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[Response from CSOC, May 2, 1989]

Concerned Students of Color, Sarah Lawrence College

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On Wednesday, April 26, after 6 meetings with the "Ad Hoc Negotiating Committee", Concerned Students of Color (CSOC) walked out of the meeting and formally suspended negotiations.

In our meetings, we have discussed the issues of faculty, the creation of an untitled Chair in multi-cultural studies, the establishment of a permanent lecture fund and the formation of a new administrative post as an advocate/advisor for Black, Asian and Latino students.

These meetings have been ineffective, as we have not been able to reach any substantive conclusions regarding any of these issues. Whatever "progress" has been made has involved unacceptable compromise on our part with no real commitment to comprehensive structural changes on the part of the faculty and administration. It is clear that the Negotiating Committee has been working around a separate agenda. This proves our inability to continue meaningful negotiations.

Description of the Office of the Dean of Multi-Cultural Affairs

The appointee will sit on the proposed steering committee on racial/cultural diversity. The appointee will coordinate multi-cultural activities on campus (i.e. lecture series, Black History Month) and coordinate the yearly racial sensitizing programs. The appointee will serve as an advisor for students of color regarding campus and academic life, as well as acts of discrimination perpetrated by students, faculty, administrators and/or the community. The appointee will be central to the recruitment and appointment of faculty of color. The appointee will report to the Dean of the College. The appointee will receive progress reports regarding the racial/cultural diversification of the college from the following committees: Admissions, Advisory, Curriculum and General.

Untitled Chair Position

The chair will introduce prominent outside faculty of color to the Sarah Lawrence community. It will be a three year rotating chair concerning experiences of people of African, Asian, and Latino descent in North America. This chair will examine the dynamic of race/class/gender oppression in the following disciplines: History, Literature, and the Social Sciences.

Lecture Fund

The \$10,000 lecture fund, initially proposed by the faculty, will be permanent. A committee will be formed comprised of African, Asian, and Latino students as well as faculty and administration. This committee will design the program and oversee the implementation of lecture fund activities.

Sensitizing

People of color on this campus need sensitizing staff that will work separately with us on our agenda's. A program is also needed for white students, faculty, and administration. Representatives of the African, Asian, and Latino communities will participate in the interviewing of candidates for these programs. We will also assist in the planning of these programs and oversee their implementation.

Center for People of Color

The Center for People of Color will be a nonresidential center for political and social activity for students of color. It will be a place where growth, nurturing, assertion, and sharing of our ethnic identities will take place. This will be a permanent structure in the form of a Meadway house or something comparable. This center will be open to all members of the community, and will be an acknowledgment by this institution that People of Color are the world majority whose needs, concerns, and issues are of vital importance to every member of this community and the larger society.

We are calling for the implementation of a Center for People of Color by the Fall semester of 1989. Black, Latino, Asian, and Native American students should be included in the design and operation of the Center. The Dean of Multi - Cultural Affairs will handle all administrative operations of the Center, and occupy a part-time office in the Center. The Division of Multi - Cultural Studies, proposed by the faculty and administration will also be integrated into this structure, and serve as a place from which offices, classes, and lectures in the division are held. In addition, the Center will provide office and lounge space for all racial and cultural organizations on campus.

Faculty

The expansion of the SLC faculty by three additional positions is imperative for several reasons. To begin, it will provide a strong basis for

a Multi - Cultural Studies Division which is crucial to any college curriculum. SLC has traditionally been a forerunner in progressive education but has fallen behind many conservative institutions that have already developed Multi - Cultural Studies.

Like many faculty members, we as students are concerned about faculty job security. The creation of these three positions will fulfill our needs as students as well as protect present faculty positions.

By expanding the faculty, we can be assured that an equitable amount of space will be given for the studies of all People of Color. We have proposed that the faculty breakdown be as follows: four (4) black, two (2) Asian, two (2) Latino, and one (1) Native American. Each of these courses must be ethno-specific to begin permanent structural change.

The main point we keep returning to is permanent structural change. It is fundamental to our struggle. It is obvious from addressing these points that this necessary change is not occurring. The responses we have received from the Negotiating Committee are disrespectful to our commitment and all that we have worked for. We are unwilling to sit and engage in negotiations which amount to haggling over crumbs.