

## New York University Demands

1. Formal recognition of the Black & Brown Coalition by New York University.
  - a. Formal recognition and utilization of all member organizations of the Black & Brown Coalition when issues of racial tension and injustice occurs on campus. Member organizations are as follows:
    - i. Organization of Black Women
2. Mandatory inclusion of the Black & Brown Coalition in all discussions on Campus Diversity and all Student Policy.
3. Creation of special committees in collaboration with B&BC and the Deans within each individual college that would review and consider procedures for addressing particular community racial tensions.
  - a. Create a college-specific method for having students report safely incidents of racism in the classroom by peers, teaching assistants, and professors.
  - b. Create a college-specific anonymous method for having students discuss incidents of racism that would be visible to the university, as an act to fight feelings of isolation as was expressed repeatedly during the Diversity Forum on Wednesday November 18th, 2015.
4. Mandatory allocation quotas for clubs (e.g. Black Student Union), departments (e.g. the department of Social and Cultural Analysis), and programs (e.g. AAP) for Students of Color, LGBTQ, and groups otherwise included within Black & Brown Coalition from the University in the form of significant lump sum budgets to demonstrate true commitment and prioritization of students of color, queer students, and other marginalized communities on campus.
5. Creation of a full-time central diversity staff position within CSALS to oversee different NYU student diversity groups.
  - a. The approval of said staff must be granted by the Black & Brown Coalition with an interview of the candidate performed by us.
6. A campus climate survey analysis must be performed addressing diversity on the axis of race, ethnicity, gender, sexuality, and socioeconomic status with an analysis on race, ethnicity, and gender that is more precise and specific than that of State or Federal norms. More specific data available or gathered by NYU so that we can have genuine, informed conversations on the internal racial/ethnic dynamics of this university.
  - a. Data must be shown on GPA and financial statistics for each racial/ethnic category, and also for queer students on campus, so that we may be more aware of what percentage of scholarships and financial aid is going to these groups, and how we as a particular demographic compare to the more privileged students in order to address how the university can better help us.
  - b. Have a survey done on the total number of queer students on campus intersecting with racial/ethnic identity.

- c. Have a survey done on the total number of religious demographics within the university.
- d. Have action done on the reality of high drop-out and comparatively low graduation and retention rates for students of color.
- 7. Increased funding for the Center for Multicultural Education and Programs and the Department of Social and Cultural Analysis; temporary creation of a specific lounge designated for Students of Color within Kimmel Center that would be reservable for our organizations.
  - a. Within the NYU 2031 Plan, have guaranteed that an entire floor of the mixed use building in the Southern Superblock plan be entirely dedicated to Students of Color, and another for Queer Students on campus.
- 8. Create a forum for Students of Color traveling abroad that would include diversity trainings BEFORE traveling abroad, taught by a POC or QTPOC from the country, or a student from NYU who has gone abroad and can contextualize the lived reality of the site.
- 9. Perpetual, continuing education on diversity for all university members that exists outside of a module format.
- 10. NYU must reflect on its role in gentrification and so contribute to the anti-gentrification process via financial and personnel investment.
- 11. Monitor the number of minority Students of Color enrolled at NYU and see to it that there be no drop of Students of Color per year of admission.
  - a. Have an increase of the Black population on campus
  - b. Have an increase of underprivileged Latino population on campus
  - c. Have an increase of Amerindian/First Nations population on campus
  - d. Have an increase of Pacific Islander population on campus
- 12. Reallocation of funds (donations, endowments and trusts) attached to the names of documented racists such that Students of Color are directly benefited by NYU accepting such funds, e.g. via scholarships, trusts for student groups, or funding of university-wide diversity measures.
- 13. Reparations
  - a. Rededicate Library from Elmer Holmes Bobst, a known anti-Semite; removal of Elihu Root's name from the School of Law Scholarship for being an advocate of US Colonialism; renaming of the Fales Collection of English Literature within Bobst, as Fales family fortunes can be traced to colonial slavery. Rename these for POC or people of marginalized communities in the US who have been leaders in activism and advocacy of oppressed groups, OR leaders of equal style and caliber from the Global South.
  - b. Give a name to at least half of as of yet unnamed Residence Halls and academic buildings in honor of social and political activists of color both in the US and abroad, taking into consideration the diverse community of the university, and having the selection of such be achieved and agreed to by both the Black & Brown Coalition and NYU Administration.

14. Mirror Steinhardt School as university-wide model to implement reforms regarding the safety and respect of Students of Color, with deans looking to Steinhardt leaders for guidance and inspiration

15. Improve Mental Health and Wellness Center dynamics such that the counselors are well trained in racial/ethnic specific struggles on a psychological level (particularly when dealing with everyday microaggressions) as well as LGBTQ struggles, and increase the number of counselors of color and LGBTQ counselors employed by Wellness Center to be proportional to the amounts of students of color and LGBTQ students that come to the Wellness Center.

16. Mandate that all syllabi meet universal accessibility standards for students with disabilities.

17. Have an amount of faculty/admin that is proportional to the percentage of Students of Color on campus.

18. Make NYU become more accessible to undocumented Students of Color.

a. Expand NYU's policy regarding the Pilot Program to students outside of New York State.

19. Abolish the Box, remove the question on NYU applications that ask applicants to disclose their history within the criminal punishment system.

20. Recognize NPHC Greeks with chapters present in NYC.

a. Reevaluation of insurance policies for multi-campus Greeks with the goal being a level of institutional recognition.

21. Have as an institutional requirement that the Multicultural Greek Council Advisor be a Multicultural Greek. In the event the position is vacant then Advisory of MGC must fall under the CSALS Diversity Staff illustrated under point (V) in collaboration with the Assistant Director for Fraternity and Sorority Life.

22. Mandatory senator seats for significant racial/ethnic groups (e.g. Black, Latino, API, Desi, etc.) and marginalized communities (e.g. Queer, Women, etc.).

a. Restructure student government to include a Student House of Representatives parallel to Student Senate that is comprised of a Black Rep., Latino Rep., Asian Rep., Queer Rep., Women's Rep., etc.

23. Breaking up of the category of Allsquare Club within the demographics of Student Activities Board member groups to reflect the important, distinct needs of Students of Color Clubs, LGBTQ Clubs, Women's Clubs, Muslim Clubs and other marginalized categories so that our voice may be present within the advisory structure of the SAB Committees.

24. Recognition of Fall Recess as Indigenous People's Day on the Academic Calendar and all University documentation.

25. Recognition of Haitian Kreyol at NYU to fulfill the language requirement of the College Core Curriculum.

26. All Deans, the Student Activities Board, and the Student Senators Council must have continuous and regular conversations with the Black and Brown Coalition.