

We recognize and are inspired by the leadership of Oxy United for Black Liberation and their call for widespread institutional change in the culture of the College. We affirm that Black lives matter and also affirm the broader ideals of social justice to which their call speaks. We recognize that the structural racism and other forms of oppression of the College violate our commitment to ensuring equity and excellence in our educational programs for all of our students. We also acknowledge that our collective inaction as a faculty body makes us complicit in the failures of the College to make our Mission a lived reality. For this, we apologize for failing you, our students.

We take responsibility for addressing those student demands that are the proper purview of the faculty.

1. At the faculty meeting scheduled for 12/01/15, the faculty will vote on a resolution concerning President Veitch's leadership at the College.
2. We amplify the call for a meaningful, fully funded, and staffed Black Studies department with an academic major. We believe the executive administrative leadership is responsible for securing resources necessary for this to be achieved. As faculty, we will steward the development of this major resulting in a formal proposal to the Academic Planning Committee (APC).
3. To increase the proportion of faculty of color, with a primary focus on scholars from historically underrepresented communities, at the College, we will create positions and job descriptions aligned with College's mission; change the ways we advertise, recruit, select, and retain candidates; and hold ourselves accountable for the outcomes of searches.
 - a. Tenure Track Hiring
 - i. Faculty Council (FC) will generate a timeline to minimally meet the students' demand for 100% increase in faculty of color, with a primary focus on scholars from historically underrepresented communities, for review and approval by the full faculty at the regularly scheduled faculty meeting on February 23, 2016.
 - ii. We will require the Dean of the College to issue annual reports on the progress towards these targets, and empower the Chief Diversity Officer (CDO), in conjunction with the Dean, to hold us accountable to meeting them.
 - iii. In Spring 2016, the Affirmative Action Committee will work with the newly hired CDO and the Dean to identify best practices for both regular faculty searches and Target of Opportunity (TOP) hiring.
 1. Recognizing the disincentives that currently exist in our processes, we will work with the Dean and CDO to earmark resources and create new programs that incentivize departments to not only hire, but also mentor and promote, faculty of color, with a primary focus on scholars from historically underrepresented communities.

- iv. Department Chairs will work with the CDO to facilitate curricular planning and hiring discussions within each department and across the College.
- v. We will require Department Chairs and APC to undergo training in order to more proactively develop search proposals and recruitment procedures for the hiring of faculty of color with a primary focus on scholars from historically underrepresented communities.
 - 1. We will require departments and search committees to engage in ongoing affirmative action training as a necessary aspect of the search.
- b. Tenure Track Retention
 - i. We will work with the Dean to establish a line item in the Academic Affairs budget to support a Faculty of Color working group, and a line item for membership in national diversity and development programs.
 - ii. Advisory Council (AC) and department chairs will work with the newly hired CDO and the Dean to identify best practices for promotion and retention.
- c. Non-Tenure Track (NTT) Hiring
 - i. We support measures to make diversity, with a primary focus on scholars from historically underrepresented communities, central to the request for and hiring process for NTT positions.
 - 1. We charge the NTT committee to take up this issue.
- 4. Commit to implementing and mandating diversity training for all faculty starting January 2016. In addition to faculty wide training, specific training will be required for Advisory Council, Affirmative Action Committee, Department Chairs, Search Committees, Faculty Council, Review Committee Chairs, and Academic Planning Committee. This training will be ongoing and will include mandatory ally training.
 - a. In Spring 2016, the Center for Teaching Excellence will work with the newly hired CDO and the Dean to identify an appropriate training program.
 - b. We empower the Dean of the College to ensure compliance.
- 5. The faculty agrees that we need to prioritize and strengthen the central academic focus on culture and identity in the first-year experience. To address this:
 - a. We charge the Core Director, in consultation with APC and FC, to spearhead identification of the most strategic and expedient way to realize this goal during Spring 2016, which could include:
 - i. A review of the specific course content that meets the US Diversity requirement and to draft a plan to academically orient students to issues of culture, identity, and equity within the first year (e.g., require the US Diversity requirement be met within the first year);
 - ii. The structure of CSP is currently under review by APC; this will include review of CSP course content and pedagogy.

- b. In Spring 2016, the Student Affairs Faculty Working Group, in collaboration with the CDO, will assess the FYRE program along with the first-year orientation program.

We acknowledge that meeting student demands is necessary but not sufficient for making lasting cultural and structural changes at the College. Following the students' call that all campus constituencies identify how they can effect these changes, we have identified the following initial ways in which faculty can further commit to taking substantive rather than symbolic action:

1. In recognition of the power imbalance between faculty and students, we will work in consultation with students and the CDO to develop an effective mechanism for students to address and report microaggressions or other conflicts between students and faculty, to begin starting Fall 2016. Faculty Council will put an interim policy in place by the start of the Spring 2016 semester.
2. Going beyond a review of the CSP program, US Diversity requirements, and the development of a Black Studies department and major, all departments must incorporate issues of cultural and racial identity and diversity in their curricula. Part of the Chairs' report, starting with the 2015-2016 academic year, must include evidence, discussion, and evaluation of this. Future assessment and external reviews will include this as a criterion.
3. Recruitment, mentoring, and awarding of high-impact practices (including summer research, fellowships and awards, study abroad, internships, etc.) must more closely reflect racial, ethnic, and socioeconomic demographics of the student body. Faculty committees on Affirmative Action, Undergraduate Research, International Programs, and National Fellowships and Awards will prioritize a review of current practices and recommendations for moving forward in their Spring 2016 work. These Committees will follow through with the Dean, CDO, and related campus offices to secure the resources and structures necessary to implement and sustain these commitments.
4. Department chairs, the Dean of the College, and AC will take responsibility for ensuring that faculty reviews address Faculty Handbook criteria for tenure and promotion with respect to promoting success of a diverse group of students, and in particular, historically underrepresented students of color. The Dean's Office will provide data to facilitate these reviews.
5. External reviews of academic departments and programs will prioritize the manner and extent to which departments promote the success of a diverse group of students and in particular, historically underrepresented students of color. Department chairs must work with the Dean and the Director of Assessment to ensure that composition of external review teams reflects diversity and expertise needed to assess the extent to which departments meet these priorities.
6. The application process for Remsen Bird Funds for department-sponsored campus speakers and programming should be revised to incentivize and address issues of diversity, and bring more speakers from historically underrepresented groups at the College. The Dean will work with Department Chairs in Spring 2016 to revise the College allocation process for Remsen Bird funds, for Fall 2016 launch.

7. We charge the administration to hire an ombudsperson to provide a place and a process for students, faculty, and staff to have an independent and confidential resource. Faculty Council will report on the progress and timing to hire an ombudsperson at the regularly scheduled faculty meeting on March 24, 2016.
8. Recognizing the central importance of the CDO to ensuring the success of our commitments as well as those of others around campus, we will work with the CDO to determine needs and to demand adequate permanent resources and staffing for the office to successfully work in all of these areas.
9. During the Spring 2016 semester the Center for Teaching Excellence will convene a Faculty Learning Community that will focus on teaching in, through, and with social movements. The intention will be to harness and institutionalize the curriculum shaped by the AGC participants: one that “center[s] issues of social justice and identity in our academics.”
10. Faculty Council will establish a standing faculty committee charged with monitoring and assessing the progress made toward the programs and resources necessary to accomplish the cultural and structural shifts, and to partner with and support the office of the CDO. Representatives from this committee will participate in the COMMITTEE proposed by President Veitch on 11/19 email.