversations among the administration since the visit?

BE IT FURTHER RESOLVED, that the university takes no disciplinary action towards any faculty or staff involved in helping students deal with the trauma they experienced as a result of their encounters with Created Equal;

BE IT FURTHER RESOLVED, that the university commits to providing an opportunity for interested students to meet with upper administration, including the individual who approved the event, to ask questions and express their concerns;

BE IT FURTHER RESOLVED, that the university ensures that students are not bullied into stopping criticism of university actions on this matter, including but not limited to posts on social media;

BE IT FURTHER RESOLVED, that the university commits to not allowing Created Equal or any other groups known for their aggressive and traumatizing strategies to come to campus, until senate has a chance to discuss this report, and the appropriate senate committees have the chance to make recommendations on possible changes to the ways our campus deals with external entities.