

Gu Demands by Group:

### **Students Against Sexual Harassment and Assault:**

We, the leaders of Students Against Sexual Harassment and Assault, acknowledge the poor administrative response to incidents of sexual violence amongst WWU's community. The demands below will move WWU towards a more just, sustainable and equitable response pattern to incidents of sexual violence in our community.

- **We demand that Sue Guenter-Schlesinger *step down*.**
  - *In a March 7 2018 Western Front Article, "Former Huxley Student Frustrated with how Western Handled SA Case", one of the survivors of Paul Stangl (a sexually predatory professor) noted their frustration with the EOO investigative process. The article documents Sue, in response to Stangl's supplying the underage survivor alcohol, lecturing the survivor on underage drinking and spending the majority of the time talking about how the survivor should wait until she is 21 to drink.*
  - *As students and informed community members, it is clear to us that Sue has been known to emphasize reporting to police when survivors come forth, claiming that Western cannot do anything for them. Suggesting that survivors report to police when they have come to her in the EOO for help is unethical given the systemic oppression that police exert over marginalized peoples, *especially black and brown folks*, those with disabilities, and those with intersecting identities.*
- **We demand that other administrative members MUST admit their previous egregious behavior**, apologize, and give us a written action plan of how they plan to change, whether this means changing a process or their personal behavior. If administrative members do not follow through with their action plan, they must resign, effective immediately.
- **We demand that at WWU, rape = expulsion.** Every single time. **No excuses.** If found guilty of any other form of sexual misconduct (as WWU defines it), the perpetrator should lose access to on-campus classes and housing, and must be a distance-learner from then on.
- **We demand accountability for predatory professors.** We demand a standardized process of professor/faculty sanctions for sexual violence. Tenure (or tenure track) should be revoked if a professor is found guilty of SV (for example, Paul Stangl).

- **We demand that the concentration of power in the sanctioning process is ended.** Michael Sledge and Jessica Stillwell *CANNOT* continue to be the only ones who can issue sanctions. An alternative to this system is a student-led sexual misconduct board.
- **We demand that administrative members include student input in policy/procedure creation and evaluation.** Value us as stakeholders. No decisions about our health and safety without us being a part of that conversation. (*Nothing about us without us*).
- **We demand that students accused of sexual misconduct at WWU must be kept from campus during the investigative process.** Same goes for students accused of a hate crime.
- **We demand that you include language in the student housing contract that explicitly says “NO SEXUAL VIOLENCE”.** Do not put the responsibility of not assaulting someone on the RAs or RDs; the onus **MUST** be on the **student** to not assault.
  - *Also, bump up SV training and resources for RAs.*
- **We demand that you throw out HAVEN,** and replace it with a more culturally competent mandatory sexual violence / consent training that discusses the nuances and systemic roots of sexual violence.
- **We demand that you implement follow-up services for survivors, and finance **continued** therapeutic services for survivors.**

#### **Shred The Contract:**

- Admin must provide a written guarantee that WWU will adopt a self operated dining system rather than renewing the contract with Aramark or contracting with another food service company;
- A committee composed of at least half students will be created to supervise this transition to a self-operated system;
- The dining union must be preserved and all current dining workers must have their jobs, seniority, and pay rates maintained during this transition.

#### **Students for Ethnic Studies:**

Ethnic Studies has long been seen as a powerful way to bring about racial equality. The first prominent figure to call for African American Studies was W.E.B. DuBois. The movement for Ethnic Studies was started in the 60's by students at San Francisco State, and eventually, at Western, resulting in the college which failed after 9 years because of the lack of administrative support and budget cuts - yet Huxley and Fairhaven continue to stand.

Most recently the movement was revived by Erick Yanzon, Realia Harris, and Jonathan Pendleton. Their efforts have been passed down, and because of them, it is being advocated for by us and by many students and student groups. We, the Students for Ethnic Studies, acknowledge the poor administrative response to incidents of hate amongst WWU's community. We stand in solidarity with the black and brown bodies hurt and harmed by violence - hate crime - Western likes to call "malicious mischief".

History is used as a weapon in this institution, often against us, but now we are using it against you, the administration.

We want to acknowledge that ethnic studies not only benefits students of color by empowering them but it also benefits white folks. Western is FAILING at providing the support for this discipline and because of that, it FAILS to support its students of color and causes them to seek this knowledge and education from their peers. We are TIRED of doing the work the institution, whom we pay thousands of dollars to, SHOULD BE DOING.

