

Engaging the Racial Equity Task Force

Black Presidents Council Preliminary Analysis:

A Community-Wide Survey Prioritizing Demands

N=140 (June 17, 2020 - July 5, 2020)

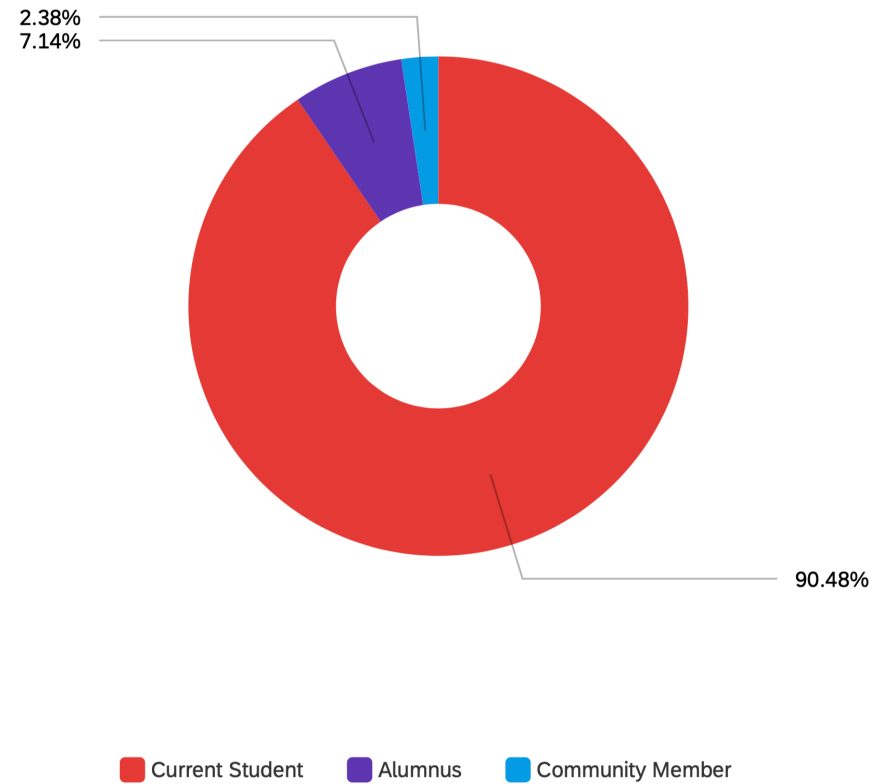
Black Presidents Council: 2020 Prioritized Demands

1. **Policy:** University must advocate beyond the students (for example, demanding that institutions divest from prisons and adjust human resource practices for temporary employees). University must make college more affordable.
2. **Leadership:** University must acknowledge institutional histories of racism and disrupt current practices that maintain systemic racism.
3. **Resources:** University must increase funding for academic purposes, Black student organizations, and extended programming of interest to Black students.
4. **Training:** University must establish a new or revised diversity or cultural competency training targeted towards students.
5. **Curriculum:** University must invest in revising or enhancing the Black studies Curriculum.
6. **Support:** University must increase academic support services for Black students, as well as, extracurricular programming.
7. **Diversity:** University must increase the enrollment of Black students and Black faculty.

