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Dear Ms. Chiquita Jackson,

As you are fully aware of executive issues regarding conflict, communication, and workplace management I, as the Vice-President on behalf of the Chief of Staff and majority of the Peer Educators have called attention to your governance. As the role of a President of the first Multicultural Student Government and the current stage the Government is in, we, as an executive board, collectively, are not in agreement with your portrayal of leadership and the direction of MSG regarding structuring and branching. This letter is acting as an awareness to such issues as this is not productive for the Government nor the population we serve. Some common issues that are witnessed and experienced by such members will be explained below.

**Firstly**, the role of MSG is to advance marginalized identities through funding, outreach, advocacy, and professional experience in student governance. We feel as if you are treating MSG as a student organization with privileges as opposed to a central government. This means that MSG is unique and will be remembered as a tool to aid in the larger fight against systemic issues affecting diversity, identity, gender, and racial equity, naming a few. Therefore, our time should be solely devoted to forming connections with multicultural organizations, properly distributing the MEF, the SOF, and completing our bylaws ensuring the future of MSG. Thus, events like the movie night, the men of color retreat, and other events that don't have anything to do with us building our foundation are unnecessary and at times puts us in conflict with the groups we aim to serve. That is not to say that these ideas are bad but, as of right now, in the founding stages of MSG they are not needed and should occur through other means. We would be better as an organization if we outsourced our ideas to other multicultural groups and gave them the option of pursuing them as opposed to doing these events ourselves.

**Secondly**, a call to attention of **Respect** towards your fellow Executive Board members, Peer Educators, and Multicultural Student Organization representatives. There has been numerous unpleasant exchange of words and first-hand experiences of disrespect that you have imposed on your fellow members, on numerous of accounts. Disrespect goes against everything we stand for as the Multicultural Student Government and it is something that no person regardless of position, identity, and classification will continue to tolerate. These actions include or are not limited to, negative attitudes towards members, rights of decision making, and blatantly disregard for anyone other than yourself when it comes to leadership distribution and power balancing.

This is evident as many in MSG can account, at a minimum of one time, that they have first handedly experienced some sort of disrespect from you. This is also including the loss of two vice-presidents last semester, as both have been communicated with and can testify to the

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same experiences being underfelt at this moment by the current staff. As in accordance with MSG representatives, your account of disrespect against Muslim Student Association President Zoya Khan, in the middle of a MSG General Assembly has been documented, yet there was not a formal or written apology communicated or documented on such account. Because of that the Muslim Student Association will hold off establishing a MSG representative. This goes against everything Multicultural Student Government serves to promote and will not be tolerated.

*Thirdly*, because we do not have bylaws that document how each position is to act, we have relied mostly on your leadership to navigate a way for MSG to function. While, there have been good and productive measures that have come out of this model, MSG has ultimately turned into a dictatorship model of government. This is most apparent in decision-making, where you feel the need to involve advisors in on our decisions as a way to circumvent a democratic process of leadership. This is experienced in the way you belittle this executive staff and structure with you Me, myself, and I ideology. MSG is a Government, we make decisions as an Executive Board on the direction and implementation of MSG functioning. We believe in democracy which means, that majority rules in decision-making unless our bylaws say otherwise. When we have expressed a majority opinion to you they were rejected and the advisors were used as scapegoats to your ongoing power trips. More so, we help and run this government together, there is no I or me in this government there is only them, the population we serve, and us, the executive and peer educators.

*Lastly*, on the Peer Educator level, word and documentation has been received that pay structures are not adequately being distributed correctly. Peer educators are not seeing the hours that they have worked being accounted for in their pay, as our peer educators do their share of work, in the compulsiveness of an environment that we are currently undergoing, it is inappropriate to see any form of maltreatment when it comes to pay. On an Executive Board level, there has also been documentation that in the absence of a Treasurer you have been receiving double salary for playing the role of a President and a Treasurer. This decision was not executed or collectively passed by the executive board and therefore, deemed unconstitutional. **Understanding the role of the President, you have no constitutional right to receive double pay for taking on a vacant position, or at least not without the Executive boards agreement, that is your job as a president to do so, it's not an option.** We as executive members are here to lead and make change not make money. Therefore, moving forward these unconstitutional actions will no longer be allowed, and MSG finances will be left into the hands of someone else (mainly our new treasurer).



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Therefore, summary as this will serve, we as an Executive board will not continue with this mistreatment any longer moving forward. We as an executive board, are advising a revision on leadership, governance, and internal/external treatment. This letter serves as a notice for impeachment because we feel that you are not upholding the duties of a MSG President.

We also want to be very clear about our intentions with this letter and process. We as an Government are for the advancement of all marginalized identities including black women, therefore, we reject any assumptions that show this process and these claims are due to any of the identities you hold as an individual. Our track record, representation and bylaws would prove without otherwise. We are for you as a black woman and are well aware of the challenges that come with those identities. However, we will not compromise the welfare of this Government because of fear of backlash because of what others may say or think about this decision. We have presented the evidence above and believe they are more than sufficient to remove any individual regardless of identities from the President position.

As of right now, we ask that you **Resign** as President of the Multicultural Student Government. We thank you for your efforts and the contributions you made to this organization. However, we feel as though too much damage has been done under your leadership and therefore, cannot see a way forward to success with you as President of this organization. If you feel that these accusations are not accurate then the formal Impeachment Process will commence. This process will include the Executive Board, Advisors, Peer Educators and finally the general assembly in which they will vote on whether you will serve as President of MSG for the Spring 2018 semester. You will find signatures of each executive on the next page regarding this necessary change, along with that after the deadline has passed you will receive a formal Summary of the Impeachment Procedures for your records.

Upon notification and receiving of this letter, you are to alert the MSG Chief of Staff that you will either resign by formal email or wish to continue with the Impeachment Process within 72 hours of this email. Not notifying will resulting automatic proceeding of the impeachment process. ***You have until 8pm on January 25<sup>th</sup>, 2018 to respond***

*-Sincerely, The Multicultural Student Government Executive Board*



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MSG Vice-President	<b>(Officially Signed)</b>
MSG Chief of Staff	<b>(Officially Signed)</b>
MSG Treasurer	<b>N/A</b>
MSG Secretary	<b>(Officially Signed)</b>
MSG Event Planners Peer Educators	<b>(Officially Signed)</b>
	<b>(Officially Signed)</b>
MSG Outreach Peer Educator	<b>(Officially Signed)</b>
MSG Public Relations Peer Educator	<b>(Officially Signed)</b>
MSG Branding Peer Educator	<b>(Officially Signed)</b>
MSG Government Relations	<b>Vacant Position</b>
MSG Communications Peer Educator	<b>(Officially Signed)</b>