#### Demands

- **Offer more ethnic studies classes and prioritize students of color to fill those seats**
- **Departmental and administrative support of faculty of color**
  - We hosted a faculty, staff, and student of color social. We should NOT be the ones providing that support for our community. We put hours of unpaid labor to create space, faculty and staff provide unpaid labor to mentor and support us CONSTANTLY.
- **Work with Students for Ethnic Studies to create a program that models other ethnic studies programs across the nation but also fits Western students' needs**
  - This is not the same as American Cultural Studies. We will NOT fly under the radar to accommodate the white folks in this town.
- **We demand 5 million dollars be allocated to find a physical space for a program**
  - A multicultural center is not enough. Students in Ethnic Student Clubs should not be the ones teaching their histories. White students should not be the ones taking up space in these classrooms meant for students of color.
- **Hiring more faculty of color as well putting faculty of color on tenure track**
  - CLUSTER HIRE
  - Full time Tenure Track Faculty dedicated exclusively to SFES
  - Allow students of color and marginalized identities in the hiring process
    - Make this opportunity transparent and accessible - forming these committees should not be done behind closed doors
  - In the anthropology department, there is only one faculty of color
- **Allocate \$50,000 for CEED to expand their library/collection**
  - Expand the current collection to cover: Asian American Studies, Latinx Studies, Comparative Ethnic Studies, Indigenous Studies, archival collections
  - Create online guides/aids for the library
- **Within 2 years, allocate the monies to create a PHYSICAL LOCATION for the College for Ethnic Studies**

- Again. If administration can allocate 10 MILLION for the MCC, they can allocate and find monies to build a building.
- Create a Center for Race and Gender
- Create a Center for Research on Social Justice/Social Change
  - Focusing on immigration, economic reconstruction, power and liberation, etc. as well as examining pressing social issues
  - Identifying barriers to an inclusive, just and sustainable society

### **Black Student Union:**

- Hire and support more Black faculty in all colleges
  - Support
    - SES had put on an event for faculty of color and it was by students-- faculty of color need to be shown support by the institution-- not only because there are very few poc as it is, but because many faculty of color put hours of unpaid labor showing up in spaces where there are students, to show support, mentor and often times help by donating and funding to show support financially with money from their own pocket
  - Hire
    - The history department has two professors of African descent in the program - we need more
      - In specific those who identify with the class they are teaching should have priority consideration over those who don't
        - For example: A teacher of African descent or who has experienced first-hand what it's like to be a Black body in society should be have priority consideration
    - Cluster hire
    - Involve students, specifically students of color and marginalized identities in the hiring process and make the communication process transparent and accessible to all
    - Hire more black counselors
      - Black students need a support system-- if the university really wants to retain black students-- they will provide a support system-- there were less than 3% of Black & African-American identified students enrolled in 2017
- Show more active support for programs and clubs dedicated to uplifting minorities
  - There are so many!!
    - BSU
    - ACC

- NSBE
    - specifically **Black students in STEM**
  - MANY OTHER ESC CLUBS!!!
- Fund an **annual** Black History Month event, seeing as the institution has generally overlooked Black History Month for years.
  - CONSISTENT FUNDING, SUPPORT & FUNDING
  - WHEN AND HOW CAN WE HELP IN THE COMING QUARTER??
    - January 15th is MLK day this year
      - Support BSU & ACC as we continue to plan events
    - Black History Month is February
      - Support BSU & ACC as we continue to plan events

### **African Caribbean Club:**

African Caribbean Club wants to address the constant and repeated cycle of explicit threat of violence through hate speech, vandalism, and actions here at Western. We want to state that because an incident does not specifically aim to target one single person, it does not mean it is not a hate crime. Considering the history of slavery and colonization, their ever-lasting impact, and their effect on the lives of current Western Washington University students, no non- Black or African can ever say that an incident is non- threatening or non violent. You do not have the right to tell students how they should feel. In this incident, we feel **you have failed us as an institution.**

### Short Term Goals:

- Quarterly meetings between the President or his administration and black students through African Caribbean Club and Black Student Union to understand school climate and how it affects Black students.
- Recognize that your board of trustees and your administration **DOES NOT** understand the struggle of Black students on campus, and no non-Black person of color on your administration does.
- Reevaluate tenured professors, especially professors who use haredul .
- Recruit and retain black students on campus that correlates to the national average 13.6% of African American population.
- Task force for ALL minority students, not just white minorities.
- Expand the counseling center to hire black counselors, especially female counselors.
  - Specific counselors for specific interventions

### Long Term Goals:

- **Annual** campus wide event for Black History month that is funded by the university. These funds must continue to exist even after Leonard Jones, a black man in power, leaves this campus.
- Recruit and retain black students on campus that correlates to the national average 13.6% of African American population.
- Realize that club leadership is a lot of unpaid labor typically done by students of color. Work to get club

