

Our Demands

The Ujamaa Collective



Members

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Introduction

We, as black students at Carleton, desire to see our institution take swift, clear, and forceful actions on issues that affect the mortality Black people and the well-being of Black students.

While there is a ready acknowledgment by faculty, staff, and students of the egregious and heinous nature of the killing of George Floyd, Breonna Taylor, Ahmaud Arbery, Tony McDade, Michael Brown, and Dana Martin, Matthew Lee, Erika Guevara-Rosas, Chynal Lindsey, and so many others, there also needs to be a recognition that black students at Carleton are not always made to feel safe, supported, or equal to their peers. Members of Black student organizations such as BSA, ACA, MOC, etc. endure persistent racism at Carleton by faculty, staff, and students. Carleton prides itself on “diversity,” yet we do not see the mechanisms implemented nor the resources deployed by the College to ensure the safety, security, and viability of Black students.

The College is reluctant to quickly take action against police brutality and white supremacy--realities that resonate deeply with Black students when, aside from our social lives and studies, we are compelled to focus on the multiple ways that whiteness is weaponized against Black people. Against the backdrop of this ongoing pandemic, we have witnessed Black people killed by racist whites over the past few months without a statement from the College to express concern or address the challenges and horror it causes for us.

To take responsibility for and to demonstrate a commitment to curing the ills of white supremacy, anti-blackness, institutional racism, and microaggressions black students face on and off-campus, we demand that the following mechanisms be implemented to promote our safety, our intellectual and social viability, and our overall well-being on campus.

Institutional Commitment to Black Student Life

1. **WE DEMAND** the immediate establishment of a Black Center on campus; the Office of Intercultural and International Life (OIIL) is the only space on campus Carleton has provided for Black students that is neither federally-funded (i.e. TRIO) nor supported through a non-profit (i.e. Posse). Many of Carleton's peer institutions such as Swarthmore and Grinnell have Black centers at their institution.
2. **WE DEMAND** more resources and funds for OIIL and Africana Studies in order to expand programming and create levels of advocacy, initiatives, and workshops for students of color.
3. **WE DEMAND** that OIIL creates a new position that focuses on Black and low-income students of color needs when transitioning from college into the real world. This position would be housed in the OIIL Office, but would work closely with the Career Center.**
4. **WE DEMAND** resources at SHAC aimed at mental health for Black LGBTQ+, non-binary, non-gender conforming, and Black transwomn/femmes.**
5. **WE DEMAND** resources at the Gender and Sexuality Center (GSC) specifically for Black LGBTQ+, non-binary, non-gender conforming, and Black transwomn/femmes.**
6. **WE DEMAND** an immediate hire of a Black staff member in Disability Services coupled with policy reform. Black students feel disparaged when seeking help from Disability Services, which is understood as a result of looming anti-Black sentiment and an overt representation of whiteness.**

7. **WE DEMAND** all members on this committee, e.g., Sagal Ahmed, Josh Angevine, Diana Augustin, Polycarpe Bagereka, Kenya Cooper, Diaraye Diallo, Sean Goodman, Delina Haileab, Maxime Munyeshyaka, Jevon Robinson, Chyna Sanders, Hermela Shiferaw, and Raba Tefera receive financial compensation.**
- a. Black students bear the burden of promoting and addressing issues facing the Black community, receiving no material support from the College.
 - b. The lack of institutional resources to address the concerns of Carleton's Black community means that the Black Student Organizations (BSO) and Africana Studies Student Department Advisors bear the brunt of that work and representation. The BSO and SDA – which is composed of Black student volunteers – is the main reference point for faculties, committees, non-academic units, and the administration who seek the involvement of Carleton's Black community. This burden is often borne without the provision of adequate resources, funding, or support to fulfill expectations in a sustainable manner. In short, the College depends on the unpaid labor of Black students for the existence of equity, diversity, and inclusion on its campus.
 - c. This burden translates into negative consequences on the mental and physical health of these students, in addition to limiting their capacity to fully engage with their academics.

Institutional Commitment to Low Socioeconomic Status Black Students

1. **WE DEMAND** funding in the form of grants instead of loans for Black low-income students.

Institutional Commitment to Black Faculty and Allies

1. **WE DEMAND** that Carleton show an institutional commitment to support and retain extant Black tenure-track faculty, and make an effort to turn visiting professorships and post-doctoral positions into tenure-track positions.
2. **WE DEMAND** that faculty and staff are not penalized for supporting Black students. If they feel like they have been penalized, the equity, diversity and inclusion office shall be the channel by which these concerns are raised and addressed. We understand that there has been a history of penalizing Black faculty and staff members who ask or demand services, protections, rights, and resources for Black people. To hold the College accountable for its actions, we will notify others about Carleton's punitive measures when attempts to stop Black students agitating for equity, equality, and justice are abundantly present. This practice must stop immediately.**

