

We, the Concerned Students of Northwestern University, present the administration with the following demands for the sake of the improvement of our collective experiences within this campus.

The first draft of these demands was proclaimed during a protest intended to stand in solidarity and affirmation with the students of University of Missouri, Yale University, Ithaca University, Emory University, Brown University, and all other national and international academic institutions that are openly expressing their experiences of marginalization, oppression, and trauma within campuses and institutions meant to serve and educate them. A second draft was e-mailed to NU administration on Black Friday, November 27, 2015. This is a revised and expanded version of the demands that is a product of communal input and the Concerned Student Townhall workshop that took place on January 7, 2016.

These demands are in no specific order and all require an action plan.

Student Spaces

1. We demand that the Black House be designated a historical site and therefore be permanently preserved for the entirety of Northwestern's future.
 - a. Additionally, archives of the history of Black House and Black students' activism be more accessible to students and if possible stored within the Black House.
2. We demand that the Black House be the focus of expanded efforts to improve the Black Student Experience, including the creation of a resource center and technology hub tailored to Black students.
 - a. Update all computers to have all software provided within the library computers and those necessary for the success of students in all schools such as MatLab, STATA, and SPSS.
 - b. Renovate the basement of the Black house so the space can be utilized to its full potential.
3. In solidarity with the students, student organizations, and student activities that utilize the Multicultural Center (MCC) and the Gender & Sexuality Resource Center (GSRC), we demand that student space be remodelled and improved based on the needs and requests of those that utilize that space. This includes all major changes to students' cultural spaces be transparent and dependent on student and alumni input.
 - a. We demand a technological update in the MCC and GSRC similar to those that will be undergone in the Black House.
 - b. We require that during future renovations of the MCC, that lounge space be expanded.
 - c. We request that a CIC staff person be housed within the GRSC that is trained to offer support and guidance to students and their needs.
 - d. We request that in future renovations to Norris that the GSRC be remodelled so it is more accessible and advantageous for students and student groups that utilize it.
4. We demand that all prospective student tours highlight and introduce the presence and importance of the following spaces the Black house , the MCC, and the GSRC noting the history of student protest that resulted in the creation of the spaces.
5. We demand that the National Society of Black Engineers and the Society of Hispanic Professional Engineers office be permanently provided appropriately sized meeting and office space in Tech. As well as access to computers with software necessary for the completion of coursework and their success.
6. We demand that the university recognize the importance of preserving and enhancing student safe spaces and therefore consult students before drastic alterations to the functions and physical structures of their spaces. Additionally, we demand that future renovations to the Norris student center be transparent and incorporative of student input and acknowledge the importance of preserving the safe spaces students have created within Norris.

- a. During the period of renovations, students and student groups that utilized the GSRC must be consulted about the site of relocation so the temporary space is accessible and fits their needs.
7. We demand that all residence halls and dormitories provide a comparable level of gender-neutral restroom facilities and room arrangements to their gendered counterparts.
8. We demand that any spaces and positions that bears and honors the names of figures which include but are not limited to the names of Philip Sheridan, John Evans, Henry Ford and Frances Willard be removed immediately, and are instead replaced by influential people and communities of color in Northwestern and Evanston's history such as Ricky Byrdsong. And that the institution recognize and educate future and present students that the institutional legacy of Northwestern is one of exploitation, genocide, colonialism, oppression, white supremacy, racism, classism, heterosexism, xenophobia and ableism, acknowledging that the university sits on stolen land.

Academic

9. We demand that the university creates a credit system that requires only 3 classes per quarter to graduate with a degree to normalize a healthier academic culture on campus. All future changes to the credit and requirements system strive towards creating wellness.
 - a. This requires more communication across schools to synchronize their graduation requirements.
10. We demand the creation of a US centric inequalities and diversity requirement for all majors with input of students from the various schools on the creation and implementation of the requirement. This requirement must succeed in getting students to interrogate issues of marginalization, exploitation, inequalities, injustice and oppression with an intersectional framework. This requirement should be integrated into preexisting school requirements. Incentives should be provided to get more faculty to teach these course from various fields of study instead of expecting the Ethnic studies departments to fulfill this need.
11. We demand that the university implement an Asian American Studies Major by the 2016-17 school year.
12. We demand that the University acknowledge and actively remedy the lack of retention of minority students in STEM tracks by creating a Minority STEM Office with the responsibility of supporting and assisting minorities in STEM fields. Additionally, the provision of faculty advisers to support underrepresented students in STEM.
13. We demand that the university implement the Native/Indigenous Studies Institute with more transparency, providing students a clear timeline and specific details of the creation process (e.g. the deadline of new faculty hires, the number of faculty positions).

Faculty and Staff

14. We demand an incentivized mandatory cultural competency, privilege awareness and anti-oppression training program for faculty and administrators effective at the beginning of the 2016-2017 school year.
15. We demand the creation of an accountability system via the inclusion of a cultural competency question category in the Quarterly Course and Teacher Evaluations (CTEC) and the marketing of proper Bias Incident Report protocol within all class syllabi.
16. We demand that the Theatre department be more inclusive by increasing the amount of theatre professors of color, MFA students of color and class offerings including but not limited to special topics, history, literature, and criticism courses that center people of color and LGBTQIA voices. This will include more diversity in university shows by increasing the directors of color, actors of

color and more classes taking an in depth look at race in theatre curriculum for First Year students. Shows that use color conscience casting, that interrogates white actors as the automatic default while acknowledging and respecting the necessity of casting people of color for roles that are crucial to the histories of communities of color.

