

As students at Missouri State University, we are obliged by our *Public Affairs* Mission to uphold the pillars of “ethical leadership”, “cultural competence” and “community engagement.” To the untrained eye, our university does an excellent job of executing the aforementioned pillars and champions itself as a welcoming environment for people of color in nondiscrimination policies and the general media. However, when it comes to applying these pillars to where they *actually* matter--like the cultural climate --our administration turns a blind eye. Students of color are placated with “conversations” about our “concerns” while the status quo for power and privilege remains unchanged. For this reason, we, the students of color, present the following demands. If these demands go unmet, we are prepared to demonstrate, protest, and exercise our right to press until they are.

List of Demands

Immediate

1. We demand that by **November 22, 2015**, the university issue a public statement that includes the following:
 - a. An acknowledgment of systemic racism in higher education,
 - b. A commitment to differentiating “hate speech” from “freedom of speech,”
 - c. Instituting a zero tolerance policy for hate crimes, and
 - d. An explanation for moving Multicultural Services from the Division for Diversity & Inclusion to the Division of Student Affairs.
2. We demand that all plans for the Diversity Center be published in *the Standard*, in Plaster Student Union, and in its designated space on campus by **December 1, 2015**.
 - a. The official name of the office should be: *Mary Jean Price-Walls Center of Diversity*.

- b. We demand that Dominiece Hoelyfield be named Interim Director of the MRC until this position is permanently filled.
 - i. Alongside Dominiece, a Cultural Coordinator of, ethnic background, should be recruited (from outside Missouri State University) and hired to work in the new Diversity Center.
 - c. The construction of any of **new** buildings associated with or dedicated to diversity should be published on the university's 10-year plan. The Office of University Advancement is responsible for funding all related projects.
 - d. The Multicultural Resource Center should be left in tact during and after all construction projects related to diversity. This center is a tremendous asset to minority students.
3. We demand that all Multicultural Services be placed under the *complete* jurisdiction of the Division for Diversity & Inclusion by the **beginning of the Spring 2016 semester**.
- a. Given that Multicultural services are governed by the Division of Student Affairs, the current administration is incompatible with the needs of students of color.
 - b. Last year, Multicultural Services was moved from the Division for Diversity & Inclusion to the Division of Student Affairs. This move has been marketed to students as "beneficial"; however, it has only allowed for negligence toward the concerns and needs of minority students by ill equipped faculty.
 - i. Multicultural Services is only *one* of the *seven* subsets of Student Affairs.
 - ii. Access to funding is limited.
 - iii. This paradigm allows for issues in visibility, representation, and power.

- c. Because the Division for Diversity & Inclusion is currently involved in few programs, Multicultural Services will be *priority* under this division.
- d. General functions, as defined by the Human Resources Department, justify the reorganization of these divisions.
 - i. Vice President of Diversity and Inclusion: Promote consistency of diversity processes to positively impact student development.
 - 1. The Vice President for Diversity and Inclusion maintains strong collaborative working relationships among senior executives, faculty, students, staff, external constituents, and builds teams that function effectively.
 - 2. We deem it imperative that the Vice President reacquire this responsibility under the Division of Diversity & Inclusion.
 - ii. Vice President for Student Affairs: chief student-personnel officer of the University and advises the President on all matters pertaining to non-academic student life. Vice President of Student Affairs also promotes positive student relations by maintaining effective lines of communication with student leaders serving as a strong advocate for the non-academic, extracurricular, and co-curricular needs of students.
 - 1. The lack of communication regarding plans for the Diversity Center and for filling the Multicultural Resource Center & Programs Executive Director vacancy renders the current definition of VP ineffective.

2. Students who utilize the Multicultural Resource Center (MRC) are unaware of the relationship between the Vice President of Student Affairs and the MRC.
- iii. Assistant Vice President for Multicultural Services: Provide leadership and support for the establishment and administration of multicultural student recruiting initiatives and the development and administration of departments and programs that serve the needs of multicultural and diverse student populations.
1. Under the current Student Affairs hierarchy, the Assistant Vice President has neglected multicultural students, and actively hindered the development of multicultural student organizations and programming.
 2. When entering the MRC, the Assistant VP makes no attempt to address the Black students, who utilize the center the most.
 3. The Assistant Vice President has *openly* expressed negative and discriminatory views about students of color, both inside and outside of the MRC, to other faculty and students; therefore, perpetuating negative stereotypes.
- e. To best uphold the “cultural competence” pillar of the university’s public affairs mission, Multicultural Services should be governed by an administrative cabinet member of an ethnic minority.
2. We demand that the university request an audit from an outside party, and present a budget for all Multicultural services by the **end of March 2016**.

- a. This audit shall include, but is not limited to:
 - i. The “Multicultural Assistant Grant,”
 - ii. And the last five fiscal years up to Fall 2015.
 - b. The audit and budget should be published to the university website *in laymen’s terms* and made easily accessible to all interested persons. This audit should:
 - i. Enumerate the channels of income for Multicultural services,
 - ii. Break down departmental budgets (i.e. Trio, Access Programs, and Multicultural Programs),
 - iii. Allow an account for the “leftover money” being used to complete the Diversity Center as well as
 - iv. Document the creation, restructuring and subsequent departmental shift of Multicultural Services from the Division of Diversity & Inclusion to the Division of Student Affairs.
3. We demand that this list of demands be placed in the The Long-Range Plan which is defined on the Missouri State University’s website as a guiding document that charts Missouri State’s path toward achieving its mission. The University utilizes its Long-Range Plan to decide how to allocate resources, determine what initiatives should be pursued, expanded and dissolved, and to make other strategic decisions.
- a. The demands fulfill the defined purpose of the Long-Range Plan.

Gradual

1. We demand the establishment of a **mandatory** Diversity Curriculum for administration, faculty, staff and incoming students starting with **academic year of 2016-2017** in perpetuation.

- a. This curriculum should
 - i. Be designed by students, administration, and faculty,
 - ii. Require real-life application of the university's pillars, and
 - iii. Highlight the cultural climate of the university.
 - b. Classes are to be seated only and discussion-based.
2. We demand an increase in ethnically diverse staff and students that accurately reflects our nation's demographics **within the next five years.**
 - a. The number of staff and students should always be congruent with one another with the number of ethnically diverse staff leading.
 - i. This will not only assist in an increase in retention rates but actively combat the negative climate on campus.
 - b. Interview panels should be conducted by ethnically diverse persons.
 3. We demand that the Student Diversity Task Force be comprised, primarily, of racial, ethnic and sexual minorities.
 4. We demand a redistribution of power in Multicultural Services that allow the recruitment of more diverse staff.
 5. We demand majors of sufficient substance that accurately reflects the history, culture and perspective of underrepresented people in America.