

## **Students of Color at Lawrence University**

### **Demands and Concerns**

We, Students of Color at Lawrence University, refuse to live on a campus where racism, hatred, and bigotry occur on a daily basis. We demand that Lawrence University become a place of inclusion, safety, and support for marginalized groups. We, as the institution of Lawrence University, will and can do better than this and the administration of Lawrence University will be held accountable if these changes are not met.

We have drafted a list of demands and concerns that We, Students of Color at Lawrence University, want implemented and addressed immediately. The following demands and concerns are in no particular order, however, they should be high priority for the University. We will respond with civil disobedience, protests, and other means if these demands are not met within a timely manner. If these demands and concerns are ignored or simply not addressed, we will react accordingly.

1. On behalf of the university, President Burstein will send a public apology to Students and Staff of Color, past and present for not being proactive in addressing racial issues in our community.
2. The Administration will take a public stance and release a public statement acknowledging racism, discrimination, and hate speech on our campus. The statement will emphasize the high level of priority the administration will take to address these issues and the commitment to changing campus culture.
3. A committee that works on recruitment and retention of Students of Color should be formed immediately. The committee should work towards solutions and ongoing programming related to recruitment and retention and Students of Color should have input in the recruitment process and appointment to the committee.
4. A mandatory cultural sensitivity training for all faculty and staff should be enforced and that must be done at the beginning of every school year and at least twice a year. There should be repercussions if this training is not attended.
5. We want less turnaround in Counseling Services and more sustainability in terms of counseling staff. We also want more Faculty of Color in these positions.
6. The Assistant Dean of Students for Multicultural Affairs should be reporting to the President/Vice President.
7. There needs to be better funding for the Diversity Center and resources for students of color.
8. Class evaluations should be mandatory for tenure and they should have to be undergo assessment frequently.
9. Create Ethnic Studies as a major, with Ethnic Studies faculty/scholars.
10. The appointment of a Chief Diversity Officer should be hired immediately to be able to create a formal complaint process for violations of the university nondiscrimination policy.
11. Offer Spanish for Spanish Speakers courses so that domestic students whose native language is Spanish have a space to practice their language in a way that meets their educational needs.
12. The newly introduced *Israel Palestine* class, and especially given that it is being offered under the Religious Studies department, needs to have its syllabus reviewed to ensure that the Palestinian narrative is represented. Offering this class in the religious studies department reinforces the ignorant notion that this is a religious conflict even though it clearly isn't.
13. Hire Safety Personnel of Color. A cultural sensitivity training that is relevant to their position should also be given.
14. The University will work with the city of Appleton's Diversity Coordinator, the Appleton Police Department and the Mayor of Appleton to discuss and implement a safety plan for addressing street harassment and violence on College Ave. and Appleton, WI.