17. We demand that the faculty and administrators of color hired be tripled within all schools, especially departments that historically lack representation by the 2025 academic school year.
18. We demand that the University address all mistreatment of campus service workers (food, custodial, janitorial and others) by administrative staff under staff by Sodexo, Aramark and other affiliates, respond immediately improve their working conditions.
19. We demand that all staff be provided free access to campus and intercampus shuttle systems during its regular schedule.

Student Safety

20. We demand that NUPD document the self-identified ethnicity and gender of student incident reports and be transparent with the Northwestern community by providing an annual report effective by the end of the 2016-2017 academic year.
21. We demand that the university allocate funding to Counseling and Psychological Services and the Women's Center for the purposes of hiring staff of color and educating present staff to better understand, relate, and address the experiences of students of color, low-income students, first-generation students and the LGBTQ+ community and students at the intersectionality of several of these identities. Increase the number of free CAPS sessions and provide complete financial support for further services by outside health providers.
22. We demand that CARE maintain counseling/sit-in hours within the Black House, MCC, GSRC and Greek life to maintain and build relationships with these communities to reduce rape culture and support survivors of color.

Ethics

23. We demand that the university should immediately fill the currently empty CIC staff positions and increase funding for the department to improve the outreach, visibility, and awareness of the department's missions and its programming, specifically the resources and support provided by the SES office for first-generation and low-income students.
 - a. In the future the interviewing process for new CIC staff should be transparent and well advertised to relevant communities. and opportunities for student and staff to give their opinions on potential candidates.
 - b. The SES office should expand its definition of low-income beyond Pell-grant eligible to a case-by-case basis that accounts for the intricacies of each individual student's situation (such as debt in from of medical treatment).
 - c. We demand that all student groups leaders under CIC should be required to attend safe space training on LGBTQ+ identities and communities.
24. We demand that the university recognize that differently abled students are a marginalized community on campus that remain highly invisible. The University must become more accessible to this population and increase their representation in student demographics and allocate resources to their needs.
25. We demand that all professors publish their syllabi in advance, at least a month before the beginning of the class so students are capable of securing required materials, textbooks, and technology. When possible professors provide free and accessible online versions of required

materials. And the inclusion of the question of “how much did this class cost you?” within the quarterly CTEC questionnaire.

26. We demand that the Medill and SESP schools change their practicum and JR program system to accommodate students that cannot afford to not work to sustain themselves or provide alternatives in financial support within those programs.
27. We demand that all departments utilize an undergraduate advisory board composed of their undergraduate majors in the process of hiring new lecturers (contact the sociology department with questions of implementation).
28. We demand that the university adhere to NUDivest's resolution by disclosing all information concerning the investment of our endowment, establishing a socially responsible investment committee consisting of students, faculty and staff that publicly and regularly assess the ethical implications of Northwestern's national and international investments with the goal of divesting from corporations profiting off human rights violations especially those occurring in Palestine.
29. We demand that the University acknowledge the difficulties that undocumented students face within the higher education system and at Northwestern. This should include providing sufficient financial aid to undocumented students, placing undocumented students in the domestic pool instead of the international pool in cases including admission and aid provision, allocating resources to financially assist these students as well as researching and improving the undocumented student experience on campus, and increasing the enrollment of undocumented students at Northwestern University. Additionally the University must clearly provide on the admissions office and financial aid office websites their policies on the admissions and application processes for these students before the end of the 2015-2016 school year.
30. We demand that the University increase the Black student population to at least 10% and the Native American student population to at least 5% by the academic school year of 2020 and continuously seek ways of retaining and improving the representation of students of color on campus.
31. We demand that curriculum for Wildcat Welcome orientation for incoming freshmen should be expanded to mention accurate and up to date definitions of marginalized identities and the corresponding oppressions linked to those identities, the history of student activism on campus and educate students of the institutional legacy of Northwestern being founded on the oppression and exploitation of many peoples.
32. We demand that the University publicly acknowledge national and international tragedies that occur within communities of color that have a traumatic impact on the students of color within this campus in a timely manner, including local tragedies that occur in the city of Evanston.

We conclude these demands with the promise that failure to comply and take immediate action in enacting them will result in swift and direct action.

33. We demand that permanent once-a-month accountability meetings be held to check with communities about what progress has been made until all demands have been fully addressed. We need concrete plans and details including the relevant departments and individuals tasked with bringing these demands into fruition and their contact information.
34. We demand the creation of a website like the one the University of Missouri administration (<https://transparency.missouri.edu/>) made in response to the student protests that showcases all updates on the progress of these demands to provide transparency and accountability to the greater Northwestern community. Additionally, we want monthly emails sent to the student body and faculty outlining the progress on fulfilling these demands and referring students to the aforementioned website.