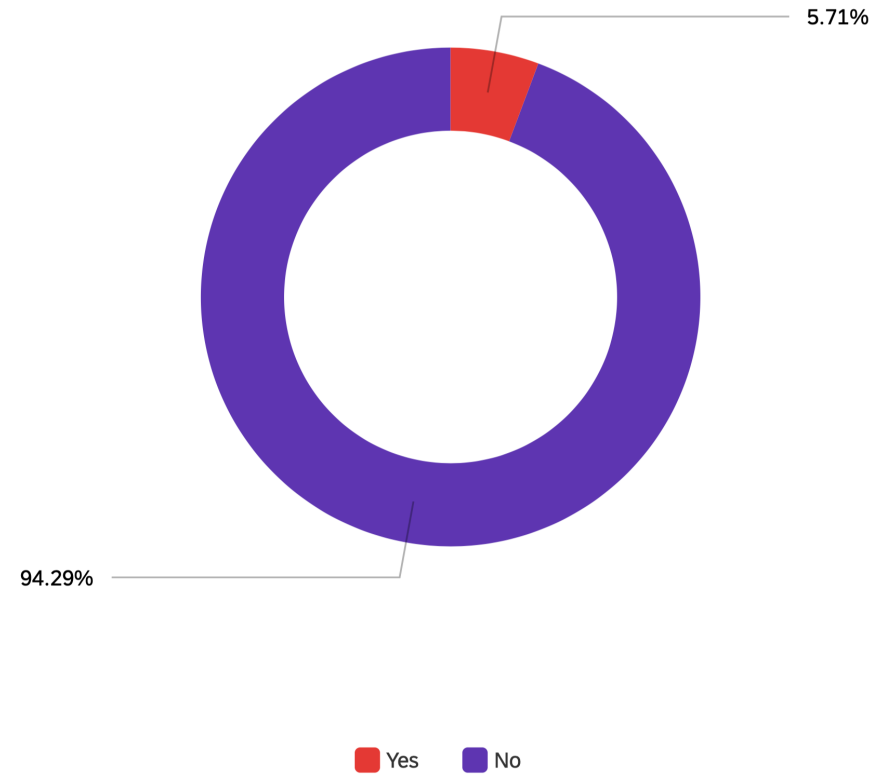
BPC Engaging the Call for Demands '20

- Shortly after President Ryan released his second statement announcing the establishment of the Racial Equity Task Force (<https://news.virginia.edu/content/uva-racial-equity-task-force-pursue-thoughtful-bold-solutions>), the Black Presidents Council committed to engaging the process in earnest. The opportunity to be heard, really heard, seems possible. The banning of the confederate flag at Nascar events, for instance, signals that unconventional changes may be on the horizon.
- **We don't want a single Black voice to be absent from this historic opportunity for change.** We have pulled together content from several sources to help you understand the demands that have been made across the country. Yes, this "call" for demands is new, however, Black students have been issuing demands since they began enrolling in mass in predominantly white institutions, fifty years ago.
- In 2015, for instance, students issued demands to administrative leaderships across the country and across 76 institutions (private, public, HBCU and PWI). The University of Virginia was among them: <http://www.blackliberationcollective.org/our-demands#uvirginia>.
- **This survey is an opportunity to learn about those demands, to participate in prioritizing these issues, and to provide individual demands if you feel this necessary.**

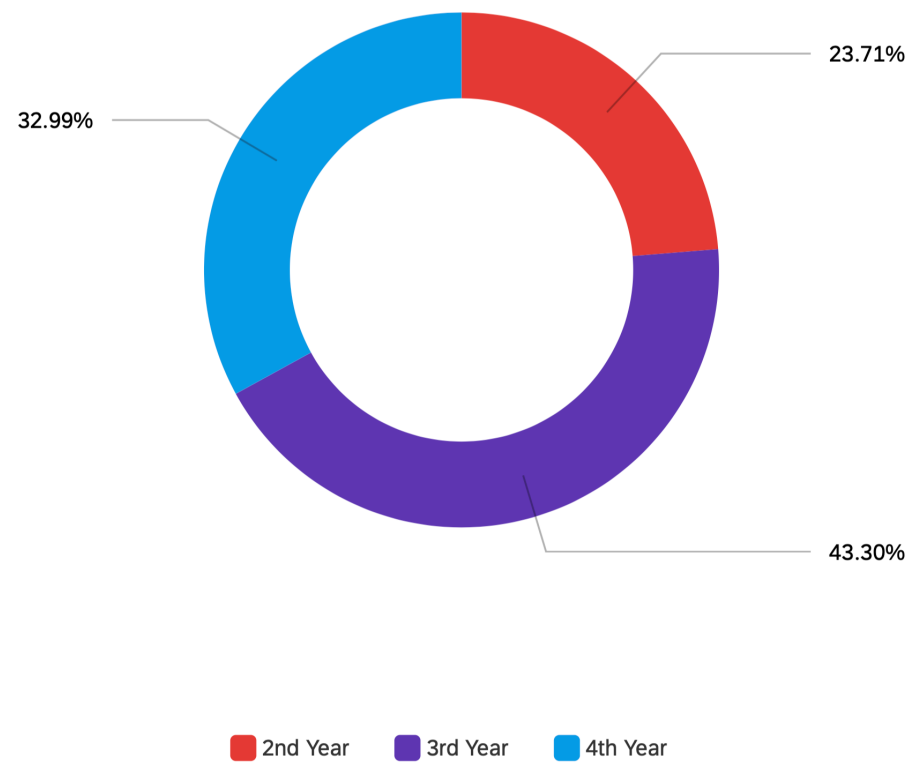
How Are you Connected to UVA?



Were you born in Charlottesville?

