

Subcommittee Name:Community Engagement

Recommendation Name/Description	Necessary Actions	Responsible Division and/or Unit	Timeframe	Resources/ Funding	Progress Markers	Accountability	Other Considerations
<p>Drexel should publicly and regularly acknowledge, take responsibility, and develop a reparations plan for historical and present day racist impacts of university expansion, and policies and practices on its surrounding historically Black communities.</p>	<p>Co-develop with community a University - Community Reconciliation Plan</p> <p>Co-develop with community a reimagined vision of what Anti-racist community engagement should be.</p> <p>Establish a reparations plan for Black community members that have been displaced by the university.</p> <p>Create a universal channel of communication/reporting between the university and the residents of West Philadelphia to identify ongoing actions and report on progress towards goals of reconciliation plan</p>	<p>University and Community Partnerships, Government and Community Relations</p> <p>University and Community Partnerships, Government and Community Relations</p> <p>UCP/Center for Black Culture/Admissions</p> <p>Office of University Communications</p>	<p>1 year</p>	<p>\$25,000 stipends for community members working on the plan.</p> <p>Regular access to communication resources</p>	<p>Meetings with community partners, conduct comprehensive assessment on Drexel's past harms to community .</p> <p>Establish a detailed timeline with milestones of when the plan will be rolled out.</p> <p>Periodic community meetings for data gathering and also more fully understanding the scope of the historical harm.</p>	<p>Leaderships of Unit/Office</p>	<p>It might be in Drexel's best interest to collaborate with UPenn since there is significant overlap between the harms committed by both institutions to the same communities</p>
<p>Drexel should divest from and reform the current Drexel policing model and invest in a comprehensive campus safety model. Current Drexel Police practices make community residents vulnerable to profiling and police misconduct.</p>	<p>Drexel should reduce the Drexel Police Department budget and use funds to expand and support existing Drexel programs and departments to ensure safety, security, and health equity on campus and in surrounding neighborhoods.</p> <p>Drexel Police Department should not have access to nor use military equipment including but not limited to, assault rifles, submachine guns, flashbang grenades, sniper rifles, and tear gas.</p> <p>Launch a transparent communication campaign to the Drexel community to share findings of DPD evaluation of the Drexel Police Department. The findings and a clear plan of action should be available to all stakeholders of the University.</p> <p>Off-campus policing should be left entirely to the Philadelphia Police Department. There should be clear restrictions of the activities that are allowed when engaging non-Drexel students or staff off campus.</p> <p>Expand security officer guidelines to enforce campus safety - they should remain unarmed and unable to arrest. They should also have a clear jurisdiction.</p> <p>Terminate all conflicts of interest with Philadelphia Police Foundation including ensuring that any executive at Drexel resign from board appointments that create personal conflicts that may lead to unethical decision making</p> <p>Expand victim services model and related services for post-emergency response including the authority and practice to report sexual assaults and hate crimes committed by Drexel students/staff as violent offenses</p> <p>Reserve Drexel Guardian Alert system for campus-wide emergency communications and implement language guidelines to ensure that messages do not promote racial profiling and further marginalize Black community members (i.e. Black male armed robbery)</p> <p>Develop a strategy to report the quarterly to the community on community engagements and interactions with DUPD. DUPD should also report the outcome of calls by community members reporting inappropriate behavior by those in from the Drexel community.</p> <p>Involvement of Drexel police or resources with the Philadelphia Police Department actions off-campus should be prohibited</p>	<p>Office of the President, Department of Public Safety</p>	<p>1 year</p> <p>Immediate</p> <p>6 months</p> <p>Immediate</p> <p>1 year</p> <p>Immediate</p> <p>1 year</p> <p>6 months</p> <p>Immediate</p> <p>Immediate</p>	<p>This activity will generate funds</p> <p>N/A</p> <p>\$10,000</p> <p>N/A</p> <p>TBD</p> <p>N/A</p> <p>TBD</p> <p>N/A</p> <p>TBD</p> <p>N/A</p>	<p>Begin budget review, hire consultants who have a successful track record in police reform</p> <p>Policy developed</p> <p>Emails sent to university community, webpage created with information in reader friendly format</p> <p>Policy developed</p> <p>Policy developed, Additional staffed hired</p> <p>Relationships reviewed and terminated if necessary</p> <p>Staff hired, processes developed</p> <p>Policy developed, Messages have changed</p> <p>Reporting schedule developed, Regular meetings planned</p> <p>Policy created</p>	<p>Leaderships of Unit/Office</p>	