### **Residential Advisers:**

- For RA's on campus, there is a major lack of transparency when it comes to students going through the conduct process. While privacy should be respected, in cases such as these where student safety has been impacted by the action of another resident, there should be clear, timely and informative follow-up. Currently, the only follow up RA's receive come in the form of community meetings with Residence Life administration. The conversations are rehearsed, cold, and lack the valuable information we need to do our jobs well and serve our residents. We would like to see this change.
- In addition, RA's would love to see more comprehensive training on how to help after hate-crimes occur in the residence halls. Specifically, we would love to see more training on how to best support our residents of marginalized identities. Currently we see a short presentation during RA training from the EOO, and that it about it. We need to be trained on how to address our communities after these traumatic instances take place. We need to be comfortable with holding conversations about these topics, and we need the skills to remain professional and helpful during those conversations. Some of us feel helpless and embarrassed that we cannot provide any more than a referral to the counseling center for those residents that come to us.

### **Native American Student Union:**

- To continue addressing Red Letter needs. Implement recurring government to government trainings, verification of tribal enrollment/descendancy in the admission process, and transparency in planning the longhouse construction.
- More support for our Faculty of Color so we can retain the people who've become our family.

### **Mixed Identity Student Organization:**

- Training professors to combat transphobia and do away with transphobic rhetoric in the classroom
- Mental Health professionals trained in supporting LGBTQ+ students (especially LGBTQ+ students of color)
- Information on how to contact department chairs or heads in the case of reporting grievances to be made accessible to all students - so that students don't have to jump through hoops to have their experiences with problematic faculty heard by people who have the power to remove, reprimand, or re-train said faculty member

#### **QTPOC (Queer and Trans People of Color):**

- LGBTQ support coordinator that will cater to queer and Trans people of color that help oversee the Queer Resource Center and Queer Trans People of Color.
- A counselor that is a QTPOC that will validate and acknowledge our identities and struggles

#### **Blue Group:**

- Adequate financial support for undocumented students
- The development of a protocol to address what happens when ICE presence is on campus, the procedure to address what this university will do if students were to be detained by ICE.
- The creation of an undocumented center and space where resources would be localized and funded.
- An academic advisor who specializes in supporting undocumented students.
- A financial aid advisor who specializes in supporting undocumented students.
- Finding a system to support and hire undocumented students, this can be done through tuition stipends, private grants, scholarships and other modes of financial compensation to support undocumented students who wish to work on this campus.

#### **M.E.C.H.A:**

MEChA stands with all organizations and students of color on this campus and their request for these **urgent needs**. This institution has failed time and time again in supporting students of color on this campus and will continue to fail until the racism and violence is directly addressed throughout ALL departments at our university.

- Hiring of diverse Latinx faculty & staff with student input in the decision making process

- More programs that specifically support students of color in which students are not the ones putting in the labor. This is not acceptable as we endure both physical and mental exhaustion.
- Student input regarding hiring in the Multicultural Center
  - Removal of Nick Sanchez as the MCC director
  - The constant change in faculty has increased the instability in the ESC leading to a lack of support for student leaders.
- Increased support of student led programs on campus and decriminalization of the Ridin Low in the 360 Show
  - Police presence is always required although it is not the case for other public events such as Lawnstock

### **WWU Students for Justice:**

- A place/resource where students of color can express/address our concerns and safety (besides the equal opportunity office) and actually have our voices heard and needs met.
- Hold faculty and professors accountable because there are a lot of racists and uneducated ones who attack POC. Also if they were to hire more POC faculty make sure they are a person of consciousness.
  - Have a conference/orientation to learn about diversity that is provided/required for faculty members
- When a hate crime is committed on campus we want immediate information about the situation. (Not just emails and if we get western alerts we want them ASAP)

### **Arab Student Association:**

As the Arab Student Association we *urgently* need

- An apology for the lack of response or action taken from administration about the Islamophobic flyers found around campus making students feel unsafe in Fall of 2017.
  - <https://komonews.com/news/local/anti-islamic-fliers-pop-up-on-wwu-campus>
  - <https://wp.wwu.edu/theasreview/2017/10/02/islamophobic-hate-flyers-found-on-campus-university-responds/>
  - <https://www.bellinghamherald.com/news/local/article177096141.html>
  - [https://www.cair.com/cair\\_wa\\_condemns\\_islamophobic\\_fliers\\_graffiti\\_found\\_on\\_western\\_washington\\_university\\_campus](https://www.cair.com/cair_wa_condemns_islamophobic_fliers_graffiti_found_on_western_washington_university_campus)
- The *removal* of the current advisor for Arabic and Islamic Studies minor from their position and replaced with a professor who represents us by the end of the 2019 academic year.
  - We need the students to be involved in the decision process of appointing the new advisor.

