

University of Wyoming Demands

Short Term:

1. **We demand**, individual town hall meetings be held which target specific marginalized identities and communities so all are given equal time and space to express the unique concerns they have on campus. Here these marginalized communities can present specific demands and recommendations unique to their lived experiences in a space that is safe for these marginalized identities.

2. **We demand**, by the end of the 2015-2016 academic year, an external and independent agency evaluate campus climate throughout the University, as well as the current retention and recruitment efforts by the University targeted towards marginalized identities. The results of this evaluation should be released to the public as soon as possible. If this effort is already underway, then the agency should be identified immediately and the results released to the public upon completion.

3. **We demand**, by the end of the 2015-2016 academic year the University release detailed policy initiatives to implement in the coming years to combat the campus climate issues identified through the individual town hall meetings, as well as the external and independent agency evaluation.

4. **We demand**, marginalized students be given more direct input in the current Presidential search and ultimate Presidential decision to insure the next President has previous experience dealing with campus climate, diversity, and inclusion issues.

Long Term:

1. **We demand**, a Vice President of Diversity and Inclusion position be created that will oversee all of the efforts of the University to create a safe and welcoming environment for marginalized students, as well as all retention and recruitment efforts targeted towards marginalized identities.

2. **We demand**, all freshmen and first year students be required to take and pass a course with a curriculum focused on social justice concepts, cultural relevancy, and cultural awareness.

3. **We demand**, the student code of conduct be revised to hold students accountable to hate crimes, hate speech, and sexual assault and a detailed reporting structure be developed for students to report such incidents. This reporting structure should be easily accessible to anyone who wishes to report such incidents without retaliation.

4. **We demand**, that more faculty and staff be hired that either represent marginalized backgrounds themselves or have specific experience working with marginalized communities. If faculty and staff do not meet these requirements, an intensive University wide training structure should be created and required in order to educate such faculty and staff on how to appropriately interact with those from marginalized backgrounds.