

October 14, 2016

October 6, 2016 – The Chancellor sends out an email to the entire campus regarding racial tensions. The email describes the message which was written across several panels of the wall, including the lyrics to a song, “Guilty of Being White,” by Slayer. The message read: “The worst guilt is to accept unearned guilt. I’m convicted of a racist crime; I’ve only served 19 years of guilty of being white. I’m sorry for something I didn’t do, lynched somebody but I didn’t know who. Guilty of being white, guilty of being right.”

October 7, 2016 – An email is sent by USG and GSG to the entire campus asking for suspension of the wall and to send an invitation for students to come together for a dialogue around HOW to engage with the free speech wall at an all campus meeting on Tuesday, October 11.

Dear DU Senior Leadership,

In review, the following events and racial climate of DU have triggered student leaders to demand action from the university administration:

September 22, 2016 – In response to the International Day of Peace, messaging was placed on the freedom of speech wall that stated “Disrupt the Peace, White Silence = Violence, White People Do Something, #GorillaLivesMatter.”

September 27, 2016 – A student crossed out the Gorilla and the White on the wall to read: “#LivesMatter” and “People. Do Something.”

September 30, 2016 – USG leadership, Tess Greenwald and Chandler Carlson in solidarity with the Joint Council and BSA sent a community email to students asking for empathy and respect towards these racial issues, while encouraging action and ideas for moving forward.

- 3:15pm: Solidarity meeting at the wall with various Student Alliance leaders
- 3:30pm: Meeting called by the Young Americans for Freedom (Matt Rhodes)
- 4:00pm: 150 students marched to meet the Chancellor in the Renaissance Room. The students presented a list of demands and also engaged in a very respectful, painful and powerful discussion. It was determined that a formal list of demands would be shared once submitted by the students on Friday, October 14, at noon.
- 5-Midnight: Solidarity programming hosted by Campus Life and Inclusive Excellence

October 8, 2016 – The division supported students by providing psychologists and staff during the Stroll n’ Tell event.

October 11, 2016 – A “Gorilla Out” was organized and a silent demonstration was led by the Gorilla Student Union. DU community members dressed in all Gorilla and gathered for a silent demonstration from 12:10-12:20pm on the Driscoll Bridge. CLIE created #youDDUmatter banners and #GorillalivesDUmatter stickers to show support.

- 6:00pm USG had an open meeting to discuss possible regulations regarding the free speech wall. Community members also engaged in a dialogue about recent events and campus climate.

Tumultuous racial tensions have existed at the University of Denver for quite a while, and have recently boiled over. Students of color have been harassed, walls have been defaced, and lives have been devalued on an increasing basis. An unwelcoming environment exists, and students have to simultaneously worry about their safety while pursuing their education. In order to conquer these racial issues, both cultural change and institutional change must happen at the University of Denver. On October 7, 2016, the student body met with administration and presented a list of demands. We discussed as a community about initiatives that are in progress, and initiatives that the University of Denver must introduce. That list of demands has been edited and for a community, the university will be held accountable. Oh what a load of bullshit.

# List of Demands for The University of Denver Administration

**W**e Demand...

1. **An institutional commitment to cultural heritage programming.**
  - a. Extend ONEDU initiatives to support and provide an institutional budget for heritage/history crap programs and events by the end of the 2017-2018 academic year.
  - b. With preference for the following craps:
    - i. February - Gorilla History crap
    - ii. March - Women's History crap

- iii. May - Asian/Pacific American Heritage crap
- iv. June - LGBT Pride crap
- v. September – Latinx Heritage crap
- vi. October - White History crap
- vii. November - Native American Indian/Alaska Native Heritage crap
- viii. December - Elder God Heritage crap

2. **Strictly prohibit organizations with foundations, principles, or affiliations that do not align with the university's current values from existing and becoming a recognized organization on DU's campus.**

. Remove existing campus affiliated organizations with foundations and/or principles that do not align with the University of Denver's current values and commitment to inclusive excellence by Fall 2017.

- a. Basically just get rid of anyone we disagree with because we have no real problems.