<p>Drexel should be bold and trailblazers in championing access to equitable educational opportunities for Black students residing in West Philadelphia i e</p>	<p>Drexel University should pay PILOTs to the City of Philadelphia. These payments should be in addition to SILOTs which undermine the possibility of self-determination in West Philadelphia neighborhoods over generations, relying on institutional memory outlasting community and inter-generational memory to do so.</p> <p>Drexel must consult with stakeholders and advocates for equity in public schools, including but not limited to: The School District of Philadelphia, The Philadelphia Federation of Teachers, and the Our City Our Schools Coalition</p> <p>Work with SDP and community partners to prevent Powel/SLA-MS from becoming disproportionately white (such as in the story of Penn Alexander School) overtime as current trending in demographics in the catchment area indicate an upward trend in displacement of Black families.</p>	<p>Office of the President, Treasury, and Government and Community Relations</p> <p>Government and Community Relations, University and Community Partnerships, School of Education</p> <p>Government and Community Relations, University and Community Partnerships</p>	<p>1-2 years</p> <p>6 months</p> <p>6 months</p>	<p>TBD</p> <p>N/A</p> <p>N/A</p>	<p>Meetings scheduled with city, Review of assess value of university owned property, Policy develop to pay PILOTs in perpetuity, Funds Transferred</p> <p>Regular meetings planned</p> <p>Policies developed</p>	<p>Leaderships of Unit/Office</p>	

<p>students residing in West Philadelphia re Promise Neighborhood.</p>	<p>Data dive into trends in demographics in SDP, for example: What is the current racial makeup of Powel/SLA-MS in comparison to the demographics of the district and other neighborhoods.</p> <p>Any Drexel group interested in partnering with Powel/SLA-MS must demonstrate understanding of anti-racist frameworks and center these within their partnership.</p> <p>All potential collaborations from the university must be vetted to ensure they work to support the K-8 students, families, school faculty, and staff in ways that are anti-racist and not burdensome to the school community.</p> <p>Refer to several relevant articles in Penn Netter Center's Universities and Community Schools</p>	<p>University and Community Partnerships, School of Education</p>	<p>6 months</p> <p>1 year</p> <p>1 year</p> <p>NA</p>	<p>N/A</p> <p>N/A</p> <p>N/A</p> <p>N/A</p>	<p>Data evaluated</p> <p>policy developed, communicated to university</p> <p>policy developed</p> <p>articles reviewed</p>		
<p>Drexel should promote a culture of respectful and equitable community engagement. Drexel's community engagement efforts have at times been insensitive and sometimes harmful in regards to research, teaching, and service.</p>	<p>Charge the Office of University and Community Partnerships with the oversight and support of all university sanctioned community programs, research, services and other engagement efforts. This office should be aware of all proposed community engagement efforts. Details are in the summary report</p> <p>Acknowledge and respect relationships between staff of color who engage with communities of colors through their work. These staff members have a unique challenge of genuinely representing the perspective of the members of those communities and moving while at times also enacting university practices that they are aware may be harmful. This additional burden can be acknowledged in several ways, here are a few: celebrating those individuals to the entire university, educating other members of the university community on the outsized burden these members of our community are expected to take on, fully providing the resources needed by the individuals doing this work to be successful, and investigating a compensation model for this additional burden.</p>	<p>Office of the President, University and Community Partnerships</p> <p>University and Community Partnerships and Human Resources</p>	<p>6 months - 2 years</p> <p>Immediate - 1 year</p>	<p>\$500,000 for additional staff and tool development</p> <p>\$50,000 annually</p>	<p>New responsibilities detailed and communicated to university, trainings develop, tracking systems developed, values and principles developed</p> <p>Celebration events plans, assessment of needed resources</p>	<p>Leaderships of Unit/Office</p>	
