

BMC Coalition - November 17, 2015

# List of Demands

\*Diversity is defined as variations in race, ethnicity, gender/sexual orientation, age, socioeconomic status, ability and more.

1. Hire **more professors** that concentrate solely on the **Africana Studies, Latin American Studies, Asian/Middle Eastern Studies, and Native American Studies** fields as well as having professors that represent **the cultures** of these fields in order to maintain those minors.
2. The student-to-faculty ratio of representation on the **Diversity\*** **Leadership group needs to be 2:1.**
3. More **tenure-track faculty of color** in **ALL** departments.
4. Diversity\* Class as a **graduation and departmental requirement.** We want **funds** to be allocated specifically for this class.
5. More mental health professionals of color in the Health Center and a **liaison of color, chosen by AMO E-boards and Pensby,** stationed in the **Enid Cook Center DAILY** to provide **mental and emotional** support for students of color.
6. We want 2-3 more **FULL-TIME AND PAID** members for the Pensby Center. More funds to provide support for **undocumented students, low-income students, students of color and first-generation students.**
7. More **photos and portraits** of **people of color** to represent the **diversity\*** of the past and present student body but also **to no longer engage in the ERASURE of the presence of people of color on Bryn Mawr's campus.**

8. **Annual** formative and summative Campus-Wide Climate Assessments.
9. Increase faculty diversity\*, across races, genders and abilities in cultural and non-cultural (STEM) subjects.
10. Alums should be able to direct funds to needs of students of color and specific groups with transparency with the AMO E-Boards. (ex: financial aid)
11. **MANDATORY** diversity\* training for faculty and **ALL** staff. An outside facilitator must be used.
12. A public annual report of the Bias Response Team's findings should be made **PUBLIC**.
13. Equal enforcement of school policies. For example, when the students protesting the display of the confederate flag put up posters highlighting the school's inadequate handling of the issue, they were asked to **remove** the posters. While simultaneously, the administration told the student body they had no power to police the display of the confederate flag.
14. Students of color **MUST** be included in the search committee for new staff and faculty. New faculty and staff searches need to be made public and accessible to all students.
15. Students **MUST** be part of archiving reports against Campus Safety. Students also **MUST** be part of determining actions taken to appropriately respond to reports.

23. HIRE EVELYNE LAURENT-PERRAULT ON A PRE-TENURE TRACK, WHICH MEANS SHE HAS TO BE HERE FOR AT LEAST FOUR YEARS.
24. Create a bridge program for admitted students from underrepresented communities.
25. Revision of the financial aid policies (i.e. outside scholarships and grants, including the Mellon Mays Stipend, should not detract from Bryn Mawr Grants)
26. A multi-cultural student committee WITHIN ADMISSIONS to properly address and consider topics of race, class, ability, gender, sexual orientation. ect. This committee MUST be in charge of conducting tours and hosting students.
27. President Kim Cassidy needs to publicly address the college the week after Thanksgiving Break acknowledging the legacy of racism and discrimination of ALL TYPES that has occurred on this campus and her plan to implement the demands on this list. Her address should cite specific dates, names and events.
28. PERRY HOUSE WILL NOT BE DEMOLISHED BUT INSTEAD WILL BE MADE PUBLIC AND RENOVATED TO SERVE AS A MEMORIAL AND WILL DISPLAY HISTORICAL ARTIFACTS RELATED TO DIVERSITY\* ON BRYN MAWR'S CAMPUS AND USED TO HOST SPECIAL EVENTS RELATED TO DIVERSITY\*.

16. Community Day of Learning needs to be facilitated by trained facilitators and made **MANDATORY**.
17. In 1988, \$200,000 was allocated towards diversity\* training workshops. Similarly, we want **FUNDS** to be put aside for **ONGOING AND MANDATORY DIVERSITY\* TRAINING** for **ALL** staff and faculty.
18. Thomas Great Hall **MUST** be renamed because of the *racist* legacy of M. Carey Thomas.
19. **Immediate removal** of **Dean Judy Balthazar**, because she has *never* reflected and *will never* reflect the *values* of this institution and has *never supported, respected, OR accommodated* the students, more importantly students of color. For example, her belief that the role of campus affinity groups is to deal "strictly" with issues of "cultural assimilation."
  - a. "I thought she was talking about strictly cultural assimilation."
20. Dining staff needs to have better working conditions **with money allocated to raising their pay!** In addition to that, the Staff Appreciation Dinner in the summer needs to be catered **out of respect** of the dining hall staff and their **HUMANITY**.
21. CDA's need to be **trained** by **outside, professional diversity\* trainers**.
22. Make all campus **facilities accessible** for students of **varying physical abilities**.