

Black Student Union @ UC Davis

Dear Chancellor and members of administration:

Below you will find a list composed by students and edited by staff and leaders around campus. This list was created out of true concern for African and African American students at UC Davis as well as the support provided to us as students by staff and faculty on the UC Davis campus

The recent series of acts of hate/ignorance that have occurred within the UC System are a manifestation of structural deficiency in institutional support. We stress long term structural deterioration and lack of recognition by our campus administration and academic senate related to issues of curriculum change and campus climate. To illustrate this issue we would like to provide the following example: UC Davis's own data (from SARI) shows the high rate of attrition for black male students at UC Davis compared to other major ethnic/racial backgrounds. The data also illustrates the difficulty the campus has in recruiting black male students to our campus. Another example: current data also show the graduate rate for black students at UC Davis lags significantly compared to that of both White and Asian identified majority groups. The safety issue illustrated by black students based on the most recent campus climate data available by the campus also shows the lack of strong support systems for us as students and recognition of critical spaces for both academic support and personal support by the lack of funding and continued deterioration of funding to units and programs that provide safety to our community. Therefore, we as members of UC Davis and the Black Student Union at UC Davis Petition for the following:

1. That there be an expedited process explored with the Academic Senate/ or Academic Personnel and Dean of HARCS to bring the African and African American studies program in Hart hall to full department status. For many students within the African Diaspora community this particular program proves to be a place of academic pride, our outlet and a safe space. The lack of departmental status for this program is a direct disrespect to the African Diaspora community.

2. Aggressive recruitment of black faculty in disciplines and programs outside of the African and African American studies program. Hold the deans in each college accountable for recruitment of black faculty but also provide incentives for activities that promote retention of black faculty as well as their recruitment.
3. A permanent quarterly and annual campus climate report conducted by the Student Affairs and Research and Information (SARI) and Budget Office from our administration
 - a. Including:
 - i. A list of incoming first year and transfer students breakdown by race, class, gender, and sexual orientation.
 - ii. Retention & Attrition data broken down by gender, class, race and sexual orientation tied to each college. For example, the number of students who are placed on AP by each college and subsequently dismissed by each college broken down by race/ethnicity, gender and sexual orientation.
 - iii. A report that includes the budget (where the cuts took place the most and least) by departments and programs
 - iv. A report that includes any acts of hate/intolerance that occur on the campus and the specific response by the campus administration to such acts.
 - v. This report should be sent out to each campus community center no later than the second week of the quarter following the quarter being reported.
4. That the chancellor respond to all of the recent racist and hate incidents that took place on our campus and the steps she is taking currently to prevent them in the future. We want to know how the chancellor will reassure us and that we will always remain safe on our campus. A simple email response, while appreciated is not a strong enough response to such acts of hate. In

the future, we strongly recommend the first initiative action to come from our chancellor by taking pro-active steps to work with our community. Overall, we want the chancellor to have accountability and to speak against hate and keep transparency between the students, staff, faculty, and administration.

5. That the office of the provost, student affairs, and academic affairs within administration undergo safe zone and peace training before addressing critical issues that impact the underrepresented, marginalized and underserved communities on campus. In order for this to be possible, additional funding will need to be allocated to specific places and departments that offer such training.
6. The office of provost, student affairs, and academic affairs within the administration meet once a quarter with the BSU president, vice president, and prominent staff and faculty African American leaders on campus to make sure things are running smoothly. The intent behind such meeting is to make sure these proposed plans take place and are being met over time and if not make adjustments to better meet the plans.
7. Provide permanent funding for a retention specialist that will work specifically with black students within the Student Academic Success Center.
8. Prioritize the permanent funding for the Student Affairs Officer position within African and African American studies program during times of budget cuts. We also ask for additional funding to provide support to the SAO for a peer advisor and annual programs that support our community.
9. Increase the funding provided to the Cross Cultural Center, Black Family Week, the Educational Opportunity Program, the Lesbian Gay Bisexual Transgender Resource Center and the Women's

Resources and Research Center. Prioritize these centers as critical safe spaces for retention and support for black students.

10. In an effort to decrease the attrition rate to our community, Institute a campus wide policy requiring students to meet with an advisor in their college to properly plan academic work load as a pre-requisite each quarter prior to registering for classes. . For the college of L&S due to the large number of students in this college, we recommend that student be required to see their major advisor.
11. Provide permanent funding that will provide at least 60% of the total budget needed for each of the ethnic graduation celebrations including black graduation and lavender graduation.
12. Provide funding for an African American male counselor to work with black males and student athletes housed in CAPS and in other places besides the African American studies department/program.
13. Work with the Academic Senate to institute the following. Before students graduate from the UC Davis campus, all students be required to take a minimum of 8 units of academic course work related to ethnic studies, women and gender studies, cultural studies or areas that challenge students to do critical thinking in areas of social justice, understanding identity, and understanding privilege. Partaking in a nutrition class rather than an ethnic study course cannot satisfy these units. You cannot call it meeting the diversity requirement if you do not partake in an ethnic studies or women and gender studies class.
14. Lastly, we require the Chancellor and the University show mutual respect for the “Principles of Community” and prioritize issues that have a positive impact on students of color and leading by example. We demand that there be repercussions when the “Principles of Community” are blatantly being violated. More specifically we demand that the university uphold the part within

the principles of community when its states “We confront and reject all manifestations of discrimination, including those based on race, ethnicity, gender, age, disability, sexual orientation, religious or political beliefs, status within or outside the university, or any of the other differences among people which have been excuses for misunderstanding, dissension or hatred. We recognize and cherish the richness contributed to our lives by our diversity. We take pride in our various achievements, and we celebrate our differences.”

WE ask that a majority of the items listed above be implemented within the next 3 to 6 month. Overall we ask that all of the items listed above be implemented by 2010-11 fiscal year. As a follow up to these list of recommendations, we ask for an immediate meeting with the Chancellor, Provost, Chief Diversity Officer, and Vice Chancellor Student Affairs.

Much respect

The Black Student Union at UC Davis