

WEBVTT

1

00:03:42.810 --> 00:03:48.870

Good afternoon, everyone. This is Wendy Wendy Raymond speaking, welcome.

2

00:03:53.160 --> 00:04:03.180

I see 10 pages on zoom here and 237 and counting participants. Thank you so much to everyone for joining us.

3

00:04:06.390 --> 00:04:08.880

I'm going to begin, just to open up with

4

00:04:09.930 --> 00:04:19.110

Some thanks and initial remarks and turn them to Charlie, Beaver. The chair of the board of managers.

5

00:04:20.130 --> 00:04:37.530

For Charlie to turn to any leaders of the Haverford College student groups who are leading the students strike, and then we'll go into the agenda, which begins with a review of the agenda and goals for the meeting and clarifying questions.

6

00:04:40.050 --> 00:04:52.560

Thank you to our students in women of color house black students. Refusing further inaction black student league and whole networks of bypass community.

7

00:04:53.190 --> 00:05:02.160

Of the bypass community who have contributed to the Haverford College strike and demands document and result on campus work and anti racism.

8

00:05:04.440 --> 00:05:15.450

On behalf of the College as president of Haverford College I begin with an apology for the college's failure throughout its history.

9

00:05:16.920 --> 00:05:21.690

To provide an equitable educational environment for bypass students

10

00:05:22.950 --> 00:05:23.880

Historically,

11

00:05:25.020 --> 00:05:25.890

And today.

12

00:05:27.150 --> 00:05:29.190

For bypass students and alumni.

13

00:05:30.510 --> 00:05:40.740

We have fallen short of our stated principles of equity integrity trust concern and respect.

14

00:05:42.840 --> 00:05:49.770

This is about systemic racism at Haverford College and all the ways that it plays out.

15

00:05:51.150 --> 00:05:54.930

To be clear, this is about Herefords shortcomings.

16

00:05:57.180 --> 00:06:07.290

As the current president of the college I am accountable for real impactful change that by POC students will see and feel now.

17

00:06:09.600 --> 00:06:18.750

I am also accountable for establishing ways forward that will sustain our anti racist actions for future generations of hammer Floridians

18

00:06:20.250 --> 00:06:27.840

I take that accountability in the context of many who share in the work.

19

00:06:29.760 --> 00:06:31.470

Those are our students.

20

00:06:32.520 --> 00:06:36.180

Our faculty our staff and our alumni.

21

00:06:39.030 --> 00:06:49.560

The Strike has been impactful and galvanizing us to focus on the work we can and must do to advance. However, for its promise of inclusive excellence.

22

00:06:50.790 --> 00:06:55.530

I thank our student leaders for your important and influential works work.

23

00:06:57.390 --> 00:07:09.090

I just like to let you know, at the start, that there is work far beyond what is in the demands document and our recent response to the demands document.

24

00:07:09.600 --> 00:07:28.440

That we are ready to tell the community about and I wanted to lead with this simply to provide a larger framework and context and I hope indication of the good faith in which we are doing this work. The we being many, many people

25

00:07:29.610 --> 00:07:48.450

as of tomorrow I will step down as Chief Diversity Officer, as has been requested by our group of student leaders and we welcome Linda strong leak our provost as interim Chief Diversity Officer for a short time.

26

00:07:49.740 --> 00:07:55.020

With a plan to move to an interim coach Chief Diversity Officer structure.

27

00:07:56.280 --> 00:08:09.180

That is two people sharing this Chief Diversity Officer responsibility as of December 1 the second person will be a staff member of color in the dean's office.

28

00:08:09.690 --> 00:08:19.140

With the intentional design of having these two individuals one and academics and one in student life so that second person has to be named

29

00:08:21.480 --> 00:08:27.630

Second, we will implement implement an anti racism inclusive accountability group.

30

00:08:28.650 --> 00:08:36.300

That is a group of students, staff, faculty, alumni, board members.

31

00:08:37.500 --> 00:08:42.090

Charged with verifying and assessing institutional progress towards stated goals.

32

00:08:44.460 --> 00:08:55.110

Third, we will designate a student living and learning space for by POC and fiddly students no later than next academic year.

33

00:08:57.630 --> 00:09:05.280

Fourth, a wholesale reorganization within the dean's office is underway.

34

00:09:07.020 --> 00:09:16.770

Of the diversity, equity, and inclusion work that's done in that office this reorganization will be complete by the end of this academic year.

