Process

Margolis Healy facilitated virtual campus forums for the Tufts University community to discuss the TUPD arming model. The forums were open to all faculty, students and staff at each of Tufts four campuses. The forums were intended to attract a wide range of participants with varying views and opinions.
Campus Forum Format

I. Background Summary on the task force work, to date, on the arming of TUPD officers (Mike Howard)
   - Calls for Service Analysis
   - Survey
   - Focus Groups

II. History of Policing, Campus Policing & the Evolution of TUPD presentation (S. Healy)

III. Open Discussion (Dr. D.A. Graham)
Participation by Campus

- Grafton: Cummings School of Veterinary Medicine
  - 32 attendees
- Boston - Health Sciences Campus
  - 30 attendees
- Boston - School of the Museum of Fine Arts (SMFA)
  - 2 attendees
- Medford/Somerville
  - 108 attendees
Major Themes – Participant Feedback

1. Flexibility of Models
2. Differential Response
3. Continuous Focus on Anti-Racist Initiatives
4. Radical Action
5. Transparency
Flexibility of Models

• Driven by the unique needs of each of the four campuses
• What works at one may not work at another
• It is not a “one-size” fits all solution
Differential Response

• Pairing the appropriate first responder to the specific calls for service

• Integrating unarmed or non-police resources as responders
  – Changing the way Tufts responds to mental health and behavioral crises
Continuous Focus on Anti-Racist Initiatives

• Disarming TUPD does not, alone, make Tufts an anti-racist institution

• Regardless of the Arming Model, Tufts should continue to develop anti-racist policies, procedures and practices for the TUPD
Radical Action

For some, the Arming Task Force work does not go far enough to support President Monaco’s initiative to create an anti-racist institution. For many on the Medford/Somerville campus, the mere presence of police on campus contributes to institutional racism. Radical change would be the complete elimination of TUPD.
Transparency

There is a need for maximum transparency regarding the final decisions about the arming model.
Ongoing Challenges

• Determining a future arming model is complicated

• Racist roots of policing in this country and the continued violence against black and brown people are contributing factors

• Determining the appropriate arming model at Tufts is urgent as it continues to be an extremely divisive matter

• Must be transparent about any changes, as any decision is likely to leave some community members discontent

• Developing an effective communications strategy is imperative to success
Noteworthy

Throughout our work with the Tufts community, Margolis Healy did not receive any comments complaining of excessive use of force or abuse, of wrongful arrest, or of corruption by TUPD officers.
Stay Connected With Us

@margolishealy

www.facebook.com/margolishealy

www.linkedin.com/company/margolis-healy-&-associates