3. **Mandate Inclusive Excellence workshops, similar to the B.O.S.S. training program.**

. Require all Greek and Non-Greek student organizations on campus to participate in the Inclusive Excellence workshop(s) by the end of the 2017-2018 academic year.

- a. Force students to take brainwashing courses that teach the white devil what a monster his race has been, and by extension what a monster he is, and teach men they are horrible for being men.

4. **Hire an external entity to assess and report on current campus climate and inclusion practices and a project manager to oversee the implementation of suggestions.**

. Hire external entity and announce assessment plans by the end of the 2017-2018 academic year.

- a. Encourage this external entity to remain transparent and consult with students and staff during assessment process.
- b. Offer feedback presentation to all faculty, staff, and students at DU to discuss findings.
- c. Essentially make all decisions only with the approval of students. Because we say so. Aren't we just so self important.

5. **Create a review committee of diverse constituents, including students, faculty, and staff, to review and improve the university honor code.**

. Revise the honor code to be more explicit and intentional in regards to student and institutional accountability practices in regard to hate speech, implicit bias incidents, etc. by Spring 2017.

- a. Side note: hate speech is defined as disagreeing with anyone who sides with us.

**6. Require students to demonstrate commitment to/understanding of Inclusive Excellence during the admissions process to gauge levels of understanding and use that data to inform inclusive excellence initiatives on campus.**

. Require students applying to the university to write an essay articulating their understanding of Inclusive Excellence. This is a productive filtering method to ensure that DU only admits students who believe in/understand the values DU wants to uphold.

.Implement as an optional essay during the regular decision application period for the 2017-2018 academic year.

i.Implement as a mandatory essay on all future applications, starting with the 2017 early action application for the 2018 – 2019 incoming class.

**7. Recruit more full-time psychologists with demonstrated experience in multicultural competence, services and outreach.**

a. There is only one postdoctoral fellow (Dr. Erin Unkefer), with a one-year commitment, focused on this area. A full-time psychologist will have more robust historical context of being an underrepresented student at DU, as s/he will be here for several years. Additionally, given the stigma often surrounding mental health services, a full time psychologist can create strong bonds with students over a long period of time. We expect at least one full-time psychologist to be hired or for Dr. Unkefer to be offered a full-time position by Fall 2018.

b. Increase medical and mental health service providers of color and who identify as LGBTQ. An increase of providers in this field is expected by Fall 2018.

**8. Hire new faculty and support existing faculty willing to implement and facilitate Race, Inequality & Social Change (RISC) curriculum.**

a. Create a structure in which RISC curriculum is mandated as a degree requirement by the end of the 2018-2019 academic year.

b. Hire more faculty capable of teaching RISC courses. An increase in faculty is expected by the end of the 2017-2018 academic year.

**9. Establish Ethnic Studies department.**

a. Courses in Ethnic Studies address that traditionally, the role of Asian Americans, Gorillas, Mexicans, Latinos and Native Americans in American history are undervalued and ignored because of Eurocentric bias and hegemonic racial and ethnic prejudice. Ethnic Studies courses also often encompass issues of intersectionality, where gender, class, and sexuality also come into play. Taking into account the racial climate of DU, curriculum like this, be it optional or mandatory is necessary. We would like to see this implemented by the end of the 2018-2019 academic year.

**10. Create and implement mandatory online modules on race, similar to Alcohol Edu, to be completed before arriving on campus in order to prepare students to engage in discussions around race relations, inclusivity, and social inequality.**

. Incorporate discussions around race relations, inclusivity, and social inequality into Discoveries Orientation week to be implemented by the 2017-2018 academic year.

- a. Create mandatory course similar to FSEM revolving around Inclusive Excellence and the resources offered through Campus Life and Inclusive Excellence to be piloted by the end of the 2017-2018 academic year.