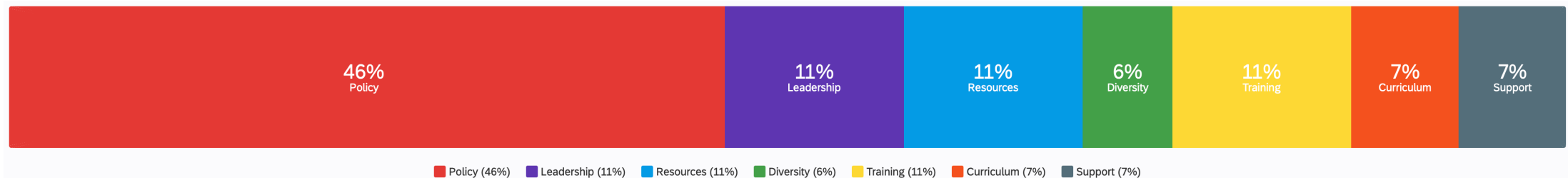


What Year at UVA?



Prioritizing Overall Demand Categories

- A. Policy Change: Calls for system-wide change.
- B. Leadership: Emphasize leadership practices that demonstrate the value of listening to diverse perspectives and acting on behalf of marginalized campus voices.
- C. Resources: Demand for more resources to be allocated to the needs of diverse and marginalized students.
- D. Increased Diversity: Demands for Increased Diversity across the campus community.
- E. Training: Demands for either new or revised diversity or cultural competency training.
- F. Curriculum: Demands calling for revisions to the curricula.
- G. Support: Increased support services for Black students.



Policy Change: Calls for system-wide change. Demands include calls for campuses to:

- A. advocate beyond the students (for example, demanding that institutions divest from prisons and adjust human resource practices for temporary employees),
- B. make college more affordable,
- C. implement climate surveys with access to resulting data for students and stakeholders,
- D. revise faculty review practices including tenure practices and student course evaluations,
- E. clearly define protocols to report incidents of hate speech and bias,
- F. allow student oversight of college and university processes.



Advocate beyond students (26%) Affordability (24%) Climate Surveys (13%) Faculty review practices (16%) hate speech and bias (12%) student oversight (9%)

Leadership: Emphasize leadership practices that demonstrate the value of listening to diverse perspectives and acting on behalf of marginalized campus voices. Demands include calls for campuses to:

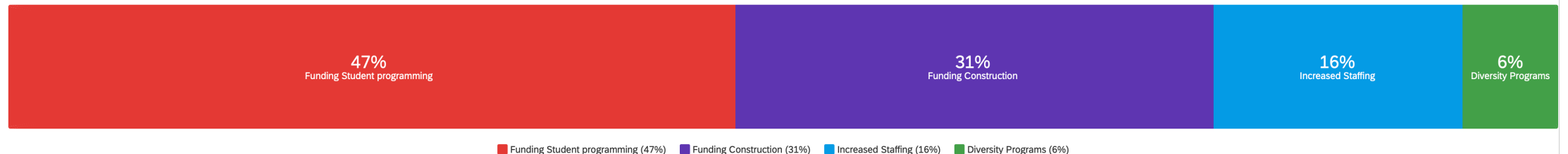
- A. Acknowledge institutional histories of racism and disrupt current practices that maintain systemic racism
- B. Devise transparent plans of action to address student concerns,
- C. Articulate the role of police on campus,
- D. Serve in an advocate role for diversity both on campus and in the community
- E. Remove confederate statuary; rename buildings and locations named after practitioners of racist ideologies



■ Acknowledge (45%) ■ Plans (28%) ■ Police (12%) ■ Advocate (6%) ■ Remove (9%)

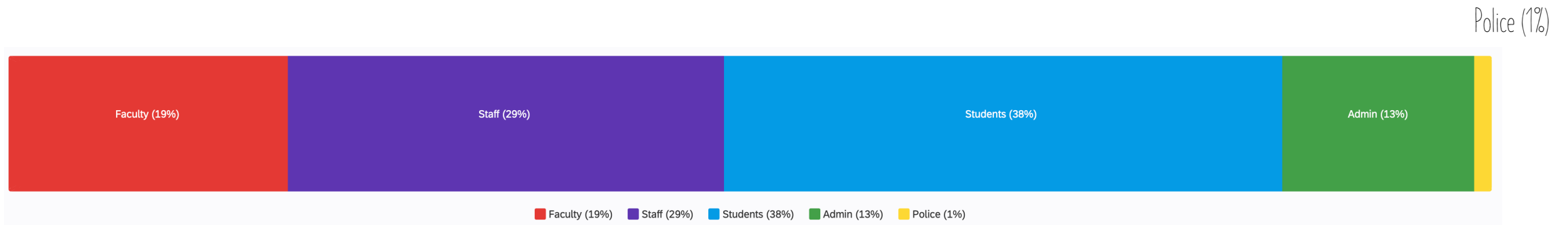
Resources: Demand for more resources to be allocated to the needs of diverse and marginalized students. Demands include calls for:

