

## **Students Transforming Oppression & Privilege COALITION DEMANDS**

FEBRUARY 1, 2007

**We demand that the UIUC Administration facilitate the unconditional removal of “Chief Illiniwek” and eliminate the use of American Indian imagery.**

- Eliminate the term “Fighting Illini”
- Remove all “Chief” iconography from the University of Illinois including items for sale at the Illini Union Bookstore

**We demand that a series of systematic actions be taken to ensure that the UIUC campus be an environment that is safe and hospitable to all student populations.**

- Amend the Student Code to address hate crimes and acts of discrimination, whether intentional or not, by any affiliated body or individual
- Provide a clear, immediate, and transparent response to acts of discrimination
- Establish multiple course, cross-disciplinary graduation requirements and an annual employee training requirement that specifically engage issues of power and privilege, including racism, sexism, homophobia, ableism, and class inequalities
- Protect the privacy of undocumented students and workers, including those outsourced by the University
- Expand common areas for student and community group activities
- Implement and fund a yearly study of inter-group relations on campus and their connections to the wider Champaign-Urbana community

**We demand that a consistent and transparent process for student advocacy be executed to represent students’ academic needs and community interests.**

- Establish an autonomous student affirmative action committee to recommend and oversee issues of power and privilege, racism, labor inequalities, homophobia, sexism, ableism, and all other forms of social oppression
- Provide a monthly public report, in accordance with the Freedom of Information Act, that specifically documents hate crimes, sexual assaults, stereotyping, or any other acts of violence committed by any student on the UIUC campus, along with actions taken to remedy the situation
- Beyond the current Senior Exit Survey, establish an Exit Survey for all students leaving UIUC that assesses their experiences on the campus and their reasons for leaving, and make this information publicly available
- Establish a Community Advisory Board that addresses community concerns and access to University Resources

**We demand increasing academic resources and administrative support for all Ethnic Studies Programs, Gender and Women’s Studies, and LGBT programs at both the undergraduate and graduate levels.**

- Establish undergraduate majors and minors and Ph.D programs across all Ethnic Studies and Gender and Women’s Studies Programs
- Establish an Islamic Studies Program
- Enforce class size limits to insure optimum conditions for teaching and learning that support student retention

**We demand that the university embark upon an aggressive plan to recruit and retain tenure-track Faculty, Staff and Administration from marginalized populations, across all University disciplines and professional programs, including such areas as Philosophy, Engineering, Mathematics, and the Sciences.**

- Engage in national recruitment of underrepresented junior faculty by establishing relationships with promising Ph.D graduates
- Establish a University-wide junior faculty mentoring program to provide support and guidance and ensure retention of assistant professors
- Establish an Exit Survey for faculty, staff and administration that assesses their experience on the campus and their reasons for leaving, and make this information publicly available
- Provide a public yearly report on the status of retention and recruitment of underrepresented faculty, staff, and administration

**We demand that the university embark upon an aggressive plan to recruit and retain undergraduate and graduate students from marginalized populations.**

- Develop substantial relationships with Chicago High School programs that serve poor and working class students from marginalized communities
- Increase funding and resources of the African American Cultural Program, the Asian American Cultural Center, La Casa Cultural Latina, The Native American House, the Office of Women’s Programs, the Office of LGBT Resources, and the Division of Disability Resources and Educational Services
- Engage in ongoing consultation with Directors of the African American Cultural Program, the Asian American Cultural Center, La Casa Cultural Latina, and The Native American House to establish their autonomy
- Strengthen ties with marginalized communities in the Champaign-Urbana area through high school and community college recruitment efforts
- Develop a strategic plan to facilitate the collaboration of academic programs and cultural houses, to be decided by the staff and students who comprise that community
- Provide a public yearly report on the status of retention, recruitment, and graduation of underrepresented undergraduate and graduate students

**We demand that the University not renew or enter into any contracts or business relationships which violate human rights, exploit workers or promote environmental degradation.**

- End the exclusive contract with Coca Cola
- End unfair labor practices for theatre seamstresses
- End contracts with companies that deal in sweatshop goods shop goods