

University of Washington Tacoma: Demands of Black Students

Endorsed by: Black Student Union

#BlackLivesMatterUWT

The Black Student Union of the University of Washington Tacoma created this list in response to the Walkout on February 25th that was in accordance with the tri-campus effort to recognize #BlackLivesMatter. We as Black students on the University's campus are both underrepresented and underserved; we are concerned and frustrated with the community here on the University of Washington Tacoma's campus. This list of demands is being issued in solidarity with the recent efforts of the Race and Equity initiative by interim president Anna Marie Cauce on the Seattle campus. We request that the school begin to address our demands in order to show a true dedication to the recent Race and Equity Initiative and in support of the Black student population on campus. We ask that by setting out terms for mutual cooperation by the administration, the effect brings about a positive impact on Black student's population growth and retention, and an increase in resources for supporting Black students.

List of demands:

- We would like more representation of Black students on the campus. This can be done through greater emphasis on the retention of the present Black student population. Additional recruitment of black students is also necessary. The representation in student leadership would aid in the retention and fair representation of Black students because research shows that representation aids in the feeling of inclusion and equity for students.
- The lack of representation of Black faculty is evidently poor on campus as evidenced by the less than 2% Black faculty at the University of Washington. If the campus were to increase representation of faculty it would affect classroom climate, having a greater ability to relate with students additional support who are underserved due to this inequity. The hiring practices of the UW Tacoma need adjustment and the search for Black, highly qualified candidates that can relate to the population of Black students is necessary. This can be further supported by the implementation of inclusion on hiring committees.
- The inconsistency and lack of programming that supports Black students is one of the reasons the UW Tacoma struggles to retain them, evidenced by the 58% retention rate of 2008 freshman and 28% retention rate of first generation Black students the same year. The offices that set programming and provide support such as the DRC, academic advising, and the TLC fail to organize events, programs and/or practices that adequately address the needs of a diverse student population.
- Inclusion and Equity within the Diversity Resource Center. The student involvement over DRC staff hiring to reflect student population. This includes increased student

involvement on how DRC funds are spent including programs that support Black students.

- The Inclusion through coursework that treats every class as requiring a diverse element. Diversity requirement should not only persist within the credit requirement for select courses but within the class climate of every course. This means including readings and research from a diverse array of authors and academics.
- Diversity awareness and inclusion training for new faculty and staff. Black students on campus have experienced countless micro aggressions and unnecessary commentary from faculty and staff. The implementation of training would increase accountability for faculty and staff.
- Inclusive orientation that supports prospective Black students. An example of this type of orientation is seen on UW Seattle's campus in the Office of Minority Affairs & Diversity. They host a purple and gold experience for African American, Asian American, Native American and Latino American students.

This list of demands is meant to provide clarity, vision and guidance for the requests of the Black students on the University of Washington Tacoma's campus. We recognize that the University has an obligation to the Black students and that we deserve equitable treatment in all matters of the university. The list of demands should be reviewed and taken action upon immediately. We the students expect administration to take concrete steps in acting upon these demands by the beginning of Autumn Quarter.