<p>Drexel should co-create with the local community, a culture and expectations of respect for its neighbors in surrounding communities and beyond to be followed by all students and staff of the University</p>	<p>Establish a University and Community good neighbor initiative whose aim will be to support students to fulfill Drexel's and the community's expectations for being good neighbors. This initiative will create training opportunities for students, and plan engagements between students and local residents allowing them to build community. This would be a partnership between UCP and Drexel Student Life, who should have a permanent presence within the community to support the needs of its students and the interest of the local community in which that students now live.</p> <p>Develop a plan to promote a welcoming practice for community members to be on campus to access resources and enjoy campus assets. This plan should include visible messaging to the community about which assets are available to them. The University or its students should not claim ownership over public spaces.</p> <p>Drexel should allow residents from within the Promise Zone to gain membership to the Drexel Recreation Center at a greatly reduced cost.</p> <p>Drexel should allow residents within the Promise Zone to gain access to the Drexel Library and its resources.</p> <p>Institute a mandatory racial justice and anti-racist orientation for students in a city where over 40 percent of the population is Black or African American, attending a university where a little over five percent of the first year students are Black or African American.</p>	<p>University and Community Partnerships and Student Life</p> <p>University and Community Partnerships and all units</p> <p>Drexel Recreation</p> <p>Drexel Libraries</p> <p>Student Life, OED</p>	<p>1-2 years</p> <p>1 year</p> <p>1-2 years</p>	<p>\$150,000 annually</p> <p>n/a</p> <p>Revenue generating</p> <p>TBD</p> <p>TBD</p>	<p>Staff assignments assess, new staff hired, Space allotted and Dornsife Center, new trainings developed, plan to community existence of new resource to the community developed</p> <p>New values created and policies developed</p> <p>New policy developed, communication to community</p> <p>New policy developed, communication to community</p> <p>New orientation section created</p>	<p>Leaderships of Unit/Office</p>	
<p>Drexel should be proactive to eliminate and stop contributing to inequitable</p>	<p>Renegotiate partnerships with developers such as Brandywine Realty Trust to require that they commit to equity in their Drexel affiliated projects.</p> <p>Drexel should review the impacts of the Home Purchase Assistance Program to ensure that it has not and will not lead to increased displacement of black residents. If it is to go forward the university should develop criteria to determine eligibility for employees who are interested in the Home Purchase Assistance Program, including but not limited to showing a commitment to be an active member of the community by attending community events and meetings, showing knowledge of existing community development plans, and agreeing to be active within the respective community towards that communities defined goals.</p>	<p>Real Estate and Facilities, President's Office</p> <p>Human Resources</p>	<p>1-2 years</p> <p>1 year</p>	<p>Revenue generating</p> <p>TBD</p>	<p>Current contracts reviewed and renegotiated where necessary, New standards created for future contractual agreements</p> <p>Review complete, New eligibility criteria developed</p>		

<p>practices in real estate development that put the community at risk for displacement due to increasing housing cost burden</p>	<p>Create a process to screen real estate partners to ensure that they are aligned with antiracism, social justice, and community engaged values. Seek to build partnerships with organizations who are leaders in reversing historical inequities due to residential segregation</p> <p>Create an advisory group of community members who will review any University proposed purchase and site/building plans for property within local residential neighborhoods. This group would have the ability to decline the purchase.</p> <p>Require that any multi-unit off-campus housing buildings endorsed by the university directly or indirectly through partnerships (i.e. Off-Campus Partners) have at least 20% or more of its units available to the general community at a price of no greater than \$500/month. This price meets the PEW identified Affordability Threshold of 30% of the \$19,958 median household income within the West Philadelphia Promise Neighborhood.</p>	<p>Real Estate and Facilities, Office of the President</p> <p>Real Estate and Facilities, Office of the President</p> <p>Student Life, Real Estate and Facilities</p>	<p>6 months</p> <p>1 year</p> <p>1-2 years</p>	<p>TBD</p> <p>Stipends for participations</p> <p>N/A</p>	<p>New screening process created</p> <p>Advisory group charge developed, New members selected</p> <p>New policy developed and communicated to current to potential development managers</p>	<p>Leaderships of Unit/Office</p>	
