

Brown University Demands

1. **We demand** an increase in faculty of color hires and retention. The current plan to double faculty of color is insufficient due to the dearth of tenured faculty of color, as well as the countless faculty of color who have left Brown due to a lack of competitive pay. Brown must set higher goals and expectations than the federal expectation of diverse hiring practices to which it adheres. The 2013 Diversity Action Plan outlines that, by 2025, Brown will double its current faculty of color ratio. Doubling the current number of 64 faculty of color—out of 720—to 128 is not enough, and we cannot wait 10 years for such a fundamentally important goal to manifest. We demand that the Corporation of Brown University fund tenure-track hiring lines for specialty positions in each department across disciplines, and the continued cluster hires of junior faculty of color as done in the Departments of American Studies and History. By “specialty positions” we are referring to the deliberate hiring of faculty who work on critical issues related to social justice such as topics on race, gender, sexuality, ability, and class as they pertain to specific disciplines. Furthermore, we would like the instantiation of hiring committees that would ensure Brown offers competitive salaries to top faculty of color working in the aforementioned areas. In accordance with this demand, we implore Brown’s administration—with the inclusion of undergraduate and graduate students of color—to create an external board tasked with the responsibility of reviewing each department’s progress in hiring, retaining, offering competitive salaries, and creating opportunities for advancement for faculty of color who work on social justice issues.

2. **We demand** visible and administrative accountability for departments and centers that have a tradition of racist hiring and retention policies and anti-Black pedagogy. With regards to accountability, we demand that these departments and centers meet with representatives from graduate organizations that have signed below along with the Vice President of Academic Development, Diversity, and Inclusion, and the incoming Dean of Diversity Initiatives and comply with all prescribed actionable steps provided to them at these meetings. Furthermore, we demand annual public fora and an annual report be made publicly available to assess all racist hiring and retention policies and anti-Black pedagogy. Furthermore, we demand that the university support monetarily and otherwise departments and centers committed to social justice, as evidenced through anti-oppressive pedagogy, and the satisfaction and retention of undergraduate and graduate students and faculty of color. These departments and centers must be incentivized to continue their work with increased departmental resources and faculty hiring lines, like target-of-opportunity hires, cluster hires, postdoctoral fellows, and additional funding for centers.

3. **We demand** better quality of life for graduate students of color. Significant numbers of graduate students of color are leaving campus due to referrals to Counseling and Psychological Services or extremely hostile environments. We demand the introduction of compulsory, in-person, and regular anti-oppression training for faculty, staff, DPS, and administration. Anti-oppression trainings should be led and organized by people of color with significant experience in anti-oppression activism or scholarship. Furthermore, those leading these efforts should be compensated and acknowledged for their labor. This needs to be implemented beginning spring 2016, since many of these key facilitators of anti-oppression training are already present at Brown and in the Providence community.

4. **We demand** an in-person and compulsory Title IX training for faculty, staff, DPS, administrators, and students that includes an intersectional framework. The current non-compulsory online Title IX training module is ineffective and does not address the structural racism, queerphobia, economic violence and transphobia that is foundational to sexual violence on campus. Women of color—particularly Black, Brown and racial minority trans* people—are at the highest risk for sexual assault on college campuses, yet the debate over Title IX has thus far been framed as predominantly White. Statistics from across

North America show that women of color, and especially trans* women of color, are at a higher risk for sexual assault than their white counterparts on college campuses and beyond.

5. **We demand** that Brown “hold itself accountable for the past, accepting its burdens and responsibilities along with its benefits and privileges” by meeting fully those recommendations set forth in the following: (1) The spring 2015 Graduate Student Diversity Forum; (2) the report on Title IX issues facing graduate students submitted to the Sexual Assault Advisory Board last spring; (3) the Samuel M. Nabrit Black Graduate Student Association response to the Committee on the Events of October 29th, 2013; (4) the second report from the Committee on the events of October 29th, 2013; (5) the 2006 Diversity Action Plan; (6) the report by the Center for Slavery and Justice committee in 2006; (7) the 2001 letter by the Third World Coalition to the Visiting Committee on Diversity; (8) the 1991 letter from the Third World Coalition on the Visiting Committee on Minority Life and Education at Brown; (9) 1986 Report of the Visiting Committee on Minority Life and Education at Brown; and (10) the initial demands of the 1968 Pembroke student led walkout. Ways in which Brown can better follow through and be consistent with the recommendations made by this group include:

Reissuing the history of slavery and justice report and circulate the document to new faculty, staff, and students;

Integrating the history of Brown’s role in the slave trade into orientation for both graduate and undergraduate students;

Designating an annual day of remembrance and a series of sponsored events;

Publicly and regularly assessing the ethical implications of Brown’s current global investments;

Committing resources to bettering educational opportunities across the state;

Providing low or no cost professional advancement opportunities for state educators.

We demand that the Brown Corporation and administration comply with the demands of the graduate and undergraduate students. President Christina Paxson, Provost Rick Locke, and Graduate School Dean Peter Weber must provide, at minimum, a written response to the graduate students’ demands by November 24, 2015. The written response should include a timeline of actionable steps to meet our demands. Furthermore we demand a public forum within the first two weeks of the spring 2016 semester to assess what progress has been made over winter break.