

## **Vanderbilt University Demands**

### **1. Mental Health**

- A. Hire additional staff at the Psychological Counseling Center, particularly those of color, to address the lengthy wait times for students as well as the disproportionate impact of mental health as students of color.
- B. Hire mental health professionals within the BCC, K.C. Potter Center, ISSS, and Residential Education with discretionary funds. In times of crisis, these responsibilities often fall on untrained Residential Education staff as well as faculty.
- C. Eliminate the inscription of “Confederate” on Memorial Hall as well as the plaque paying homage to the Daughters of the Confederacy.

### **2. Curriculum**

- A. Integrate issues of diversity, power, equity, and inclusion into curricula and classroom experiences across departments and disciplines.
- B. Establish core curriculum requirement for every school focused on the experience of racial and ethnic minorities, and cultural competency (Peabody, Arts and Science, Engineering, Blair School, the Graduate School, the School of Nursing Divinity School, Owen School of Business, Law School) on campus taught by full faculty.
- C. Ensure that the undergraduate first-year experience incorporates a curriculum that integrates issues of diversity, power, equity, and inclusion by ensuring training for VUceptors, RAs, and other entities who have significant contact with first year students.

### **3. Staff**

- A. Increase the percentage of faculty and staff of color in Peabody, Arts and Science, Engineering, Divinity School, Owen School of Business, and Law School.
- B. Develop racial competency training to be incorporated into the current new hires orientation.
- C. Develop ongoing racial competency training for all faculty and staff. Maintain these training modules for all faculty and staff in order to address issues as they arise and to insure absorption and incorporation of competency tenets.
- D. Include a question concerning the racial climate of the classroom in professor evaluations.
- E. Hire a Chief Diversity Officer. This position should be considered a Vice Chancellor. Students across schools should participate in the interviewing and hiring decision. The officer’s responsibilities should include:
  - i. Developing a publicly accessible Diversity Strategic Plan.

- ii. Developing robust diversity initiatives for each school.
- iii. Serving as chief method of oversight and accountability for all administrative and faculty efforts toward diversity.
- iv. Publishing an annual progress report that includes original goals, points of success and failure, and future plans to address these points.
- v. Developing research initiatives focused on measuring disparities in educational outcomes and physical and mental health.

#### **4. Accountability**

A. Develop a bias response team. Its responsibilities should include:

- i. Creating a bias reporting cohort made up of trained administrators who are tasked with receiving, investigating, and correcting students' reports of discrimination.
- ii. Investigating the occurrence of racial profiling and disparities in disciplinary action.
- iii. Filing a comprehensive report of discrimination-related findings that will be released to the Vanderbilt community each year.

B. Establish a Diversity Committee. Its responsibilities must include:

- i. Creating a specified, strategic, timely plan of action for each semester that must be ratified by students and faculty and must address the vocalized concerns of students and faculty.
- ii. Having a transparent, substantial budget.
- iii. Being overseen by the Chief Diversity Officer (once appointed).

#### **5. Policy**

A. Eliminate the first bullet point in the University Policy that states: Obstruction or disruption of teaching, administration, and University procedures and activities, or other authorized activities on University premises, including programs, events, meetings, or speakers hosted by student organizations, departments, offices, or other entities.