

AS STUDENTS:

WE DEMAND

1. ALL UVM ADMINISTRATION, FACULTY, AND STAFF MUST HAVE MANDATORY DIVERSITY TRAINING ENCOMPASSING RACE, EQUITY, RELIGION, SEXUALITY, AND GENDER IDENTITIES.

You may argue that this is impeding on the rights of Professors and may intrude on their Freedom of speech and the freedom to teach what they please. However if this freedom of practice is at the expense of marginalized groups this goes against UVM's Common Ground Values. Microaggressions from and by Professors are seen too commonly in the classroom, if Professors, Faculty, and staff have mandatory diversity training then classrooms will be more suitable for students of color. We have the right as students of this University to learn in an environment free from racism and microaggressions.

2. WE DEMAND FOR THE HIRE AND RETENTION OF BLACK AND BROWN FACULTY ON TENURE

Representation is important. Students have the right to be taught by scholars of various backgrounds. This will not only help to increase different worldviews but will help to eliminate ignorance and prejudice in the student body. This administration must show that people of color have the intellectual ability to teach at one of the most prestigious universities in New England.

3. WE DEMAND FOR THE RENOVATION OF D1 AND D2 CLASSES.

The purpose of Diversity courses is to bring awareness to the race problem in the United States as well as the world. It was to bring about different worldviews and help to break the prejudice found on this campus. We demand that students of color are involved in this process of not only renovating Diversity class but also structuring classes.

4. WE DEMAND THAT QUALIFIED PROFESSORS TEACH SUCH COURSES

Professors should know the structure of a diversity class and what that entails and should have the capacity to have these conversations with students. Professors chosen to teach these courses should be aware of the political and well as social climate of this country and should have knowledge on what people of color face in this country and around the world. When teaching about other countries and or religions, the University should strive to have Professors that are from these areas or practice these religions. This help to create an environment where culture is taught based on experience and practice rather than basic knowledge. This helps to combat against prejudice and stereotypes one may have towards these places or religions. This also helps to fight against microaggressions and plainly falsities found in the teachings.

5. WE DEMAND THAT HATE CRIMES ON/OFF CAMPUS BE TREATED AS SUCH, NAMED AS SUCH, AND THAT PERPETRATORS OF THESE CRIMES BE EXPELLED.

This is self explanatory. The history of UVM when dealing with hate crimes shows that perpetrators of these crimes have been “let off”. This shows Students of color that we do not matter. It shows us that this university pretends to be a progressive school but in fact is not. It shows students of color that though this school says they are for us, they are actually against us.

6. WE DEMAND THAT FRATERNITIES AND SORORITIES HAVE A NEW MANDATORY RACIAL DIVERSITY/INCLUSION/CLIMATE/EQUITY TRAINING REQUIREMENT FOR ALL INCOMING AND STANDING MEMBERS

It is vital that Fraternities and sororities learn the history of Fraternities and sororities at the university of vermont. Obtaining this knowledge is vital to making sure their does not repeat itself. Students of color should be included in this process of creating a new requirement for these organizations.

7. WE DEMAND THAT JAKE REICHHHELM IS BE EXPELLED FOR HIS HATE CRIME

The University of Vermont once again showed students of color that our wellbeing means nothing and that we do not matter by allowing Jake R. back on this campus after his direct hate crime against students of color. When will this University stop protecting criminals and show students of color that we belong here on campus just as much as their white students? By Jake R. not being expelled for his actions, by him not serving some sort of community service to communities of color, by him not issuing an apology and actually being given the choice to do so shows other students on this campus that they can commit racist and hatred fueled acts against students of color and that the University of Vermont Administration will protect them. If this University truly cares about students of color, they will expel Jake Reichhelm.

8. WE DEMAND THAT ALANA CLUBS AND IDENTITY CENTERS BE PUT HIGHER IN THE UNIVERSITY’S FUNDING PRIORITIES

ALANA groups can not function to its true potential if we are given the scraps to eat whilst non ALANA groups obtain full course meals. The University is showing a perpetual cycle of racial inequity by not actively putting our groups in their funding priorities. ALANA groups bring something to this University that other clubs on campus can not bring. We demand that the University takes the responsibility to make sure our groups obtain more funding.

9. WE DEMAND THAT UVM CREATES A SEPARATE DONATION FUND FOR ALANA CLUBS

Just as there is a separate fund for Alumni to donate to UVM’s Scholarship fund, alumni should have the option to direction donate to ALANA SGA recognized groups as well. UVM needs to make it easier for alumni to donate to our clubs so that our clubs will be able to properly function to our fullest ability.

10. WE DEMAND THAT THE GEORGE PERKINS BUILDING BE RENAMED

Considering the racist history of the University of Vermont and the supposed progressive stance this University takes, it is quite paradoxical to still have a building named after George Perkins, considering his racist lineage. If the University of Vermont is truly ashamed of its disgustingly racist history, then the name of this building needs to be changed.