

## **Amherst College Demands**

1. President Martin must issue a statement of apology to students, alumni and former students, faculty, administration and staff who have been victims of several injustices including but not limited to our institutional legacy of white supremacy, colonialism, anti-black racism, anti-Latin@ racism, anti-Native American racism, anti-Native/ indigenous racism, anti-Asian racism, anti-Middle Eastern racism, heterosexism, cis-sexism, xenophobia, anti-Semitism, ableism, mental health stigma, and classism. Also include that marginalized communities and their allies should feel safe at Amherst College.
2. We demand Cullen Murphy '74, Chairman of the Board of Trustees, to issue a statement of apology to students, alumni and former students, faculty, administration, and staff who have been victims of several injustices including but not limited to our institutional legacy of white supremacy, colonialism, anti-black racism, anti-Latinx racism, anti-Native American racism, anti-Native/ indigenous racism, anti-Asian racism, anti-Middle Eastern racism, heterosexism, cis-sexism, xenophobia, anti-Semitism, ableism, mental health stigma, and classism
3. Amherst College Police Department must issue a statement of protection and defense from any form of violence, threats, or retaliation of any kind resulting from this movement.
4. President Martin must issue a statement of apology to faculty, staff and administrators of color as well as their allies, neither of whom were provided a safe space for them to thrive while at Amherst College.
5. President Martin must issue a statement to the Amherst College community at large that states we do not tolerate the actions of student(s) who posted the "All Lives Matter" posters, and the "Free Speech" posters that stated that "in memoriam of the true victim of the Missouri Protests: Free Speech." Also let the student body know that it was racially insensitive to the students of color on our college campus and beyond who are victim to racial harassment and death threats; alert them that Student Affairs may require them to go through the Disciplinary Process if a formal complaint is filed, and that they will be required to attend extensive training for racial and cultural competency.
6. President Martin must issue a statement of support for the revision of the Honor Code to reflect a zero-tolerance policy for racial insensitivity and hate speech.
7. President Martin must release a statement by Friday, November 13th, 2015 by 5:00pm that condemns the inherent racist nature of the unofficial mascot, the Lord Jeff, and circulate it to the student body, faculty, alumni, and Board of Trustees. This will be followed up by the encouraged removal of all imagery including but not limited to apparel, memorabilia, facilities, etc. for Amherst College and all of its affiliates via a phasing out process within the next year.
8. Dean Epstein must ask faculty to excuse all students from all 5 College classes, work shifts, and assignments from November 12th, 2015 to November 13th, 2015 given their organization of and attendance at the Sit-In.
9. Do not threaten the jobs of the faculty, staff, or administrators that support our list of demands. Such threats will result in an escalation of our response.
10. The Office of Alumni and Parent Programs must send former students an email of current events on campus including a statement that Amherst College does not condone any racist or culturally insensitive reactions to this information.

11. Dean Epstein must encourage faculty to provide a space for students to discuss this week's events during class time.