

# LIST OF DEMANDS

---

## The Collective For Change On The Hill

*This document has been drafted to reflect the concerns of a significant portion of students of color and other marginalized groups at St. Olaf College.*

### **MISSION:**

Overt acts of racism and hate<sup>1</sup> are symptomatic of institutional complacency and inaction. As marginalized students of color; multicultural and international students, we are acutely aware of the endemic nature of prejudice and racism in society. As such, we do not naively hope for the end of overt and explicit acts of racism. Instead, we believe that the need of the hour is to address institutional changes.

Our mission is to hold the administration and students of St. Olaf College accountable for the institutionalized racism that is embedded within the structures of this campus. We aim that St. Olaf College will recognize that these racially charged reported and unreported hate crimes are not driven by individual incidents or students, but an ideology that is continuously supported by the administration's lack of action and the student body's harmful attitudes.

The following outlines a list of demands created by students that are marginalized, tokenized, and threatened. These demands are directed to the Administration, Board of Regents, Student Government Association, Office of Admissions, Residence Life, Public Safety, Faculty, Alumni, and Student Organizations.

---

<sup>1</sup> *Enough! campaign calls on administration to act.* Manitou Messenger April 26, 2013  
Citizen Blog. *Enough!* Spring 2014

<<http://pages.stolaf.edu/amcon202-spring14/2014/05/08/enough/>>

<<http://stolafmicroaggressions-blog.tumblr.com/>>

*St. Olaf College Students Protest Racist Acts on Campus.* ABC news. April 30, 2016.

<<http://kstp.com/news/st-olaf-college-students-protest-racist-acts-on-campus/4468316/>>

## **OUTLINE:**

Our vision is rooted on acknowledging those who are historically marginalized and silenced by the complacency and manipulation of those who are in power. We seek to create an environment that protects historically marginalized individuals, through creating trainings that prepare the community to hold dialogues that could potentially become uncomfortable. St. Olaf College will uphold their goal for diversity through a tangible course of action that can be enforced.

### **Terms of Engagements**

#### **Section I. Administrative Changes**

#### **Section II. Faculty Recruitment, Training and Evaluation**

#### **Section III. Curriculum Redesign**

#### **Section IV. Policy on Racial Threats & Hate Crimes**

#### **Section V. Reporting**

#### **Section VI. Resources**

#### **Section VII. Housing**

#### **Section VIII. Marketing and Communications**

#### **Section IX. Conclusion**

## TERMS OF ENGAGEMENT:

This document contains an extensive list of demands for institutional changes that we believe will address our concerns regarding our marginalization on campus. Prior to disclosing the demands, we would like to establish the terms of engagement. We expect the President of the College, on behalf of the President's Leadership Team<sup>2</sup> and the Board of Regents, to accept these terms.

Our conditions are the following:

1. The Administration, by which we specifically refer to the President's Leadership Team, will publicly acknowledge the receipt of this list of demands and acceptance of the terms of engagement.
  - a. The public acknowledgement has to be in the form of an email to all the constituents of St. Olaf, St. Olaf parents, and Alumni.
  - b. This public disclosure has to occur within 3 hours of the President signing this agreement.
2. The Administration will pass on the list of demands to the Board of Regents and make public their correspondence with the Board of Regents. The Administration will provide the space and time for the drafting committee to meet with the Board of Regents<sup>3</sup> in person.
  - a. The plans for such a meeting will have to be made public within 48 hours of the President signing this agreement.
  - b. The meeting itself must take place within a week of the President signing this agreement.
  - c. This meeting will be open to the public, and streamed online by the Broadcasting Media Services.
  - d. The Administration will not mediate or intervene in this meeting. The Board of Regents will be directly answerable to the drafting committee.
3. The Administration will release a public document addressing all the demands expressed in the following sections and disclose in this document, their understanding of the demands, and their plan of action, or lack thereof, regarding each demand. This undertaking has to be concluded before the end of this academic year, i.e. May 20, 2017.
  - a. The public disclosure will be a document signed by the Board of Regents and all the members of the President's Leadership Team.
  - b. The document must address each demand separately. For each demand, the document should contain a statement of understanding, outlining how the administration perceives the nature of the demand, and correspondingly a statement of undertaking, outlining how the administration wishes to act or respond to the demand.
4. Once the document with the official response of the Administration is released, the Administration will set up a Team of Investigators, no later than May 24, 2017, with the

---

<sup>2</sup> *President's Leadership Team*. St. Olaf College Website. Accessed: April 30, 2017.