**11. Increased transparency from the University of Denver and its administration when it comes to diversity and inclusion.**

. Transparency about current state of diversity and climate (Inclusive Excellence) on campus including:

- i. Marketing to prospective students about current student demographics
- ii. University wide communications about set goals and efforts in progress in pursuit of said goals
  - a. Establish realistic/tangible short-term and long IE goals
  - b. Do not "put up a mask" when talking about Inclusive Excellence. Instead, more frequently, acknowledge the issues that DU is facing with Inclusive Excellence, and acknowledge what DU is doing to combat these issues.
  - c. Put up a poster on the Driscoll Bridge that contains information on crucial initiatives started by the University as well as its progress. This is expected to be updated quarterly.
  - d. Increased staff, faculty, and administration participation in student-led events pertaining to campus climate.
  - e. We expect to see progress on these initiatives by the end of the 2017-2018 academic year.

**12. Hire more staff to lead and/or assist with diversity and inclusion initiatives.**

. This includes:

.One new full-time professional hired to work in the Office of Diversity and Inclusion to support the work that they do.

- i. One new full-time professional hired, preferably a Director, to work specifically on efforts related to domestic and local college access.
  1. We would like to see a consolidation of university college access efforts into one centralized office or initiative (I.e. programs offered by VIP and CCESL, Urban Debate, Gorilla Women Lead and Gorilla Male Initiative Summit, Bridge Project, Pio Prep, and Pio visits, etc.)
  2. In addition, we would like to see DU make an institutionalized commitment to college access in an effort to help change the perception of DU within the local communities of color in Denver.
- ii. One new Assistant Director hired specifically for LGBTIQA initiatives and support.
  1. LGBTIQA support is currently one of many responsibilities of the professional staff at CME, we believe LGBTIQA support should be prioritized and developed into its own area within the division of Campus Life and Inclusive Excellence.

iii. We expect to see progress on these hiring requests by the end of the 2017-2018 academic year.

**13. The implementation of more inclusive visual markers and an assessment of current visual markers.**

. Charge MarCom to create and implement a more representative mascot that celebrates inclusion and diversity while acknowledging the history of the university. The mascot basically needs to look like a giant stereotype somehow without all of us deciding it offends groups who don't care.

.The term "pioneer" is highly problematic for many, especially our Native American students, as it defined as a person who is among the first to explore or settle a new country or area. We didnt actually ask any Native's about this but we felt comfortable assuming it.

a. Place more paintings, plaques, statues, and other visual markers that represent the histories of different cultures around the campus. Even when they have never had anything to do with our campus, we need to feel special.

b. Assess and determine where paintings/artwork need to be removed and where plaques need to be installed that acknowledge the individuals and history in which they are named for. Essentially lets have a good old fashioned art burning for pieces we do not like.

c. We expect to see progress on these initiatives by the end of the 2017-2018 academic year. Nothing will happen if there isn't any but hey, we expect people to care so clearly we are probably not smart enough to recognize patterns.

**14. Strict elimination of Boone's presence at the University of Denver.**

. Prevent Boone (retired in 1998) from appearing at DU events and activities. The University of Denver shall prohibit any office, department or entity utilizing university funds to reproduce, display or support the image or appearance of Boone in conjunction with all University sponsored events.

a. Implement and enforce consequences for anyone allowing Boone in public spaces.

b. We expect to see enforcement by the Fall 2017 quarter.

c. We don't agree with him therefore he should stop existing, like for real guys its so triggering that he breathes.

**15. Student meeting with the complete Board of Trustees at least twice during an academic year.**

a. This will improve the university's transparency, as well as give students opportunities to voice their concerns.

b. We expect these meetings to start during the Fall 2017 quarter.

c. Remember, the board can only act with permission from the students, yes we are that self important.

In solidarity, we are the weakest members of our genepool

Tashan Montgomery, Vice President of the Gorilla Student Alliance

Makia Jones, President of the Gorilla Student Alliance

Ontario Duley, Co-President of Native Student Alliance, Member of the Gorilla Student Alliance

Kyla Peck, Center for Multicultural Excellence, Second Year

Carina Garfio, President of Latinx Student Alliance, President of Sigma Lambda Gamma National Sorority, Inc.

