

We the students demand an end to the status quo of the University of Rochester. Black students have been demanding the same changes since 1969, 1999, and 2015, to name a few. We echo the voices of our predecessors, who have fought the same battles we are now facing. For too long we have been getting vague promises of “our mission is inclusion, diversity and equity” as a form to appease us. All the while these words carry little follow-through. In 1969 Black students demanded the hiring of 15 Black professors, and as of today, we still have not achieved that 51 years later. In 1999, Black students demanded an actionable plan to achieve a truly diverse campus. To this day no plan has been made. In 2015 Black students demanded that Frederick Douglass Institute (FDI) be made into a department and discrimination be a punishable offense in the code of conduct, we stand here today without even a director at FDI and discrimination still goes widely unpunished. ENOUGH IS ENOUGH. We the Black students of University of Rochester demand compliance with the following tangible, actionable items:

We call for multiple steps to make our campus more inclusive, representative, and safe for Black and Brown students. The lack of representation among faculty is atrocious, according to the 2016 annual diversity report, Black professors made up only 2.4% of professors University-wide. Out of 1,938 professors, only 47 were Black. 1,562 were White. That is 80.6%. How can we call ourselves a diverse and inclusive University when the people we hire to educate our students when they themselves are not? When our faculty is not representative of our students how can we possibly be a cohesive and connected University? As such, we call upon the implementation of a new rule, 15% for 15%. Black and Brown students make up 15% of the population of the University of Rochester, as such 15% of faculty should be representative of that.

1. We demand changes within our current collegiate structure.

A. We demand 15% for 15%; we comprise 15% of the population of U of R so we deserve 15% in faculty representation. We demand that  $\frac{1}{3}$  Of the dining contracts be Black/Brown, including approved caterers,  $\frac{2}{3}$  should be from the 19th ward. We demand steps to Make Racism Punishable and expand the definitions of harassment to include neglectful ignorant acts.

B. As declared by the U of R, Racism is a public health risk, with this in mind, inaction against acts of racism puts minority students at an increased risk of adverse effects of racism. As such, acts of racism should be cited as hazards of health when being dealt with and require actual punishment. In addition, the remedy to health concerns starts with hiring more UCC therapists of color.

C. We demand an end to forcing reprehensible living conditions on the students who live in the Douglass Leadership House

i. Environmental racism

The heating system is ineffective and does not work.

No water fountain, nor water filtration system.

Bees in the shower.

ii. Occupancy 'Requirement'

Understand DLH's under-occupancy issue is a result of the UofR not admitting enough students of color to fill DLH. As a result, the strike system has been weaponized against us. All of DLH's strikes are for occupancy

iii. Permanency

We demand that DLH's status of permanence be put in writing. Acknowledgment of DLH's significance on campus and in the Rochester community

D. We demand an increase in the number of Black & Latinx Therapists in UCC. We are in a time of great unrest. Now more than ever we need mental health professionals that reflect us as a community.

i. Currently the number of UCC therapists of color in UCC: ~3-4

ii. Sessions that are recorded need informed consent of students prior to their session

E. We demand upward mobility for Black professors and Black academic-related studies.

i. If a professor is on leave or leaves the University it leaves a hole in the FDI's schedule and limits course offerings

ii. Funding for research opportunities and internships for AAS majors through FDI. AAS is already an underrepresented field so an effort should be put forth to create these opportunities that would be more common for other majors.

iii. Tenure track for the AAS department. The leaving of Sasha Eloi-Evans and Professor Guillory was undoubtedly a result of this on top of years of refusal to show them respect. Funding must be put aside specifically for this purpose.

iv. The hiring of full-time staff for FDI. Cornell's Africana Studies and Research Center includes Department Chair, Director of Undergraduate Studies, Director of Graduate Studies, Administrative Manager, Undergraduate/Financial Coordinator, Graduate Field & Events Coordinator, Program Coordinator, Institute for Comparative Modernities.

v. Funding for FDI student opportunities. For summer/winter internships. AAS undergraduate research funding to attend graduate fairs and present at undergraduate conferences. Presently FDI has a \$500 prize award for best paper in AAS, but nothing more.

vi. Funding for networking opportunities. AAS conferences, Competitions, etc.

vii. Expanding the tracks for AAS (Sociology & social work can fall under this).

