

Beloit College Demands

1. More programs for students of color aside from TRJO. Programs that include students who may not fit TRIO qualifications:

- a. Bridge programs for students of color who don't qualify for TRIO.
- b. Create more opportunities, or make opportunities more accessible, for undocumented students who do not qualify for SSS/Trio, Federal grants and loans, McNair, or even varsity Sports, without a social security number.
- c. Academic networking and community support for Students of color.
- d. Beginning of semester orientations where students of color can meet other students, faculty, and staff of color.

2. Craft a protocol for handling hate crimes, separate from the harassment procedure.

- a. There needs to be a separate policy outlining steps of communication and action based on a zero tolerance stance on hate crimes resulting in perpetrators being dismissed.
- b. Clear delineation, enhanced communication and greater awareness of policies, procedures and outcomes.
- c. Non-consequential reporting system for students to disclose microaggressions, for monitoring incidents and tracking campus climate similar to the non-mandatory reporting of sexual assault

3. Explicit attention to the recruitment and retention of POC (student, faculty and staff including security)

- a. Courtney Patterson's tenure status - actually retain faculty of color
- b. Emphasis on recruiting community members as staff
- c. More transparency about hiring efforts and potential obstacles encountered
- d. Review the hiring practices of professors of color in the STEM fields.

4. Recurring Diversity sensitivity Training for faculty and staff to promote better inclusivity for students of color in classroom, office, and administrative spaces.

- a. Department Heads, senior staff, administrators need to participate in at least two semesters of the faculty/staff Sustained Dialogue group.
- b. Critically using end-of-year evaluations and suggested reporting system to recommend/require participation in faculty/staff SD groups or other sensitivity training.