

WHO'S TEACHING US

a campaign on faculty diversity

02/15/16 | 12-1p | Black House Lounge

THE DEMANDS

Demands Workshopping (20 min) -

1. WE DEMAND the departmentalization of the CSRE program and AAAS and the expansion of all of their programs, including a robust Asian American/Pacific Islander Studies program that prioritizes the voices of South Asian, Southeast Asian, and Pacific Islander students and issues.
 - a. include FGSS (suggestion)
 - b. w/ security protocol to ensure funding
 - c. ~~WE DEMAND the expansion of all programs within the CSRE and AAAS programs, including...issues~~
 - d. **continue workshopping**
 - e. **WHO WILL WORK ON THIS:**
 - i.
2. WE DEMAND a commitment to hiring and retaining 10 additional full-time ethnic studies professors, prioritizing Black and Black African professors within AAAS and CAS, and marginalized Asian American groups (i.e. Hmong, Khmer, Vietnamese, Laotian, and Tibetan) within Asian American studies.
 - a. potential deadline for when professors would be hired
 - b. more Latinx professors in ChiLat
 - c. native alaskans and pacific islanders in native studies
 - d. Filipino professors
 - e. intersectional identities (afro-latinx)
 - f. **continue workshopping (more intent behind who we're including)**
 - g. **WHO WILL WORK ON THIS:**
 - i.
3. WE DEMAND that the Engaging Diversity requirement be reformed so that it only includes classes that address diversity as it relates to issues of power, privilege, and systems of oppression and so that students will be required to take two Engaging Diversity classes instead of one. One of these classes must be on diversity in the major.

- a. **this one is good!**
- b. **WHO WILL WORK ON THIS:**
 - i.

- 4. WE DEMAND a replacement to SLE that studies works by people of color through POC frameworks; while this program is being developed, SLE will not count towards the Engaging Diversity requirement

WE DEMAND the formation of a committee to reevaluate and reform SLE to oversee student selection process, hiring, and pedagogy. The members of this committee will be compensated and will be determined by WTU in dialogue with SLE students, alumni, and administration. While this is being developed, SLE will not count towards the Engaging Diversity requirement.

to ensure it lives up to its mission to encourage critical and thoughtful dialogue about the ideas that have shaped our world

includes the study of works by people of color through POC frameworks
transparency (hiring, selecting works, selecting lecturers)

Additionally, we demand that the members of this committee be determined by WTU in dialogue with SLE administration.

- a. https://docs.google.com/document/d/1XVZRqMOQZYwn_7ruzEGMqQhd_qgEa5tXJyVZdweeFkw/edit?usp=sharing THESE ARE THE SLE DEMANDS PRESENTED IN FALL QUARTER 2015
- b. value of structured liberal education, western canon
- c. sle's resources
- d. alternative?
- e. reform + alternative
- f. frameworks with class/gender
- g. lack of class diversity
- h. **continue workshopping; a lot more discussion**
- i. **thumbs for suggestion for alternative, reforming SLE, & removing current ED req of SLE**
- j. **WHO WILL WORK ON THIS:**
 - i.

5. WE DEMAND that community center funding be doubled, matching actions at peer institutions (e.g. Yale), by June 2017; funding should be restored to pre-2008 budget cut levels, adjusted for inflation, by X/XX (June 2016?)
 - a. point out that peer institutions have also done this
 - i. research other institutions besides Yale
 - b. funding has not been restored since 2008, haven't adjusted for inflation
 - c. staff can't speak to this because they're on contract
 - i. transparency (?)
 - d. having stuff in terms of dates
 - e. restore by xx date (adjusted for inflation), double by xx date
 - f. WHO WILL WORK ON THIS:**
 - i.
6. WE DEMAND that the pay for Ethnic Theme Associates be tripled to match that of Residential Assistants, recognizing the hours they spend on programming and the emotional functions they share with RAs but are not compensated for.
 - a. exact amount
 - b. WHO WILL WORK ON THIS:**
 - i.
7. We DEMAND the removal of Wells Fargo from our campus and for Stanford to recognize its discriminatory lending practices in Black and brown neighborhoods and investment in CCA and Geo Group's business interests that dehumanize Black and migrant people.
 - a. WHO WILL WORK ON THIS:**
 - i.
8. WE DEMAND that the BOSP offers more non-Western European countries, and includes diversity and identity training before all trips. All trips should include optional community-engaged learning components.
 - a. address that South Africa is the only one that requires a service component and that has race training
 - b. important to consider language around this
 - c. brevity key for language
 - d. diversity training to also accurately represent true histories of places and what it means to be visitors in these spaces
 - e. WHO WILL WORK ON THIS:**
 - i.

9. WE DEMAND adequate staffing and funding to achieve all the aforementioned demands.
 - a. **WHO WILL WORK ON THIS:**
10. WE DEMAND that the administration immediately consider the aforementioned demands and that a statement of acceptance and a timetable of implementation be presented to WTU at Time, Day, Date, in open forum, at Location.
 - a. **WHO WILL WORK ON THIS:**
11. WE DEMAND transparent updates through a monthly, in-person meeting on the progress of every demand.
 - a. Newsletter, followed by meeting
 - b. Note-taking allowed in meeting
 - c. **WHO WILL WORK ON THIS:**
12. WE DEMAND the robust expansion of the general education and major requirements along with curricula listed under the School of Humanities and Sciences to require more classes on works by people-of-color as well as non-Western subject matter.**
 - a. **WHO WILL WORK ON THIS:**
 - i.
13. WE DEMAND all departments to release disaggregated tenure data **by (certain date)**, in particular separating international Asian professors from Asian American professors and differentiating ethnicities of professors within the API diaspora
 - a. **WHO WILL WORK ON THIS:**
 - i.
14. WE DEMAND the development of an identity awareness training for race, class, gender, and sexual orientation that will be instated as a requirement for all faculty in all departments by September 21st, 2016.
 - a. **WHO WILL WORK ON THIS:**
 - i.
15. WE DEMAND that the Acts of Intolerance protocol be reworked to provide a dedicated, responsive platform for reporting and tracking **microaggressions** from faculty. In order for the reporting process to be successful, it must be transparent, widely publicized, and include the option for confidentiality.
 - a. **WHO WILL WORK ON THIS:**
 - i.
16. WE DEMAND that all Residential Education staff be required to complete comprehensive diversity and cultural competence training.
 - a. **WHO WILL WORK ON THIS:**

i.

17. WE DEMAND the fulfilment of the Stanford BSU demand of 1968 for at minimum, “proportional representation of minority group members” in the student body.

a. WE DEMAND proportional representation of faculty across the university.

b. WHO WILL WORK ON THIS:

18. WE DEMAND that both the next president and provost of the university be non-male people of color, who are conscious of the systems of oppression which afflict marginalized peoples at Stanford, in the U.S., and globally. We demand that these positions are filled in collaboration with WTU.

a. WHO WILL WORK ON THIS:

19. WE DEMAND that the University divest from all prisons, including private prisons, as the University of California and Columbia University have done.

a. WHO WILL WORK ON THIS:

i.

20. WE DEMAND a cooperative house for sophomore, junior, and senior students of color to bring together communities of color on campus, and to serve their social, cultural, and educational needs.

a. WHO WILL WORK ON THIS:

i.