**9/23/2020**

**General**

* NIU takes pride in telling companies and incoming students that they are more diverse than many PWIs (which they are) however, they must take pride in exchange for actually helping the diverse students that attend NIU.
  + This plays greatly into job fairs and other recruitment. Black is often used to create the narrative that we love it here without actually asking us or trying to gain an understanding of our experiences.
  + The demands will be sent to those from whom we are making the demands. WE also plan on holding the institution accountable.
  + These demands are intended toward Black students. We encourage other ethnic groups to advocate for the needs of their communities.
* Please understand that this list is just the beginning.
  + We plan on following up with a strategic plan that includes strategies we believe are necessary to achieve these goals.

WE the Black students of NIU Demand the following:

**To the Faculty:**

1. The curriculum and classroom be de-colonized.
   1. Teaching more Black curriculum.
2. Increase percentage of Black faculty and we want to be clear…Black faculty.
3. Teaching Black voices stories, **achievements**, regularly in **non-Black studies courses**,
4. teach modern Black activism, teach living Black poets and scholars,
5. teach to learning outcomes that address power and social justice
6. teach students anti-racist values **before** sending them into the field. (this is usually the first time white students see the criminalization of Black people) and beware of unconscious bias
   * i.e) Testimonials of inappropriate statements made: “why do Black people do that?” “I love your skin color” “your name is too long”
7. More transparency in the bias/incident reporting process: Include the following incident reporting as a statement on our syllabus

“if you feel that you are exp racial bias or prejudice, submit this report to this person”(usually Academic Diversity Equity and Inclusions website)

1. Develop new metrics for Black success

* Graduation rates as the primary metrics for Black success is not working Instead measure the racial climate on campus instead i.e) as mentioned earlier, surveying students feelings of belonging and attachment to the institution
  + i.e) include in professor course evaluations a section about racial climate in that particular classroom.

**To Student Affairs:**

1. Increase the number of staff in student affairs who are Black. At this present time, everyone in student affairs is white with the exception of 2 people. Where we live and those who work with us do not look like us.
   1. Provide Black Graduate students who work in student affairs with more resources and support and opportunities in areas where you just need a Black face.
2. The process to add events to the student calendar must be made more transparent. Many students who have not served on SGA do not know how to do this, and, when SGA is not predominately Black, this becomes a problem for Black-hosted events.
3. It needs to be clear that confederate flags and #AllLivesMatter are not acceptable “freedoms of speech”.
   1. The line at which NIU deems something a hate speech or inappropriate must not only start at racial slurs.
   2. There are things other than saying the ‘N’ word that are offensive.
   3. Confederate flags are synonymous with the swastika flag for many Black people
4. Increase Resources for current and incoming Black students

* Stop excessively charging Black student organizations who are using campus resources. Many expenditures come from having to buy spaces to have events, whereas white organizations have access to their own houses/spaces so that they are not forced to buy or pay into venues for events.
* Additionally, stop over policing Black events. We have to endure constant pat downs and measures that are said to used for safety but have made us feel like criminals at the school we choose to attend.

1. Provide more resources for Black student leaders
   * A conference, seminars about systemic racism embedded into courses that are NOT Black studies
2. Promoting Black organizations and giving them more resources

**To Public Safety:**

During the town hall last Thursday, many students expressed feeling unsafe on campus and that has increased since the incident at the Center. WE do not know the chief of police enough to know whether or not he should be fired. WE do know that we want a chief of police would want to build community and encourage his officers to do the same. At this point there is no relationship. Students demand

1. Provide answers to safety questions that were not addressed on Thursday’s call because the chief of police left prematurely.
   1. What is the relationship between the NIU and DeKalb police?
   2. Why should Black students feel safe on campus?
   3. What is your plan to keep Black students safe?
2. Creating a culture of community policing within the university and DeKalb community.
   1. Policing from the standpoint of the communities needs including but not exclusively building relationships with Black students.

**Additional Demands:**

Increased exposure for CBS specifically, as well as other organizations/units that have **proven** to be supportive of Black students.

Increased student representation on standing university counsels and committees.

Establishment/Development of response team, composed of both faculty and students, to investigate issues of bias/discrimination and determine logical and actionable next steps to ensure the best possible outcome.