

Lewis and Clark College Demands

We, as concerned Lewis & Clark students, are occupying the President's office to accomplish what we believe to be the President's work. For as long as it takes, we are committing ourselves to the vision of an inclusive and safe campus, achieved through the implementation of the values outlined below.

Our commitments to the College and to each other are as follows:

- ☐ Ensure Student Safety
- ☐ Create an exclusive, full time position for the Chair of the Committee on Diversity and Inclusion.
- ☐ Diversify Lewis & Clark Staff and Faculty
- ☐ The Buddy System has been up since Saturday, November 21st, created in response to the violent attacks that occurred earlier that morning. It shall be incorporated into a substantial support service that is always available to students of Color and the community.
- ☐ Create ten work-study positions for Sexual Assault Response Advocate (SARA) trained students and fill these through an affirmative action process that emphasises hiring students of color.
- ☐ Increase student participation in the Committee:
- ☐ Lay out a structure and process for student participation from all three campuses
- ☐ Ensure transparency of Diversity Committee documents, including, but not limited to, meeting minutes.
- ☐ The process of committee member selection must be open and accessible to the wider Lewis & Clark community.
- ☐ Involving students in the selection process.
- ☐ Draft a proposal to staff the Health and Wellness Center with physicians of color who can address and treat physical and emotional trauma associated with issues of identity.
- ☐ Draft a proposal for an increase in the representation of faculty of color in the form of a 2 year, 5 year and 10 year plan
- ☐ Mend Relationships with the Lewis & Clark Community and the globe with the understanding that the Office of the President is a figurehead for the College, and that the President is responsible for conveying the values of the College and its community:
- ☐ Have Barry Glassner hold a press conference in Agnes Flanagan Chapel no later than March 20, 2016 where he will present a handwritten, formal statement that will include, but is not limited to:

- ☐ A formal apology to the LC Black Lives Matter organizers for his absence during the incident on the night of November 20, 2015, and the lack of communication thereafter
- ☐ A verbal commitment to fulfilling LC Black Lives Matter and #WalkTheTalk demands
- ☐ An admittance of his failure to prioritize the safety and security of students of Color during his tenure as president.
- ☐ A formal statement to the Dallaire Scholarship donors, Roméo Dallaire, the UWC International Office, the Davis Foundation, and the office of International Students and Scholars reaffirming his commitment to the safety of all international students.
- ☐ A public acknowledgement of the following facts:
 - ☐ Lewis & Clark College was built upon stolen land through the genocide of Indigenous and Native American peoples.
 - ☐ Through its name, Lewis & Clark College honors the lives and deeds of owners of enslaved peoples.
 - ☐ Lewis & Clark College exploits and appropriates Indigenous and Native American cultural elements in the architecture of the Agnes Flanagan Chapel and the art installations in Aubrey R. Watzek Library.
 - ☐ Lewis & Clark College replicates the assertion of, and benefits from, the legacy of Anglo-American white supremacy.
 - ☐ Institute mandatory, campus-wide open dialogues every four years beginning academic 2015- 2016 school year regarding the personal cultural, historical, and political significances of the individuals Sacagawea and York, and the significance of the statues Sacagawea and Jean Baptiste and York: Terra Incognita on undergraduate campus property.
 - ☐ Create a Campus Safety Committee
 - ☐ Such a committee will spearhead issues concerning:
 - ☐ Campus Safety's appearance and the culture of fear and insecurity on campus.
 - ☐ The implementation of mandatory implicit bias workshops and trainings conducted every semester.
 - ☐ The creation of a mode to increase transparency and positive direct communication between the student body and Campus Safety

☐ The creation of one open forum per semester or academic year discussing

issues surrounding Campus Safety, allowing students an environment in which

they can voice concerns or visions for the future, as well as to bring awareness to the rights that students have.

☐ Create a Title VI Coordinator position

☐ This administrator must be trained in Title VI regulation and able to facilitate dialogue about campus race relations and tensions.

We, as concerned students, are holding ourselves and the College accountable for the realization of these goals. This is a collective vision for a Lewis & Clark College that is actively dedicated to diversity, inclusion, and social engagement. If any of the aforementioned goals are unable to be met, representatives of the College and students concerned will work together to provide a comprehensive and publicly available explanation.

Signed,

Lewis & Clark Black Lives Matter