- An ***immediate*** halt to allowing current and former members of the Israeli Defense Forces (IDF) to speak on campus and in classrooms.
- An ***inclusive*** task force for all types of racism seen on campus that will take ***immediate*** action into hate crimes and racist activity on campus.
- A tenured track professor and more staff and faculty of Arab or Middle Eastern descent in order to have our histories taught by people who share our truth, as well as provide support to our community.
- The implementation of an Arabic major and an Arab Studies/ Arab American Studies major or minor.
- To be respected when we request to have ***no police presence*** for our spaces especially when we provide our own trained peacekeepers.
- A space for worship and prayer on campus to be accessible and allow students to practice their faith without leaving campus multiple times a day by Spring quarter 2019.
- The right to freely boycott as given to us in the First Amendment of the United States:
  - “Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof; or abridging the freedom of speech, or of the press; or the right of the people peaceably to assemble, and to petition the Government for a redress of grievances”

### **Student Assembly for Power and Liberation:**

- First, is the creation and full implementation of the College of Power and Liberation. In order to support this college, there needs to be a cluster hire of ten tenure track faculty to teach at the college, and a significant student voting power in the hiring committee of these faculty.
- Relocation of physical space to allow the College of Power and Liberation to be housed in its own building. This college was to also fund a staffed interdisciplinary library that reflects the critical inquiries of the College and its students, as well as providing funded staff positions such as an archivist and a counselor.
- Implementation of a yearly Student Emergency Fund that will support students who encounter financial emergencies during their time at Western, as well as providing work study positions for at least 20% of students enrolled in the College so they are supported in the important work that students perform.
  - Additionally, we are requesting a minimum of \$50,000 for an opening event that will introduce the College and its mission.
- Annual dedicated revenue of \$45,000 for compensation of students and faculty doing de-colonial work on campus, who continuously addresses the oppressive structures of the university.
- Consequently, the third need is about the creation and implementation of a 15 person paid student committee, The Office for Social Transformation, to monitor, document and

archive all oppressive behavior on campus. The committee will be represented by students nominated from campus departments and organizations that represent the interests of underrepresented students at WWU. The students in the committee will also be provided paid mentoring and trainings for their work. This committee will also be employing a three-strike disciplinary system that corresponds to citations that are processed.

- Next, is a mandatory online survey that will be conducted by all faculty/administration in the classroom and workplace to ask questions that allow WWU community members to confidentially express concerns of discrimination and safety.
- Establishment of a multicultural residence building to celebrate student's different identities and to give us a chance to live together in order to build a community and connections. In this building, there will be a mentorship program that prioritizes the mentoring and support for students of color living in residence halls.
- Lastly, any WWU student who has been targeted by, harassed by, or has experienced excruciating acts of institutional and administrative violence must be compensated by the University.

#### **Hillel Demands:**

As one of the Jewish clubs on campus, we feel that the Jewish students on this campus need:

- A space in the Ethnic Student Center
- More Kosher options in the dining halls and other food vendors on campus. Or in general, more vegetarian/vegan options in the campus coffee shops and Marketplaces. Many Jewish people who keep kosher who chose to eat out of the house will eat as vegetarians. Additionally, there are a large amount of vegetarians and vegans on this campus, and we need more substantial vegetarian options at the marketplaces.
- Accommodation for students who wish to go home for Hanukkah. Yes, technically, this is not a high holiday. However, for many Jews in America, this is the most significant holiday to them. If a student chooses to skip class for the first two nights they shouldn't be penalized academically. Tell the teachers of the potential upcoming non-Christian holidays and ask they be understanding.
  - Additionally, there is a "no candle rule" in the dorms on campus. The Jewish students need a way to be able to light menorahs and/or candles for Shabbat.
- Another holiday that may be important to different Jews is Passover, which does not always align with Spring Break. Many Jews don't do work on the first two night for religious reasons and may have to miss class.

#### **General:**

- Gender neutral bathrooms in every building on every floor. This is not a want but a need.
- Accessible pathways for people with disabilities. The uneven brick walkways are not stable enough and are, frankly, a nuisance and need to be handled according to ADA policy.

- The residence halls on the ridge, Kappa, is not accessible and a student should not have to be moved to an “accessible” residence hall because of injuries. They should be able to stay in the dorm of their choice.
- The dining hall on the ridge cannot accommodate ALL students. There needs to be an elevator present so that students may eat in the dining hall nearest to their dorm.
- Re-evaluation of student life conduct process, response, and consequences.
  - Interim 10 day suspension
  - “Zero tolerance” policy for acts (verbal, visual, and physical) of violence towards marginalized groups