

## **Southern Methodist University Demands**

1. SMU will hold students and student organizations accountable for racially insensitive conduct.
2. Black Student enrollment must increase until at least 10% of the general undergraduate student population is Black.
3. A cultural intelligence program for all incoming firstyear students must be mandatory.
4. Sensitivity training for all faculty and staff, including tenured professors, must be mandatory.
5. No less than one third of the PRW (Personal Responsibility and Wellness) course curriculum must be dedicated to cultural education.
6. All students considering initiation into any Greek letter organization must go through mandatory cultural intelligence and sensitivity training in order to be eligible.
7. Black professors must increase until at least 10% of the faculty is Black, at all levels of professorship.
8. SMU will allocate new financial resources towards the expansion of the Office of Multicultural Student Affairs into a Multicultural Center.
9. SMU will increase the amount of Black and minority administrators, including the members of The Board of Trustees.
10. SMU will hire a Chief Officer of Diversity and Inclusion.