- A. increased funding for academic purposes, student organizations and extended programming of interests to marginalized students
- B. increased funding for the construction or improvement of facilities utilized by marginalized students
- C. increased staffing to serve the needs of diverse students
- D. increased diversity programming



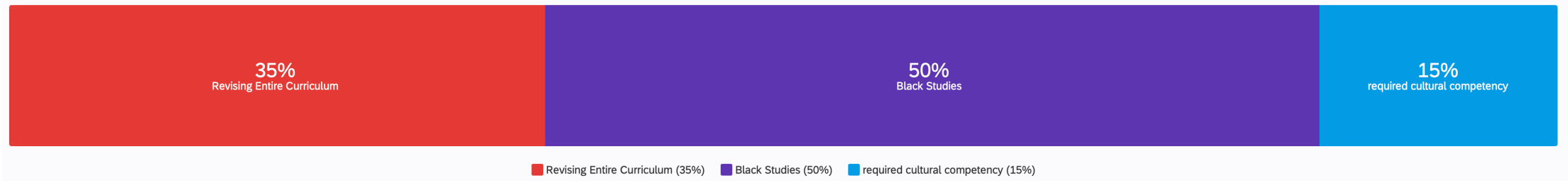
Training: Demands for either new or revised diversity or cultural competency training. Demands for training targeted towards:

- A. Faculty
- B. Staff
- C. Students
- D. Administration
- E. Police



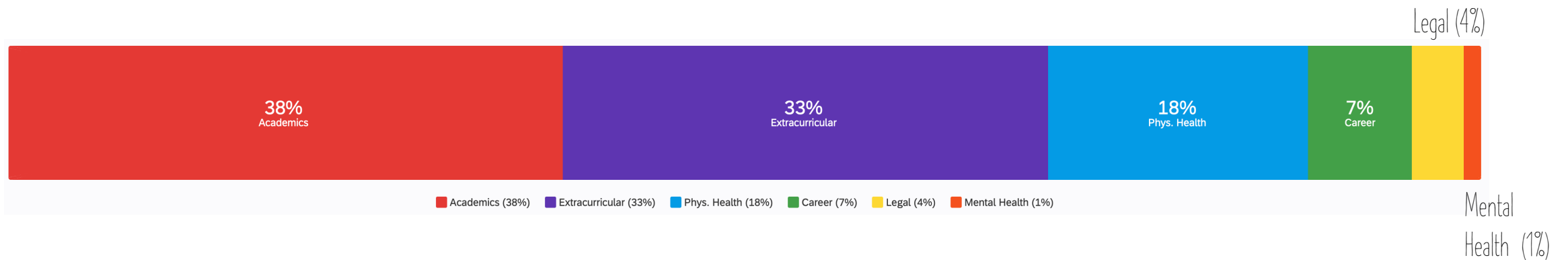
Curriculum: Demands calling for revisions to the curricula. Demands include calls for:

- A. Revising the entire curriculum to include diverse perspectives and inclusive pedagogies
- B. Curriculum development in Black Studies
- C. Incorporation of diversity or cultural competency courses into the required curriculum



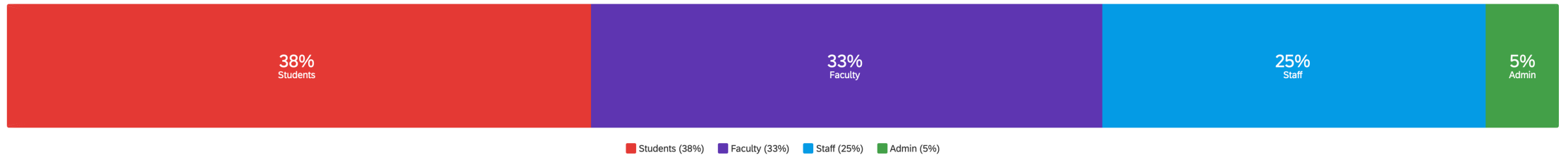
Support: Increased support services for Black students. Demands included increased support services for Black students in regards to:

- A. Academics
- B. Extracurricular Activity
- C. Physical Health
- D. Career
- E. Legal
- F. Mental Health



Increased Diversity: Demands for Increased Diversity across the campus community. Demands include calls for campuses to increase the proportion of:

- A. Black Students
- B. Black faculty
- C. Black staff
- D. Black administration



Individual Student Recommendations:

- Increased funding for low-income students providing resources such as computers/books for those who might struggle to afford them.
- An increase in minority students, faculty and admin is important for improving the minority student experience. Also, On-grounds student housing and UVa dining should be reformed. There is a lack of housing options for low-income students and the conditions of those living areas are below average. The same is true about the dining hall food.
- Put more funding toward organizations that fight for justice for Black people and police reform. Completely end contracts with Aramark due to their inhumane practices.
- Regarding leadership, there should probably be more black faculty advisors, who can understand black students' unique academic and financial situations. Regarding resources, increase scholarships for black students who excel academically. These are the students UVA should want to retain, not allow to drop out.
- Specific reform concerning racial biases within the Housing and Residence life system (primarily in administration and policies, but also some for RA/SR) -more funding for the NPHC and MGC, who are systematically excluded from the privileges and prestige afforded to the IFC and ISC -implement a way to report and address events that fail to meet the high bar of hate speech (ie slur usage, maybe results in the perpetrator having to take a cultural competency course) -REFORM title ix, because black women are discouraged and disenfranchised by the current sexual violence reporting system.
- UVA should increase refund checks and funding for students leaving their hometown job to attend the university. Students with disabilities are unable to be back on grounds there should be some form of compensation to them for missing out on the experience of being on grounds. How inequitable is it for only those privileged with health to be able to return back to grounds?

Individual Student Recommendations:

- There is a disparity of black organization and white organizations. More funding need to be funneled into cultural organizations so student can bring diverse speakers to grounds and better programming that will bring more students of color to grounds
- More resources to help Black students that could eventually replace police
- Financial support for marginalized students and free tuition for descendants of enslaved laborers.
- We need a full time Black pre-health advisor
- Cutting ties with Charlottesville Police Department (CPD), University Police (UPD) and all other law enforcement services. Not more training because that would just be allocating more money to their departments which creates more power.
- Read through BSA's demands and statements and directly address and respond to the Black community. Your Black community is in pain and you have not addressed them directly, nor gave any communication with BSA and other Black organizations at UVA.

Individual Student Recommendations:

- Right now I know of UVA professors asking students to teach them (to literally form a syllabus) about diversity and in the future for students to educate them. I demand faculty do not tokenize or abuse the presence of black students, and hire or form paid positions rather than what they are doing now.
- Delegating Resources to Black Organization
- Focusing on the students that don't have access and affordability for some of necessary things for university.
- Increased online resources for all students who choose to stay home for the academic year. Remote instruction propose a significant drop in the quality of learning that MUST be accounted for. Also, please make an added effort to have students whose home environment is not only non-conducive to learning, but actively harmful, housed at UVA free of financial burdens (including loans).
- I would like to see more Black faculty members.
- Let our spaces, black spaces, multicultural spaces be ours. Earlier this year and consistently we've had issues with white students using our designated resources and obviously we have seen that there is still a climate of racial tension. Instead of administration supporting the people of color they condemned us for speaking out about our concerns. This needs to change.

Individual Student Recommendations:

- I am afraid that I go to school with Richard Kesslers and Ken Cuccinellis (ICE guy) and Amy Coopers- in training. I want to know that UVA is not empowering racists and providing them with the network/resources to take on leadership positions in this country... instead taking an active role in equipping its students with an anti-racist education. Part of this means that pre-med/STEM/E-School/Comm/A-School, etc will have to study more about social realities. UVA must also protect people from sexual assault. Those modules are ineffective! Stop accepting students with previous charges of sexual assault against them.
- Hands on/ Live experience class for the required first year class on race
- Prioritize the mental and physical well-being of Black students especially during Covid-19, and always. Change the curriculum and resources to emphasize why Black and Brown communities are disproportionately affected by the virus and offer support
- Hire professors to teach the students in the engineering school about systematic discrimination, how engineers contribute, and what they can do to stop it.
- Divest from the police
- removing the police from grounds because they don't do anything useful anyway and maybe get rid of all the predatory faculty and staff that target minority students

Individual Student Recommendations:

- Access to scholarship opportunities and support.
- Free enrollment for students that are descendants of slaves that worked for the university
- Recognition of historically Black Greek organizations on Grounds (NP'HC) with plots; Anti-Racist modules for first years, Renovation of OAAA (with a temporary space provided), create a policy against hate speech that hurts other students (make it punishable),
- Hold Faculty accountable to how they deal with their students