<<https://wp.stolaf.edu/president/leadership/>>

<sup>3</sup> *Board of Regents*. St. Olaf College Website. Accessed: April 30, 2017.

<<https://wp.stolaf.edu/president/board-of-regents/>>

approval of the Drafting Committee to research the topics raised in this list of demands and the Administration's response to it.

- a. The Team of Investigators will consist of members nominated by the administration and the Drafting Committee.
  - b. The Team of Investigators will include members of the St. Olaf community and members external to the community will need the explicit approval of the Drafting Committee. The names of the members of this Team will be made public.
  - c. No administrative members or students from SGA branches will be permitted to be in this Team. This will ensure autonomy.
  - d. The Team will publicly report their findings. This document will be published between September 20, 2017 and October 14, 2017.
5. The Administration will consider the report published by the Team of Investigators seriously and will publicly disclose their plan of action. This disclosure has to occur within 30 days of the report of the Team of Investigators becoming public.

I, David Anderson, President of St. Olaf College, on behalf of the President's Leadership Team and the Board of Regents, hereby agree to the terms of engagement outlined above.

---

(Signature and Date)

## I. Administrative Changes:

- A. We demand the removal of Arne Christenson from the Advisory Board of The Institute for Freedom & Community<sup>4</sup>. Given Mr. Christenson's political views and values as a Christian Zionist<sup>5</sup>, St. Olaf College risks his influence upon the speakers brought to the school, the educational offerings, faculty development workshops, and scholarships sanctioned by the Institute through financial means.
  1. Additionally, we demand the administration develops an apparatus for transparency with regards to the funding of the Institute for Freedom and Community, both during the academic year and the summer sessions.
  
- B. We demand the implementation of an equivalent and mandatory racial and cultural sensitivity training session similar to the Think About It and Bystander Training that is enforced on Week One for all incoming first-years.<sup>6</sup> This training would be conducted in person and online. The completion of the online portion will determine student's accessibility to registration. This needs to be implemented by the Fall of 2019. This should be done in addition to Article III, Section E.
  
- C. We demand that St. Olaf College enforces a mandatory Sustained Dialogue<sup>7</sup> participation for all Student Athletes (more specifically varsity athletes), Members of Student Government Association, and Student Senate.
  1. This includes participating in a Sustained Dialogue Program for at least the length of a semester (whether made specifically for the team or the college wide programs which are open to all St Olaf students, faculty, and staff). Varsity student athletes want to be heard and included within the rest of the student body. These dialogues foster an environment that bridges the gap between people who are not teammates or fellow athletes.
  2. There must be mandatory Sustained Dialogue facilitator training for all coaches and student leaders of athletic teams including, but not limited to team captains, vice captains, members of Student Athletic Advisory Board (SAAB), Members of Student Government Association, and Student Senate.

---

<sup>4</sup> *Leadership*. The Institute for Freedom and Community Website. St. Olaf College. Accessed: April 30, 2017  
<<http://institute.stolaf.edu/about/leadership/>>

<sup>5</sup> Lee, Saya. "Arne Christenson, Director of AIPAC, Speaks to Biblical Response to Modern-Day Israel." Cairn University Website. January 20, 2015.

<<https://cairn.edu/arne-christenson-director-aipac-speaks-biblical-response-modern-day-israel/>>

*Arne Christenson*. Open Secrets: Center for Responsive Politics. Accessed: April, 30. 2017.

