

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

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

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 oscuss.guss.h.G0.0000091scat (e)4(nt. e0.2 G[8ntC8.024 257.8

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