Interdisciplinary Respect (ex: Latinx & African Belief systems taught in Religion major; Traditional African Philosophy in Philosophy). All current tracks start at slavery. Slavery and its legacies track. Visual, Performing, Arts track (mostly W. African drumming/Dance and literary analysis of primarily Black American text)

Race and Social Issues (Jim Crow, African Colonialism, Mass Incarceration).

viii. Funding to make FDI a top-tier research department. The hiring of AAS professors. Funding of new professors' research. Expansion of FDI into a graduate (Master and Ph.D.) program. Funding of race & public health studies/programs in Rochester under FDI. Education studies in Rochester.

ix. Socio-Racial Discussion/Panel: Workers at all levels discussing their experiences.

x. Hiring new faculty of color (in general) & increased funding for their research.

xi. The immediate termination of any relationship with Aramark. Words can not describe how disgusting of a contradiction it is to serve food picked by slaves of the state (prisoners) and serve it in the building named after an ex-slave (Frederick Douglass). We demand an end to the U of R endorsement of this prison industrial complex business it has relations with.

xii. An end to any relationship with California Rollin', they praise the same cops who shot upon, beat, and detained Rochester community members and U of R students.

F. Code of Conduct goes through Dean Burns(furloughed)

i. Antidiscrimination policies in the scholarship requirements.

ii. Call for immediate transparency in addressing of racist conduct meetings.

iii. Board created to address discrimination and racism on campus. OMSA(Dr. Anika Simone Johnson), BIC, Kearns. Maintain a minimum of 2 student representatives (MSAB representatives). Change the view of racist/discrimination acts and incidents that matches our views. I.e. A concrete definition of what it means to be racist so we can all be on one page.

2. Transparency

A. We demand full transparency and visibility in the implementations of these demands. This includes full accessibility to meetings pertaining to these demands. In this new digital age where all meetings have to occur through zoom anyway, there is no reason students should not be able to at the very least spectate these meetings. We demand the following steps to prevent “hollow excuses that justify the lack of progress” and keep the university accountable:

i. Bi-annual reports on committees/boards that will be formed to address the increase in faculty diversity

ii. An annual Bias-Related Incident Report that tracks the following data (who perpetrated the incident based off race, gender, relationship to the university and any other qualifying evidence deemed necessary by the Paul J. Burgett Intercultural Center)

iii. Annual reports on promotions/upward mobility of faculty and staff (race/gender included)

iii. Faster & more transparency when racist actions occur on campus. Ex: delay in announcement of Swastikas and N-word in Sue B Bathrooms

### 3. Black Meliora

We demand the adoption of the following:

i. An end to the over-policing Student Organizations. No need for student organizations to request for a public safety fund. Understanding the cultural norms of cultural groups (Caribash).

ii. Zero Tolerance of Racism & Discrimination in all Panhel & IFC Organizations

iii. New Dorms needed for students that don't expand into residential neighborhoods; no more gentrification. Some available space instead is in the space behind Hill court and transportation parking lot by Southside.

iv. Standing with the School of Medicine's Demands

v. Address the defunding of RCCL Community Funding Act

vi. Updates to the approved catering list to include more Black & Brown restaurants in Rochester

vii. A minimum of 15% of the funds from SA to go to URM's organizations that are focused on the URM experience

We the students, alums, and community members challenge the U of R to make real change. Emblazoned by the words of Frederick Douglass "Power concedes nothing without a demand. It never did and it never will." So we demand today the same changes the university that was promised to do by so many others before us. These demands are packaged together, with no incentive for it to be treated as more important than another. These are issues that have been plaguing our community in history and the solutions that have presented time and time again. These are changes meant to make the community ever better, please respect that.