<[https://www.opensecrets.org/revolving/rev\\_summary.php?id=18688](https://www.opensecrets.org/revolving/rev_summary.php?id=18688)>

<sup>6</sup> *Week One Schedule*. St. Olaf Website. Accessed: April 30, 2017

<<http://wp.stolaf.edu/weekone/schedule/>>

<sup>7</sup> *Sustained Dialogue*. St. Olaf College Website. Accessed: April 30, 2017

<<http://wp.stolaf.edu/sustaineddialogue/>>

- D. We demand that a third-party be hired, trained, and versed in Title VI regulations and be able to facilitate dialogue about campus race relations and tensions. This should be implemented by Fall 2017, alongside the Strategic Plan mentioned in Article II, Section A.
- E. We demand that the administration acknowledge, in a public manner, that this institution is built on occupied Dakota land and the original occupants were victims of genocide and forced removal<sup>8</sup>.

## II. Faculty Recruitment, Training, and Evaluation:

- A. We demand that the College composes and commits to a strategic 10-year plan by the end of the Fall of 2017, that will recruit, train, and retain, new hires to increase the percentage of Indigenous, Black/African-American, Latinx-American, Asian-American, Multiracial, Queer, Female, and international faculty and staff members that adequately represent the student body, especially considering the rising population of black and brown students both domestic and international at this institution.
  - 1. Publish a report at the end of each academic year highlighting how the administration has been meeting Goal III of The Strategic Plan.
- B. We demand the College to not threaten the jobs of faculty, staff, or administrators that support our list of demands.
  - 1. To enforce this, the Academic Freedom enshrined on faculty shall also include the ability to critique St. Olaf College as an institution without fear of institutional overreach.
  - 2. The College will intervene when any statement made by a faculty member are based without any factual evidence or threaten the lives of members of the community.

## III. Curriculum Redesign:

- A. We demand that St. Olaf College creates and enforces a comprehensive racial awareness and inclusive curriculum. This curriculum will be mandatory for all students, faculty, staff and administration as it should be enforced throughout all campus departments and units. This program will be vetted, maintained, and overseen by a board comprised of students, staff and faculty, which 50% identify as people of color.

---

<sup>8</sup> *The Dakota War of 1862*. Holocaust and Genocide Studies, Univ. Of Minnesota. Accessed: April 30, 2017. <<https://cla.umn.edu/chgs/holocaust-genocide-education/dakota-war-1862>>  
Johnson, Michael G. *Tribes of the Sioux Nation*. Bloomsbury Publishing, 2012.  
*Execution and Expulsion*. News & Features, Minnesota Public Radio. Accessed: April 30, 2017. <[http://news.minnesota.publicradio.org/features/200209/23\\_steilm\\_1862-m/part5.shtml](http://news.minnesota.publicradio.org/features/200209/23_steilm_1862-m/part5.shtml)>

- B. We demand the reconstruction of the current General Education requirements in place. Rather than condensing issues regarding class, race, gender and sexuality into the Multicultural Studies: Domestic/Global requirements, we demand the college create a minimum of two GE's that enforce mandatory introductory courses in Race & Ethnic Studies and Women's & Gender Studies departments. These courses should complement GEs such as the Biblical Studies (BTS-T/B), History of Western Culture (HWC), and Ethics (EIN) courses which focus mostly on western white philosophers<sup>9</sup>.
1. The GE Task Force must include more marginalized students and faculty members.
  2. HWC courses must address histories of colonization, identity, institutional and systemic oppression. Many of the "International students" come from previously colonized nations. HWC must include the influence of Western colonization on the peoples who have been colonized by European nations.
  3. These courses need to meet requirements outlined in Article III, Section D.
- C. We demand the faculty to mandate students to attend events that are held by organizations that fall under the Diversity Celebrations Committee. These events will hold the same weight as Wellness Center Swiped Events for Studies in Physical Movement (SPM) courses and Pink Card System.
- D. We demand that courses that contribute to the discourse of race, gender and sexuality, and intersectionality to have an equal opportunity to teach in spaces throughout the campus at which they are not limited by their department buildings. Our aim is to encourage cross-disciplinary relationships between students and faculty members in various departments.

#### IV. **Policy on Racial Threats & Hate Crimes:**

- A. We demand that St. Olaf utilizes an honest and strict zero tolerance policy on racial, sexual, and homophobic epithets for faculty, staff, and students. We demand that these hate crimes are held with the same sincerity that the College holds to its no tolerance policy for drinking and smoking. This means that when incidents like those described occur, the College will impose real consequences from citations to even potential expulsions as stated in Article VII: Conduct Policies of the Code of Student Conduct<sup>10</sup>.

