

## Johns Hopkins University Demands

1. We demand a public address to be held by the administration (including but not limited to President Ron Daniels, Provost Lieberman, Provost Shollenberger, and the Board of Trustees) to The Johns Hopkins community in which President Ron Daniels will announce an explicit plan of action detailing how the following demands will be instated.
2. We demand that The Johns Hopkins University creates and enforces mandatory cultural competency in the form of a semester long class requirement for undergraduate students as well as training for faculty and administration.
3. We demand that the Center for Africana Studies be recognized as a Department.
4. We demand an increase in the number of full-time Black faculty members, both in the Center for Africana Studies and throughout other departments within the institution. Moreover, we demands equal representation of self-identifying men, women, and non-binary Black individuals within these positions.
5. We call on The Johns Hopkins University Krieger School of Arts & Sciences to support the hiring of faculty concerned with the history, culture, and political position of peoples of African descent. Calls for diversifying faculty are important, but equally crucial is attracting faculty whose work creates a scholarly community dedicated to Africana studies.
6. We demand accountability for peers, faculty, and staff who target Black students both inside of and outside of the classroom. Attending to such situations must transition from a passive email sent to the student body, to an active stance taken against racial intolerance by the administration. Perpetrators that aim to make Black students uncomfortable or unsafe for racial reasons must complete additional diversity training and face impactful repercussions for their actions.
7. We demand a transparent five year plan from The Johns Hopkins University Office of Undergraduate Admissions regarding the welcoming of and retention of Black students. We demand black bodies be removed from diversity marketing campaigns until Hopkins addresses the low quality of life here that many Black students experience and the problems with retaining Black students all four undergraduate years and then takes the necessary steps to resolve them.
8. We demand more Black professors within the Women, Gender and Sexuality program to add a new dimension to the Department on intersectionality and inclusivity that is currently being neglected and ignored.