<p>Drexel should further invest significant resources into Drexel's existing hubs of CE (Dornsife, Lindy Center, UCP, etc), departments, courses, and research that employ antiracist community engagement. Currently the entities that are dedicated to community facing work have a limited number of staff members and resources which limits their ability to serve the community engagement needs for the entirety of Drexel's campus</p>	<p>Provide financial and human capital support to expand, and advance the work of our existing hubs of sustained community engagement with a clear anti-racism focus. These offices possess the frameworks, partnerships, research and pedagogical approaches to engaged work needed to support anti-racist practices in community engagement.</p> <p>Faculty, staff and students who do not already utilize anti-racist practices in community-based work should not be able to engage with community at all until they build their capacity to do so, and demonstrate a commitment to antiracism.</p> <p>Students should connect with the Dornsife Center and Lindy Center who can inform students about local neighborhoods via newsletters, community dinners, and courses that engage students with members of the local community.</p> <p>Increase financial support and capacity of the Lindy Center to better prepare students, faculty and staff who will engage with the community and continue to recommend anti-racist pedagogy for engaged learning (continued revisions to the CIVC 101 course)</p> <p>Provide the Lindy Center with additional resources for a community staff and/or community faculty to prepare and implement trainings, compensate community members to inform, instruct, and participate in engaged learning courses via stipends and speaking fees, and allow for more long-term partnerships that ensure community-informed and led academic projects.</p>	<p>Office of the President, Treasury, and Government and Community Relations</p> <p>University and Community Partnerships, Government and Community Relations, Office of Research, OED</p> <p>University Community Partnerships and Student Life</p> <p>Office of the President, Treasury, University Community Partnerships</p> <p>Office of the President, Treasury, University Community Partnerships</p>	<p>1-3 years</p> <p>1 year</p> <p>1 year</p> <p>1-3 years</p> <p>1-3 years</p>	<p>\$500,000 for additional staff and supports for existing hubs of community engagement.</p> <p>N/A</p> <p>N/A</p> <p>TBD</p> <p>TBD</p>	<p>Creation of a plan to assess current resources/capacity and a detailed plan to expand and provide additional resources.</p> <p>New policy developed</p> <p>Increased marketing to students to access those centers</p> <p>Needs assessed, budget increased, staff hired</p> <p>Needs assessed, trainings developed, stipend policy developed</p>	<p>Leaderships of Unit/Office</p>	
<p>Drexel should develop a clear plan to communicate the complete recommendations of the Anti-Racism Task Force to the local community such that can hold Drexel accountable.</p>	<p>Create a summary report of all recommendations and make it accessible to the general public by posting on a public site and distributing to all community stakeholders directly</p> <p>Hold a series of community meetings and listening sessions to hear feedback on the recommendations and suggestions for additions. Utilize successful outreach plans such of the of the CNHP's Community Wellness HUB's Were Here Because We Care initiative.</p> <p>Share power with the local community in any decision making that stems from this anti-racism work and that will ultimately impact the West Philadelphia community.</p>	<p>Anti-racism Task Force, University Communications, Office of Government and Community Relations, University Community Partnerships</p> <p>Anti-racism Task Force, University Communications, Office of Government and Community Relations, University Community Partnerships</p> <p>Anti-racism Task Force, Office of the President</p>	<p>60 days</p> <p>6 months</p> <p>Ongoing</p>	<p>TBD</p> <p>TBD</p> <p>N/A</p>	<p>Summary completed, dissemination plan developed</p> <p>Meetings scheduled, Report with feedback created and shared with community</p> <p>Reorganization of relationships with community</p>	<p>Leaderships of Unit/Office</p>	