---

<sup>9</sup> *General Education Requirement*. St. Olaf College Website. April 30th, 2017  
<<http://wp.stolaf.edu/curriculum-committee/ge/>>

<sup>10</sup> *Article VII: Conduct Policies*. St. Olaf College Website. April 30th, 2017  
<<http://wp.stolaf.edu/thebook/code-of-conduct/article7/>>

- B. We demand that the language of what a “hate crime” is, must be reconstructed amongst the administration and alongside the student body. This is an example of a citation that should be considered.
  - 1. The federal definition of a hate crime is "a crime in which the defendant intentionally selects a victim, because of the actual or perceived race, color, religion, national origin, ethnicity, gender, gender identity, disability, or sexual orientation of any person." Also, known as bias-based crimes, hate crimes are considered "message crimes," or offenses that send a message of fear and terror to community members with similar traits<sup>11</sup>.

**V. Reporting:**

- A. We demand a more accessible, and properly marketed Discrimination and Bias Report Form in which more visibility is brought to any incidents that may occur, and furthermore that they are properly addressed by the community.<sup>12</sup>
  - 1. This form must be open to faculty, staff, students, and community members to use in order to report incidents of discrimination and/or bias.
  - 2. This form must be received by both the Director of Human Resources and Dean of Students and should clearly state the necessary steps after the form has been received by the individuals.
- B. In addition to effectively using all of the school’s resources when furthering the safety of these students, faculty, and staff, we demand that there be transparency between the victims of hate crimes and administration.
- C. We demand semester updates from the President's Office and other campus entities highlighting specific actions that have been taken in the upcoming terms to address our demands and improve campus climate.

**VI. Resources:**

- A. We demand that St. Olaf College hire persons of color as a counselor and nutritionists for the Boe House Counseling Center, and health professional for the Health Center immediately for the wellbeing and mental health of marginalized students. This counselor will be hired additional to the current staff. We demand a plan for the hiring process to be established by Fall 2017, as part of Article II, Section A.
- B. We demand that the college must meet the financial needs of students of color through merit and need-based scholarships, giving special consideration for first generation students of color.

---

<sup>11</sup> Matthew Shepard and James Byrd, Jr. Hate Crimes Prevention Act of 2009  
<<https://www.justice.gov/crs/what-we-do>>

<sup>12</sup> Discrimination and Bias Reporting. Augsburg College. Accessed: April 30th, 2017.  
<<http://inside.augsburg.edu/diversity/discrimination-and-bias-reporting/>>



1. The college must make an effort to get alumni and donors to directly fund programs and resources that are established for the well being and success of students of color, for example, Center for Multicultural and International Engagement (CMIE) and TRIO/SSS. St. Olaf College must promote and advocate for the funding of these programs with the same attention and enthusiasm given in promoting the campaign, *Bring Ice Home*.
  2. The college should fund curricular practical training (CPT) applications for international students with academic internships, especially for students on need-based financial aid or scholarship programs.<sup>13</sup>
- C. We demand for the creation of more programs for students of color aside from TRIO/Student Support Services, which includes students who may not fit TRIO qualifications<sup>14</sup>. With this, we demand that St. Olaf be prepared to facilitate the transition of undocumented, and first generation students by taking the following measures:
1. Bridge programs for students of color who don't qualify for TRIO.
  2. Create opportunities and make them more accessible, for undocumented students who do not qualify for TRIO/SSS, Federal grants and loans, McNair, or even varsity Sports, without a social security number.
- D. We demand that St. Olaf increase its resources for students of color with regards to openly building relations with alumni of color and that the following steps be met by Fall 2017.
1. Academic networking and community support for students of color, such as making Piper Center and CMIE Alumni and Students of Color an annual event. This event should continue to be open to all students of color, not only to CMIE organization leaders.
  2. A Directory for Alumni of Color should be created and maintained by the Piper Center and Alumni-Parent Relations Office.
  3. A list of alumni of color currently residing outside of the U.S. should be accessible to all students of color. This could be an extension of the Directory for Alumni of Color described in Article VI, Section D, no. 2.
- E. We demand that, when having students register for classes, making sure that registration is after the pay period of that month, making it easier on students to register for classes and have students register for courses that are sometimes under enrolled.