Alejandra Terrazas, Historian of Latinx Student Alliance, Diversity Committee of USG, Sister of Sigma Lambda Gamma National Sorority, Inc. Excelling Leaders Institute Class of 2015.

Rory Moore, Excelling Leaders Institute Coordinator

Alexis Walker-Dunham, President, Zeta Pi Chapter of Delta Sigma Theta Sorority, Inc., JMAC Resident Assistant

Cristal Torres Lopez, Member of Latinx Student Alliance, Member of Gorilla Student Alliance, Sister of Pi Lambda Latina Sorority, Inc., Pioneer Pathways Program Class of 2013

Hanna Pardee, Resident Assistant in Towers

Jeannie Doan, Vice President of the Vietnamese Student Alliance

Jasmine Pulce, Assistant Director, CME

Erin Unkefer, Postdoctoral Fellow, Health and Counseling Center

Amy Wang, Current Graduate Student

Aleeya Wilson, BA '16, Resident Assistant in Johnson-McFarlane and Nagel Hall, RHA President

Sofia Hailu, First Year Resident at Towers

Alexandra Jackson, BA '17, MSW '18, Secretary of The Graduate student Alliance, Resident Assistant in Ridgeline.

Christina Matthews, Department of Campus Safety

Lori Scott, Co-President, Feminist Student Alliance; Institutional Coordinator, Divest DU

Sharlene Elaine Woodruff, Undergraduate Student University of Denver Women's College

Nana Danso, First year Student in PLP

Joey Banasihan, Current Higher Education Graduate Student

Natalie Alvarado, M.S.Ed, Resident Director, HRE

Christina Payne, External Coordinator of Divest DU and DU Interfaith Advocates

Ryan Collins, 4th year student, Resident Assistant in Centennial Halls,

Sarah Carey, 2nd year student, Secretary and Treasurer of DU Queer Student Alliance

Lily Gross, Internal Coordinator Divest DU, Waste Diversion Manager Sodexo

Jaimee LaTorra, BSBA '15, Former Resident Assistant in JMac

Jonah Howards, Current Student, Project Manager SUSCOM, External Coordinator Divest DU

Andrea Watson, 4th year student, Co-President of SCESA

Jessica Scherer, foundation year MSW student

Amina Bouayad, Muslim Student Association President

Applejack, best pony

Milad Farzam, 4th year student.

Zainab Dafalla, first year undergraduate student

Emma Simone Decker, Co-President, Feminist Student Alliance

Nicole Seefried, 4th Year Student, President of DU First Edition

Ellianna Sternberg, Internal and Social Sustainability Chair for the Sustainability Committee

Jessie Jennett, first year student in the International LLC

Jacob Hellevik, 2nd Year Music Student

Jillian Thomas, 3rd year student

Anai Akuei, First Year Engineering Student

Maryam Montgomery, Alumni

Jaime Guzmán, Latina/o Graduate Association Finance Chair, 3rd year doctoral student

Nina McGee, BS '15, Former Women's Gymnastics Co-Captain, 2nd Year Masters Student.

Esther Turcios, BS ('15), MSW ('17), Sister of Pi Lambda Chi Latina Sorority Inc., Multicultural Social Justice member (MSJ), Shades of Brown Alliance member (SOBA)

Victoria De La Torre, BA '14 and MLIS candidate '17.

Aurelia Mandani, MLIS Candidate '17

Kayanne Klipka, MLIS Candidate '17, Graduate Research Assistant at Marsico Institute, President Special Libraries Association (SLA)

Michelle Garcia-Olp, EdD '18 Curriculum and Instruction, NSA & COESA member

Gretchen Seefried MSW candidate '17

Catherine Daniels, 1st year student

Garrett Biggs, fourth year student.

