

## Webster University Demands

We, the Association for African American Collegians, demand the following actions for the administration to make our time and tuition spent at Webster University as fair and equitable as possible for an institution that emphasizes “global citizenship” and “diversity.”

I. **We demand** the formation of Afro-American Studies program. This can be within the Critical Race & Ethnic Studies program which will later include a separate Afro-American Studies major AND minor by fall 2018.

II. **We demand** the increase of minority admission and recruitment in specific in departments such as the Conservatory, the Dance department and the Community Music School.

III. **We also demand** the increase of the black faculty members and professors in all departments of the Webster Groves campus. A minimum of 4-5 black faculty members by spring 2017.

IV. **We demand** the incorporation of an Afro-American Studies course into the Global Citizenship Program by fall 2016.

V. **We demand** an increase in the efforts for retention and graduation rates of black students, as well as the creation of a Minority Student Retention officer separate from the pre-existing Retention Officer immediately.

VI. **We demand** to have an open discussion and possible revision of the duties for the Associate Vice President for Diversity and Inclusion by the end of spring 2016.

VII. **We also demand** the upgrading and eventual moving of the Multicultural Center and International Student Affairs department to a more student-central location. (The updating of these facilities was agreed on in the 1988 ten point proposal by AAAC to be every 2 years.) The facilities upgrading should be done by spring 2017 and the departmental move by fall 2018.

VIII. **We demand** for the formation of a Minority Scholarship Fund. If something like this already exists, we demand the money for this fund to be increased by fall 2016.

IX. **We also demand** that Webster makes minority scholarships more accessible.

X. **We demand** the creation of safe spaces for black students on campus by spring 2017. A short term solution for this could be the repurposing of space temporary until a permanent space is created.

XI. **We demand** an increase of full-time faculty by spring 2017.

XII. **We also demand** Critical racial sensitivity training that is REQUIRED for ALL which includes (but is not limited to) faculty, staff, student leaders and administration members immediately.

XIII. **We demand** that tuition is decreased by 16 percent across the board by fall 2018.

XIV. **We demand** that tuition DOES NOT increase again (unless it is due to inflation) effective immediately.

XV. **We also demand** that members of the administration DO NOT receive any bonuses in the future starting immediately.

XVI. **We demand** the University releases all information pertaining to university spending as well as the allocation of funds in the past 5 years by the end of fall 2015.

XVII. **We demand** that the university increases events during every month of February for Black History Month starting immediately.

XVIII. **We demand** meetings with the faculty & administration increase of at least once a month.

XIX. **Lastly, we demand** student involvement in ALL processes bringing these demands to fruition, as well as full, total transparency during all of the above (or related) processes.