---

<sup>13</sup> Curricular Practical Training. St. Olaf College. Accessed: April 30th, 2017.

<<http://wp.stolaf.edu/isa/work/curricular-practical-training/>>

Practical Training. US Immigration and Customs Service. Accessed: April 30th, 2017.

<<https://www.ice.gov/sevis/practical-training>>

<sup>14</sup> *Trio SSS*. St. Olaf College Website. April 30th, 2017

<<https://wp.stolaf.edu/sss/>>

- F. We demand an increase in the resources allocated for the recruitment of students of color, including having more people of color working in the Office of Admissions. There must be at least one staff member there that focuses on managing and creating events for these prospective or admitted students.
  - 1. There should also be a honest portrayal of the demographics of students that attend this institution (race/ethnicity, gender, sexuality, socioeconomic status). Refer to Article VIII, Section B.
  
- G. We demand that International Student Counselors should receive a stipend.
  - 1. They need to be paid for the following, but not limited to, weekly meetings, Spring training, Week Zero planning, counselor-planned events, etc.
  
- H. We demand for the transparency in the CMIE budget, wherein finances should be accessible to all students and faculty.
  - 1. Create a database that tracks all records of individuals/organization members that receive finances for CMIE-funded events including, but not limited to, CMIE organization events, faculty/academic department collaborations, International Student Orientation, International Student Counselor events, CMIE Program Assistant/Cultural-Immersion events, etc.
  - 2. This database needs to be updated upon each transaction or change made to the budget.
  - 3. An annual report to be published by CMIE by the end of every Spring semester.

**VII. Housing:**

- A. We demand that The Office of Residence Life create visible and easily accessible gender neutral housing on all residence halls, rather than on a case-by-case basis.
  
- B. We demand that if a student is requesting to be reassigned a new roommate due to discrimination against their race, religion, gender and sexuality, such requests must be dealt with and responded to immediately. The perpetrator must then be removed from the room/house to not inconvenience the victim further.
  
- C. We demand that the Director of Residence Life must withhold the names of reported perpetrators when offering a list of potential roommates to the victim.

**VIII. Marketing and Communications:**

- A. We demand that all students, specifically marginalized students, give permission before the marketing department releases any multimedia imagery, film, or quotes from these students.

- B. We demand that St. Olaf College’s marketing department change the rhetoric used on their website. This includes adding captions to the picture, giving photo credits, which mainly cites the location and year of the image. Also, acknowledging that the majority of the study abroad programs are in western Europe and North America and reflecting that on the study abroad marketing materials.

**IX. Conclusion:**

We acknowledge that this document is a product of its context and must be shaped and reshaped to address the relevant issues of racial equity facing our college. As such, we require measures, including meetings with relevant officials and committees, in a continual effort to hold the college responsible for enacting these steps in a timely manner. These accountability measures are intended to be an important piece of what should be a collaborative effort between the Collective for Change and St. Olaf College. Here, we have presented a student developed list of demands for the construction of a college reconciling with its past, necessitating a more equitable future.

The Drafting Committee includes the following individuals:

AL-Masrafi, Nouf ‘19	Mendis, Prabana ‘18
Avalos III, Junior ‘18	Ramirez Jr, Efren ‘18
Brown, Demetrius ‘18	Smith, Ashley P. ‘18
Chakravarty, Udeepa ‘17	Schaffer, Tia ‘20
Cathro, Dillon ‘17	Soler, Natalia ‘17
Fuentes, Tamira ‘19	Wake, Abdul ‘19
Gayles, Lamar ‘19	Wetzel, Krysta ‘18
Gowdy, Khadijah M. ‘19	Whirl, Jabri ‘18
Ismail, Precious ‘17	Williams, Don ‘18
Lewis, Nikki ‘18	Wells, Samantha ‘17
Loza, Brenda ‘17	Vyas, Shivani ‘17