

## Duke University Demands

### 1. Bias Report Policy and University Standard

A. Make the reporting of discriminatory events easier by mandating that the Task Force on Bias and Hate Issues revise the Bias Report Policy.

1. The Bias Report Policy will apply to all individuals regardless of race, sex, gender identity, gender expression, sexual orientation, religion, national origin, class, and other protected identities.

B. Establish mandatory learning on institutional racism and anti-oppression practices for both students and faculty.

i. Implement DSG's suggestions on incorporating mandatory bias, institutional racism, and anti-oppression topics into the first year curriculum. The content of the classes should not only include ideals of diversity and cultural competency, but the historical and current implications of institutional racism.

C. All members of the Interfraternity Council and Panhellenic Council on Duke's campus must engage in additional bias and diversity training as a part of university policy.

D. All professors, Student Affairs faculty, and DUPD must participate in cultural competency and implicit bias training overseen by the Task Force on Bias and Hate Issues.

E. Members of the university that are reported to have worn culturally insensitive costumes or attend/host culturally insensitive parties will report to student conduct for bias/harassment infractions.

### 2. Protocol for Hate Speech and Racial Incidents

A. Establish a clear university policy responding to students perpetuating discriminatory hate speech and racial harassment toward students of color.

i. "Hate speech is speech that offends, threatens, or insults groups, based on race, color, religion, national origin, sexual orientation, sex, gender identity, gender expression, disability, or other traits."

B. Steps taken during the investigations of students accused of hate speech or actions will be conducted in the most transparent manner legally possible. Repercussions will be explicitly outlined in the Duke Community Standards handbook.

C. Professors, staff members, and non-academic employees will be in danger of losing their jobs, and non-tenure track faculty will lose tenure status if they perpetuate hate speech that threatens the safety of students of color. They will also be liable if the discriminatory attitudes behind the speech could potentially harm the academic achievements of students of color.

D. Establish a detailed and comprehensive annual report of hate speech incidents on campus.

### 3. Increased Diversity in High-Ranking Faculty and Administration

A. Increase the amount of women, Black, Asian, Latino/a, Native American and Queer people of color serving as faculty.

B. Attain representation of women and professors of color in regular ranked and tenured faculty positions equal to their representation in the student population by 2020.

#### 4. Cultural Climate Consultations

A. Hire a third party consultant to run a climate assessment of Duke University every year for the next 10 years.

B. A consultant must be contracted from an external company and the findings of the climate assessment must be published and made accessible to the general public.

#### 5. Increased Socioeconomic Diversity

A. Federal, state, and university loans will be eliminated from financial aid packages and must be replaced with grants.

B. Students of families who earn under \$75,000 will not have to pay for tuition, room, or board.

C. Reporting SAT/ACT scores on admissions applications must be optional.

D. By meeting these demands, the Duke community will benefit from allowing more students of color and more students from lower and middle socioeconomic backgrounds to access this university. The campus climate would be more inviting to students of color if the student body was not made up of a majority of students who come from upper-class, homogenous communities

#### 6. Greater Emphasis on Mental Health

A. CAPS mental health professionals will be representative of cultural and racial diversity on campus.

B. STINF forms will include mental health trauma and debilitating conditions in the list of "incapacitations" allowing excused absence from class, especially those arising from racial incidents on campus.

#### 7. Representation of Distinguished Black Individuals on Buildings and Monuments on Campus

A. Name the new West Union "Abele Union" after West Campus architect Julian Abele.

B. Erect a statue in honor of Julian Abele

8. An administrative position with the sole purpose of addressing institutional inequities and working with students of color to improve their experiences on campus

A. Oversee the inclusion of Black, Latino/a, Asian and Native American students in the formation and leadership of the Task Force on Bias and Hate Issues.

B. Avoid shortcomings of the President's Council on Black Affairs (PCOBA) by holding administration responsible for addressing student demands.

#### 9. Living Wages and Rights for Staff and Adjunct Faculty

- A. Commit in writing to an immediate end to the union busting activities meant to intimidate non tenure-track faculty organizing a union, including but not limited to captive audience meetings, the maintenance of the "One-to-One" website, and emails meant to misinform and discourage organizing faculty.
- B. Mandate or create a new policy that allows faculty and staff to freely criticize Duke's institution without fear of losing their jobs.
- C. Duke University will cease to engage in business with companies and contractors who do not meet North Carolina Department of Labor standards. Based on the known grievances of construction workers working illegally long hours without adequate breaks, conduct a thorough investigation of Duke's contracted companies.

#### 10. Further Communication in Regard to These Demands

- A. By 5:00 PM on Tuesday, November 24th, 2015 an email will be released to faculty and students. Attached to the email will be the statement provided by the authors of these demands, signed by President Richard Brodhead, Provost Sally Kornbluth, and Dean Valerie Ashby.
- B. By Sunday, December 6th, Dean Valerie Ashby, Dean Stephen Nowicki, Vice President of Student Affairs Laurence Moneta, and the co chairs of the Task Force on Bias and Hate Issues will meet with representatives from the group of authors in order to hear them explain the intentions and research by which the demands are supported, discuss how the demands will be implemented, and negotiate a timeline by which the demands will be met.
- C. Starting in January of Spring 2016, send monthly emails to the student body and faculty outlining progress on fulfilling these demands in order to increase transparency between those who make decisions within Duke University and those who are affected by the decisions made.