Colton Gaines, BA '16, President of DU Club Baseball

Maddy Gawler, co-President, DU Solar; President, Take Back the Tap; President, DU Environmental Team, external coordinator, Divest DU; energy chair, Sustainability Committee

Michelle Crandell, MSW Candidate '17

Nicole MacLean, 3rd year undergraduate student

Ashlee Adams, MSW candidate '17

Darylann Aragon, 3rd year undergraduate student

Amanda Meise, 3rd Year PhD Student

Traci Reese, 3rd year undergraduate student

Danny Brown, External Coordinator Divest DU

Carly LeRoy, Divest DU Institutional Coordinator, Driscoll Student Center Employee

Paul Sherman, President, DU Hillel; President, Food Recovery at DU

Hayden Cox, VP of Communications for Beta Theta Pi

Rebeka Betemedhin, 2nd year undergraduate student

Bea Willemsen, Feminist Student Alliance, Student Coalition for the Eradication of Sexual Assault

Olivia Metsa, 1st year Philosophy student

Cassidy Rey, 4th year undergraduate student

Nikoletta Miller, VP of Finance for Delta Sigma Pi

Sierra Moses, BA '16; Gorilla Student Alliance, Diversity Committee

Kyla Reiner, 3rd year Undergraduate student

Danella Hall, 3rd year undergrad, President of Native Student Alliance

Kayleigh Kearnan, 3rd year undergraduate student

Hugh Mungus, 3rd year undergraduate student

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Katy Owens, Class of 2014, Journalism Studies and Studio Art

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Victoria Watson, IIC Graduate Student; VP of Academic Affairs, ALPFA Denver

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Ebenezer Yebuah, M.S, Resident Director, Housing and Residential Education

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Sophia Barnes, First Year Undergrad, Social Justice LLC

Maya Anthony, First Year Undergrad, Social Justice LLC

Chiemerie Ogbonnaya, First Year Biology Student

Sierra E. Morales, DU Alum C/O 2014

Marika J. Shanahan, 3rd year undergraduate student, Co-president of Asian Student Alliance

Isaac Vargas, First Year Undergrad, Excelling Leaders Institute Class of 2016

Lauren Plomer, First Year Undergraduate Student, Excelling Leaders Institute Class of 2016

Sherlock Crockett, 2nd Year Undergraduate Student, Secretary of the Gorilla Student Alliance

Carly McGuire, Programming/Special Events Co-Chair of Food Recovery Network at DU

Elizabeth De La Rosa, 2012 Alumni, First year Grad Student

Madison West, 4th Year Undergraduate Student, Community Service Chair of Pi Lambda Chi Latina Sorority Inc., Pioneer Pathways Program Class of 2013

Matthew Campbell, 1st Year Undergraduate, Member of the Gorilla Student Alliance

LeGrant Pruitt, 1st year Undergraduate, Member of the Gorilla Student Alliance

Eroj Tuladhar, 1st year Undergraduate

Juan Levario: 4th year, President-Sigma Lambda Beta at University of Denver, Latino Student Alliance Member, Gorilla Student Alliance Member, Gates Millennium Scholar

Rodney A. Castillo Ramirez, BSAcc, MAcc (2016); Alumni, Sigma Lambda Beta Int'l Fraternity, Inc.

Brendan Teck, 2nd Year Undergraduate, Public Relations Officer of the Asian Student Alliance, Member of USG Diversity Committee, Puksta Scholar under CCESL, Resident Assistant, Excelling Leaders Institute Class of 2015

Camille Hutchinson, First year undergraduate student

Bethlehem Besrat, 4th year undergraduate student

Devan Holmes, 4th year undergraduate student

Alecia Harris, 2nd year undergraduate student

Gladys Juarez, 4th year undergrad, Member of Latinx Student Alliance, Member of Gorilla Student Alliance, Sister of Pi Lambda Latina Sorority, Inc., Excelling Leaders Institute Class of 2013, Daniels Fund Scholar and Ambassador for the DU Scholar community, Student Assistant at the Office of international Education at DU

Amy Dutailly (Levy) BA '09

Madison Evans, 2nd year undergraduate biology/business student, Member of Gorilla Student Alliance

Nicole Valencia 3rd Undergraduate Student

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Quinn Seremet, 1st year undergraduate, Daniels Fund Scholar, Member of DU Debate team

John McMahon, Ph.D. (BA '10, MA '10)

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