

Below is an excerpt from the 2016 Free ISU document created by African American students addressing the racial climate of Indiana State's campus:

"As a collective of concerned students on campus, we are compelled to raise our unified voices as an outcry of the systemic oppression, poor climate and bad practices within the Indiana State University community. We are not only referring to micro and macroaggressions far too many students from marginalized groups have experienced, lack of transparency throughout the university, included but NOT limited to the daily behaviors that go ignored by many at ISU and the unacceptable responses or lack thereof, to such blatant institutionalized racism."

Fast-forwarding to 2020, Indiana State's African American students are still facing racial issues on campus. We are in a time where change is inevitable and necessary. African American students are still trying to find their place on campus. Again, as a collective of concerned students on campus, we are coming to you with a list of demands that are long overdue and are necessary for the success of African American students at Indiana State University.

By signing this petition, I support the following proposed institutional changes below that will positively impact minoritized traditional/nontraditional students, the academic environment and climate on Indiana State University's campus.

We **DEMAND:**

1. **Show solidarity: Black Lives Matter mural painted around the fountain or any prominent location on campus.**
2. **Hiring more African and African American administrators, faculty & staff. For every white administrator and professor there will be a Black professor with EQUAL PAY. Quota 4 or 5 black professors a semester***
3. **Increase funding and resources to the AACC to accommodate as many black and brown students as possible. Resources will include the following: a new and improved building with a complete computer lab, auditorium, gym, lounge area, kitchen, multiple meeting and conference rooms, and executive offices for directors and secretary with a waiting room.**
4. **Increase promotion of the AACC on ISU website, campus tours, and freshman orientation by physically bringing every tour containing a black or mixed prospective student to the AACC. Starting before Due by August 21, 2020**
5. **Any professor of tenure status accused and proven to be racist or white supremacist will have their status revoked. Due by August 21, 2020**
6. **Any administrator, non-tenure professor, adjunct professor, teaching assistant, grad assistant, faculty or staff including ISU police officers**

**accused and proven to be racist or white supremacists will be fired.
Before Start by August 21, 2020**

- 7. Any administrator, professor, adjunct professor, teaching assistant, grad assistant, faculty or staff including ISU police officers with a history (reported by students) of racist or white supremacist behavior towards people of color will be fired. Due by August 21, 2020**
- 8. Silence is compliance: Request a written statement from each department: every administrator, professor, adjunct professor, teaching assistant, grad assistant, faculty and staff including ISU police officers stating their position on police brutality, white supremacy, systematic racism in America, and the unequivocal mass incarceration of black and brown men and women and the Black lives matter movement. Also, explicitly ask "Are you fearful of black or brown people? Do you have any ill feeling towards black or brown people?" Based on their responses, assign mandatory training (developed by BLACK people) with homework, tests, and certificate of completion. If training is refused employment or tenure will be terminated. Due by July 31, 2020**
- 9. Cultural Awareness training is mandatory for every new hire. If training is refused employment will be denied.**
- 10. Explicitly ask ISU Police officers "Are you fearful of black or brown people? Do you have any ill feeling towards black or brown people?" If yes, fire each individual immediately. These answers need to be accessible to the public. Due by July 31, 2020**
- 11. **Review all disciplinary actions and complaints (student and civilian) of every current ISU Police office. Report all disciplinary actions and complaints to offending officer's permanent record. These records need to be accessible to the public. Due by July 31, 2020**
- 12. **Defund ISU Police Station if they possess any chemical weapons, militarized weapons or rubber bullets to ensure the safety of peaceful protesters on campus. If any chemical weapons, militarized weapons, or rubber bullets are in their possession, remove them immediately from their possession. Due by August 21, 2020**
- 13. If students decide to peacefully protest ISU Police Department must issue a statement of protection and defense from any form of violence, threats, or retaliation of any kind resulting from this movement. Due by July 31, 2020**

14. **Whistleblower Protection: Implement procedure to protect all individuals who are a whistleblower. (Similar to Federal whistleblower laws)

- 15. Training for all faculty, staff, and students about cultural awareness/sensitivity, as well as education added to the curriculum that improves social climate throughout the campus. Due by August 21, 2020**
- 15. Mandate student surveys assessing students' perception of inclusion in academic learning and campus events, as well as using that information to make changes. Due before August 21st, 2020**
- 16. Creating or using a mandatory foundational studies social justice class for all students to take. Due by January 2021 (Spring semester)**
- 15. Hire more officers from minoritized communities to increase a sensitized presence. Lessen majority community police presence at minoritized student festivities. Over the course of the 2020-2021 school year. Every black officer for every white officer.**
- 15. Increase diversity in the student counseling center to reflect the student body demographics. Quota of 4 or 5 psychiatrists over the 2020-2021 school year**
- 15. Any programming for the purpose of educating the campus (both faculty/staff and students) on systematic/institutionalized racism, segregation, the black experience in America, police brutality, or anything under that umbrella needs to be designed and hosted by African American faculty/staff and students. Due by July 31, 2020**
- 15. A committee made up of Black faculty/staff and students to meet with other administrators and President Curtis to check on the progress of the demands listed. Meetings should be held bi-weekly. Due by July 31, 2020**
- 16. The renovations of the University Apartments.**
- 17. Any policy making committees/administration's demographic will have at least 50% Black faculty/staff that has the interest of the students. Due by July 31, 2020**
- 18. ISU Police to start practicing community policing and community engagement on campus. Due by August 21, 2020**

We recognize that Indiana State University has put forth efforts to increase certain aspects of diversity – namely recruiting diverse bodies, it is not the only step needed to create a climate that is genuinely inclusive of all that brings diversity to Indiana State University.

