

Emory University Demands

1. Emory University must recognize traumatic events that black students experience on campus.
2. We need institutional, primarily, financial support, for black students in the face of trauma and other racial events on campus, nationally and in the world at large.
3. We need support beyond just CAPS which does not think about the unique psychological needs of black people. CAPS does not take into consideration that our psychic health is compromised due to systemic oppression (social, racial, economic, gender, etc).
4. We would like to see repercussions or sanctions for racist actions performed by professors, administrators/staff and students alike. Bias incident reports are not sufficient. Our micro and macro-aggressions should not be regarded as just data collection but should, in fact, be taken seriously and met with the highest level of urgency and care.
5. Black students and students/staff/faculty of color should be consulted when making diversity initiatives that are university-wide. Diversity initiatives should not be made from the standpoint of the dominant group (white men and women). When diversity initiatives are implemented they are surface level, and often marginalize the opinions of the black students that they have consulted to be on various committees.
6. Black staff and administrators should receive an increase in their financial compensation or salaries. Changes should be made to the hierarchical structure of Campus Life which puts primarily white males at the top of the structure. More Black staff and staff of color should be in higher positions of power so that they can implement the changes that black students wish to see in the university.
7. The people who are currently in positions of power have done minimal or no work for black students, so how can they implement diversity initiatives when they have not consulted the people who can bring about the most change?
8. Black/POC administrators and staff are overworked and underpaid, but they are the most influential on campus. The staff needs to be paid more for the work and time that they spend ensuring that the black community has what it needs.
9. Administrators are told to stand by racist/problematic faculty in order to “show one face” from the university. Threats like these pressure the livelihood of Black administrators. Job security needs to be guaranteed when they’re earnestly working on behalf of black students.
10. Black student organizations are underfunded and overpoliced. Forcing black organizations to collaborate with predominantly white organizations that are interested in surface level interactions and superficial celebrations of diversity is violent. Black student organizations are often told that their events are exclusive. These claims are unfounded because events are created specifically for black students because they do not exist anywhere else on campus.
11. There needs to be an increase in hiring of or mere existence of faculty of color in ALL departments and disciplines. The African American studies department has been a great

resource to black students, however, they too can be overextended. Thus, we need black professors in all disciplines, traditional and non-traditional.

12. Black professors when in non-traditional or traditional disciplines must not be abused by the overwhelmingly white academy. Professors, too, need protection for the violent, racist and sexist incidents that they endure from their white colleagues in their departments.