

October 16, 2018

Dear University Apartments South community,

We are writing to share a more detailed response to the recent anti-Black racist incidents in UA South, and the subsequent community requests from the October 8th town hall meeting. We are aware that the letter to the community on Wednesday, October 10th did not fully address the list of concerns shared at the town hall meeting. We apologize that our initial communications following the town hall meeting did not explicitly name the anti-Black incidents, nor adequately address the hurt and frustrations that many of you have experienced.

During the October Town Hall meeting, Black residents and their families living in University Apartments reported having experienced numerous incidents of racism. On the afternoon of September 14th, a guest of a University Village resident yelled anti-Black slurs in a University Village Apartment courtyard. An Apartment Coordinator heard the yelling and called UCPD; UCPD responded and spoke with the individual and escorted them back to the resident's apartment. As a non-student, our student code of conduct would not be applicable, however; residents are responsible for the conduct of their guests and [Housing regulations](#) stipulate that behavior that interferes with others' normal use of the facilities is prohibited. The resident is being held accountable through the [University Apartments conduct process](#). Residents responsible for violations of Housing Regulations are subject to sanctions which may include the loss of guest privileges and potential exclusion from UCLA Housing. We recognize racial slurs such as this are deeply hurtful and can profoundly impact one's sense of belonging, safety and dignity. We should always make clear that we understand how painful an incident like this can be. We are currently reviewing the timeline and the adequacy of our response to this incident.

Most recently, on October 5th, printed copies of a June 2017 email from the UCLA Housing office (an email that detailed the policy pertaining to unattended children in the common areas) were found posted to the front doors of two Black families' apartments as well as in the entry corridor to the building. Any individuals found to be responsible for these actions, including any attempt to inappropriately represent themselves as UCLA Housing, will be held accountable through the University Apartments conduct process. The University is reviewing the incident and asks that you contact us at [conduct@orl.ucla.edu](mailto:conduct@orl.ucla.edu) if you have any information related to this matter.

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The anti-Black behaviors in these and other previously reported incidents, including reports of racial profiling by UCPD and fellow residents, have contributed to a sense of hostility and enmity for many of the Black families within the UA South community. At UCLA, we recognize that racist, hateful statements, while at times constitutionally protected, have a profound impact on individuals within the community. It is at these times that we must speak in one voice that hate and racism is contrary to [the values that ought to shape our community](#).

Residents also shared accounts of others videotaping their children, disproportionate policing of Housing rules, and other unwelcome behaviors targeted against Black families. Black families and their children deserve to feel safe and supported living in University Apartments. We recognize that these incidents and behaviors create a hostile environment in which Black students and their families feel unsafe and harassed. Acts of discrimination, harassment or profiling against members of the community will not be tolerated. Individuals found engaging in such behaviors will be held accountable according to University policies and may be subject to sanctions.

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We are committed to partnering with residents of the UA community to address the harm experienced by residents and to create a safer, more just residential experience. Below are some of the actions that we will be taking to begin this process.

**We will host a community discussion *within the next two weeks* with UCLA Senior Administrators and UCPD.**

Senior administrators from UCLA Administration, Equity, Diversity and Inclusion, Student Affairs and UCPD will host a dialogue to continue to hear the community's concerns and to explore how the University can better support University Apartments. We will be able to confirm a date, time and location for this event by Friday, October 19.

**UCLA Housing and UCPD will conduct a community walk-through of University Village facilities by November 2, 2018.**

UCLA Housing senior staff and UCPD officials will host a walk-through of University Village and will gather resident feedback in order to inform plans for addressing both immediate and long-term facilities and safety concerns.

**We will create more opportunities for community dialogue.**

Student Affairs staff and mental health professionals will be facilitating a community dialogue to begin to address the question 'Where do we go from here?' and to process and reflect on the experiences shared at the town hall meeting.

Children's activities will be offered concurrently.

***Friday, October 19<sup>th</sup> at 6pm at the University Community Center***

**We will expand anti-racism, implicit bias and empathy training for all staff which will begin by November, 2018.**

We will be expanding our existing staff training programs and develop new training requirements to ensure that every staff member and student leader serving University Apartments is provided with comprehensive ongoing anti-racism, implicit bias and empathy training.

**We will create a community task force to review the policies and procedures of University Village, and will implement recommended improvements. Initial Task Force meeting to occur by November 16, 2018 and recommendation deadline by Winter Quarter, 2019.**

We have heard accounts of the strict enforcement of less crucial rules and regulations, the lack of attention to others, and a disproportionate enforcement of certain rules experienced by underrepresented members of this community. We will be convening a task force to review the intention, impact, appropriateness, and effectiveness of policies and procedures, which could include but are not limited to resident conduct, guest policies, facilities use, reporting options, and more. This task force will work from a social justice paradigm and determine whether all community voices are reflected in our policies.

*If you'd like to participate in this task force please email Amber Marti ([amarti@orl.ucla.edu](mailto:amarti@orl.ucla.edu)).*

**We will designate a new community work group to recommend long term community improvements.**

We know that developing a safe, supportive and inclusive community can't happen overnight. To ensure that we continue to work together to improve the experiences of underrepresented members of our community, we will be forming a new community work group prior to the end of Fall quarter 2018 to review practices and procedures on an ongoing basis.

*If you'd like to participate in a community working group please email Amber Marti ([amarti@orl.ucla.edu](mailto:amarti@orl.ucla.edu)).*

**We will increase community social justice programs. Implementation deadline, Winter Quarter, 2019.**

We will be implementing orientation programs and messaging for all residents of University Apartments that addresses social justice, racial violence, community values & expectations and

harm reduction, and will offer additional programming throughout each quarter. If you have any suggestion for topics or points which should be included in the training please send them to Brian MacDonald or Addae Jahdai-Brown.

## **We will offer more wellness programs and services. Programming will begin Fall Quarter, 2018.**

We will be collaborating with Counseling and Psychological Services (CAPS) to offer more wellness, healing, and family support programs and services directly within the University Village community. CAPS will be able to offer programs throughout the year, such as Movement and Meditation for Women of Color, Yoga as Healing, Racial Battle Fatigue & Stress Management, and 'Talking to Your Children about Racism.'

## **We will develop a more robust communications plan. Implementation Deadline, Winter Quarter, 2019.**

Building upon recommendations from this Fall's community task force and additional community input, we will be developing a new comprehensive communications plan for University Apartments. We recognize that communications to all residents need to be improved. We will refine the ways that notifications about incidents that impact resident safety such as hate speech or other forms of racism are addressed.

We'd like to thank the residents who have reached out to us to share their experiences, to everyone who attended the October 8th town hall meeting, and to the student leaders who have been advocating for change. If you'd like to continue this crucial conversation, please feel free to reach out to us.

Sincerely,

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