Institutional Commitment to the Africana Studies Program

1. **WE DEMAND** to see an institutional commitment to Africana Studies and Black student life on campus, conveyed in, for example, widespread participation in and resources for Africana Studies Week, attendance at Africana Studies events by professors, and the advertisement of Africana Studies as a viable major.
2. **WE DEMAND** funds specifically allocated for Africana Studies Week. Student Department Advisors and the educational assistant should have supervised access to these funds for the programming of AFST week.**
3. **WE DEMAND** an endowment for Africana Studies as a secure source of funding to support service learning, research fellowships, Black Studies conferences, and a wide range of programming.**
4. **WE DEMAND** that Carleton hire additional staff to support the aims, goals, and mission of Carleton's Africana Studies program. Currently, Africana Studies has only one administrative assistant that is shared between four other positions. Additional faculty would engage the campus with events and build the community we wish to seek instead of relying on already overworked professors and students to manage the program.**

Institutional Commitment to African Diasporic Diversity

1. **WE DEMAND** efforts to recruit international Black students from a greater variety of Caribbean and African countries.
2. **WE DEMAND** the inclusion of African/Afro-Caribbean languages in the Language Center. Languages including but not limited to Swahili, Amharic, Haitian Kreyol, Jamaican Patois, and so on. **

Institutional Commitment Against Anti-Black Racism and Discrimination

1. **WE DEMAND** mandatory anti-racist training for all incoming and current faculty, staff, administrators, and students. Carleton must contract independent Black anti-racist trainers to underscore the importance of racial, religious, gender, and sexual diversity. This training will take place fall and spring term.
2. **WE DEMAND** that Carleton security undergoes mandatory anti-racist training to improve the way that persons in uniform (law enforcement, security, etc.) interact with Black people and other persons of color. Anti-racist training must be contracted with an independent Black anti-racism educator.
3. **WE DEMAND** more Black parents on the Parent Advisory Council.

4. **We DEMAND** the implementation of an equity, diversity, and inclusion office that hires professional staff to ensure that the College administration, faculty, and staff are adhering to ethical provisions. This is centered around the purpose to make Carleton College an anti-racist institution.**
 - a. Students may be employed and function in this office similar to other Peer Leader positions that are offered in the following offices: Disability Services, the Office of Health Promotion (OHP), the Center for Community and Civic Engagement (CCCE), Office of Intercultural and International Relations (OILL), and so on.

5. **WE DEMAND** that Carleton College makes an institutional commitment to the eradication of systemic anti-BIPOC racism. As a predominantly white institution, Carleton's practices reflect the greater societal systematic barriers based on race, income, citizenship status, gender, sex, age, nationality, ethnicity, and physical ability.**
 - a. President Steven Poskanzer must post a written statement on the College's website acknowledging the institutions complacency in anti-Black and settler colonial violence. This commitment necessitates the College to adopt an abolitionist framework that centers Black and indigenous students' experience at Carleton.

6. **WE DEMAND** that Carleton creates a mandatory cross-cultural education course within each major focusing on the histories of racism and injustices. For instance, students in STEM can study about racial disparities in medicine and research. **
 - a. OR make it mandatory for students to take at least one course in the Africana Studies department.

7. **WE DEMAND** more Black anti-capitalist, anti-sexist, activist keynote speakers for convocations and/or other important ceremonies (e.g. Ericka Hart, Ebony Donnelly, Sonya Renee Taylor, Ruth Wilson Gilmore, Mariame Kaba, etc).**

8. **WE DEMAND** that the processes of the Community Concern Form be amended.**

9. **WE DEMAND** an amendment to the College Statement of Non-Discrimination.**
 - a. This complaint system must be more transparent. Any harassment or discrimination complaint filed against a faculty or staff must be included in their administrative file to be considered for any future employment in senior academic administrative or other leadership positions.
 - b. Complaints discerning discrimination should only be processed by a team of independent investigators trained in anti-oppression and the history of systemic racism against Black, indigenous, religious, and LGBTQ+ communities.
 - i. Complaints of racism should be processed by an independent, stand alone, and qualified team dedicated to supporting Black students, faculty, and staff. This would benefit all students of color, as this independent team would have an understanding of race politics, and would be able to address most, if not all, of related complaints.
 - c. The creation of a policy that allows investigation of systemic racism, as opposed to an emphasis on individual actors.

Institutional Commitment to the Black Lives Matter Movement

1. **WE DEMAND** Carleton makes a substantial donation to small Black businesses damaged in Minneapolis due to looting and vandalism. Many of our Black students reside in Minneapolis and other parts of Minnesota. Thus, we believe it is essential to restore their communities.
2. **WE DEMAND** that Carleton invest in Black community-based institutions and end all affiliations (business related or not) with anti-Black corporations vested in the police/prison-industrial complex, the military-industrial complex, the fossil-fuel industry, Trans-national corporations, and gentrification projects.**