

## **Emmanuel College Demands**

To President Sr. Janet Eisner and the Administration of Emmanuel

We have gathered here today to outline our demands for this administration so that it will be held accountable in improving the social and academic experiences of its black students at Emmanuel College. This is a follow-up from last year's letter of demands (which is enclosed).

### **WE DEMAND EQUITY & INCLUSION**

We, the members of the Black Student Union and fellow students of color demand to be holistically and institutionally included as part of Emmanuel College's student body, to have our demands heard on campus, and to be recognized and respected as an integral group on this campus as well as black individuals, not simply as numbers to fill the institution's diversity quota.

WE DEMAND a written statement addressed to the Emmanuel College community, within 48 hours, from the President of Emmanuel College, Sr. Janet Eisner, and Vice President for Student Affairs, Dr. Patricia Rissmeyer, and Vice President of Academic Affairs Dr. Bill Leonard, to commit to these demands by the specified deadlines via an action plan that works towards a more equitable and inclusive campus environment. This statement should highlight the administration's inaction and lack of dedication to adequately support students of color and acknowledge the ways that the senior administrators have failed the black students and student of color community, including but not limited to:

Perpetuating the vilification of students of color and their voices

Failing to reach out to the student of color community (Black and Brown students) when campus controversies that directly affect us occur

Perpetuating the devaluation of Black and Brown lives by failing to address the Emmanuel College community and express sympathy and compassion when international tragedies occur outside of Europe.

No campus update or email of condolence was sent in response to Kenyan tragedy at Garissa University. No message of condolence was sent in response to the bombings in Yola and Kano, Nigeria.

November 2015, The Student Government Association sent a campus update expressing solace for the attacks in Paris and then organized a campus wide vigil. No message of condolence was sent in response to attacks in Beirut, Lebanon or other major tragedies where Black and Brown body has been valued.

WE DEMAND cultural competency training for all staff, faculty, student leaders, and student workers. The President's office as well as the Presidents Commission has until the end of the semester to provide

a date for the mandatory training. We strongly suggest that ACE and Orientation be appropriate times to implement this training in addition to spaces that we will occupy.

The failure of the institution to mandate cultural competency for all faculty and staff alludes to Emmanuel College's history of ignoring the needs of students of color.

WE DEMAND that a course on the history of marginalized peoples' is incorporated into the Social Analysis requirement. We believe that learning about marginalized groups, their cultures, their oppression and structures of privilege is just as important as any science or quantitative reasoning course.

WE DEMAND a cultural space on campus dedicated specifically to students of color within the multicultural program, and that this space be within the Marion Hall Building and clearly marked. The naming of this space should be at the students' discretion in order to avoid naming it after a white benefactor or person with bigoted beliefs.

WE DEMAND the creation of a website similar to the one implemented at the University of Missouri (<https://transparency.missouri.edu/>) for the administration to provide updates on the progress of these initiatives and demands and to provide transparency.

WE DEMAND that the RISE Program be reinstated by the arrival of the next incoming class.

The re-organization of this program should be mainly orchestrated by previous RISE alumni in order to ensure that future students of color are able to have the same experience as previous RISE alumni.

WE DEMAND that the administration provide increased funding for multicultural clubs to facilitate events such as conferences, lectures and workshops that increase cultural awareness on campus, educate the Emmanuel College community on..., and provide resources

WE DEMAND that \$3000 be immediately allotted for a collection of African Diaspora Literature. Library staff will collaborate and directly consult with black students at Emmanuel College and the joint Africana Studies program at Simmons College to create the list of books that should be purchased. Library staff will then consult with these two entities (black students at EC and Simmons Africana Studies department) to group books into their respective disciplines.

Example: Black literature, narratives, politics, sciences, art and aesthetics, popular culture, theatre, theology, history, contemporary works, critical thought, philosophy, music, education, etc..)

These are the demands from Black students and their Allies at Emmanuel who, in the words of Fannie Lou Hamer, are "sick and tired of being sick and tired." While we are grateful for the collaboration we have had with faculty and administrators in the past, we make these demands during this unique time to expedite these processes into real, sustainable change.

If There Is Failure to comply with our listed demands, WE WILL have no other choice but to enforce immediate action against the Administration of Emmanuel College.

- WE WILL contact media outlets who are willing and ready to listen to the stories of black students and students of color on campus.
- WE WILL contact the Alumni of Emmanuel College and express the administrations lack of response to the issues expressed in the 2014 letter of demands handed to administration, which included racial incidents and biases that take place on campus.
- WE WILL be present on Admissions Tours to educate prospective students, families and guidance counselors on our shared experiences at Emmanuel College.
- WE WILL conduct campus wide protest with neighboring Colleges in the Fenway and neighboring colleges in Boston.

To ensure that these demands will be met, we request that President Janet Eisner physically sign this letter.

Sincerely,

The Black Student Union and Allies

Ashlee Jeannot '17

Jonathan Rowe '18

Samantha Tingle '18

Laurie Boyd '16

Gabriela Taveras '17

Nana Yaw Addae '19

Devon Wright '17

Romy Tunis '16

Cherokee Belval '17

Paul Rowley '16

Nancy Yarpah '19

Shumon Jenkins '18

Michael Woodham '18

Cathy Namuli '19

Euphemia Bentil '19

Brianna Demorcy '19

Ashlyn Pierre '19

Adebukola Ajao '16

Elijah Melanson '18

Yelena Rodriguez '19

Lyndon Harewood '17

HUELLA's Executive Board

We Are the Ones (Boston Coalition)