35

00:09:17.850 --> 00:09:32.310

And fifth \$10,000 of the fund allocated to the dean's office in response to last summer's letter from black students. Refusing further and action.

36

00:09:32.850 --> 00:09:46.740

Will be immediately allocated to the CO Chief Diversity officers and or to Linda strong leak in this month as interim Chief Diversity officers for us toward by Park and figlio initiatives.

37

00:09:49.020 --> 00:09:58.410

Happy to talk about those more and those will be included in our updated document that will will go out soon. But I just wanted to offer those as

38

00:09:59.760 --> 00:10:06.300

Ways to illustrate some of the work that is ongoing. And with that, I turn to Charlie, Beaver.

39

00:10:07.890 --> 00:10:17.700

Charley Beever: Thank you. Wendy and welcome to everyone. I am here and I'm joined by my board. Vice Chair Gary Jenkins. We are both here.

40

00:10:18.450 --> 00:10:28.740

Charley Beever: As representatives of the board, recognizing the critical importance of the issues to have referred into the community that have been raised by

41

00:10:29.340 --> 00:10:42.570

Charley Beever: The students. And we also recognize the role of the board in ensuring that actions are defined pursued and that

42

00:10:43.170 --> 00:10:56.610

Charley Beever: Both the board itself and the administration is accountable for the commitments that are made as part of this activity. So, you know, our role as having final accountability for

43

00:10:57.330 --> 00:11:07.200

Charley Beever: The health and well being of the college we are of course very interested in understanding and listening to this discussion.

44

00:11:07.710 --> 00:11:18.270

Charley Beever: And playing the role that we will play in ensuring that the actions that are defined are followed through. In the interest of Herefords

45

00:11:19.260 --> 00:11:32.220

Charley Beever: Ongoing excellence in providing an education for all students and, in particular, addressing. It's the failures that Wendy is acknowledged to do so in the case of

46

00:11:34.080 --> 00:11:36.570

Charley Beever: Bypass students. So with that,

47

00:11:37.710 --> 00:11:53.970

Charley Beever: I will turn it over to others on the call. But we are as members of the board extremely interested in the important and resolving and understanding of the resolution and following up on the resolution of the issues that have been raised.

48

00:12:00.540 --> 00:12:03.810

Charley Beever: And so I guess now the agenda back to

49

00:12:05.550 --> 00:12:06.300

Charley Beever: Students

50

00:12:12.030 --> 00:12:13.470

Henry Drinker: Hello everyone, that's on the call.

51

00:12:15.240 --> 00:12:21.030

Henry Drinker: Rather than identify yourselves publicly everyone that is speaking on this call has made the decision as a collective unit.

52

00:12:21.540 --> 00:12:26.460

Henry Drinker: Name ourselves after some of the old white men who have made habit for the racist institution that it is today.

53

00:12:27.270 --> 00:12:33.060

Henry Drinker: Some students, parents and administrators have attempted to paint are legitimate calls for change it have referred

54

00:12:33.420 --> 00:12:38.310

Henry Drinker: As an act of bullying because they're uncomfortable with the conflict necessary for radical transformation.

55

00:12:39.060 --> 00:12:43.830

Henry Drinker: And unfortunately some of these calls have been bolstered by the threat of legal action against student organizers.

56

00:12:44.820 --> 00:12:50.190

Henry Drinker: Well administrators were aware of the study and students, their preferred way of dealing with it was to limit the transparency of the event.

57

00:12:50.790 --> 00:12:57.660

Henry Drinker: And limited to a small circle of people. We wanted to make sure that is open to as many people in the biker community as possible.

58

00:12:58.140 --> 00:13:05.640

Henry Drinker: And so for that reason we've anonymized ourselves and turned off our cameras. Maybe if people are looking up our names. The learn something about Herefords history.

59

00:13:07.290 --> 00:13:15.690

Henry Drinker: Or Jesse light all posted an agenda that meant the most minimal of qualifications, we will be working through our own demands in the ways that we that we think will be most productive.

60

00:13:16.590 --> 00:13:24.510

Henry Drinker: We've also added to demands that will not explicitly outlined in our initial statement. I've been called for by by POC students on this campus for decades.

61

00:13:25.620 --> 00:13:31.350

Henry Drinker: So you'll begin with our first demand and I think from there.

62

00:13:32.490 --> 00:13:35.160

Henry Drinker: We'll settle on that demand before we move on to the next.

63

00:13:39.360 --> 00:13:40.140

Pliny Early Chase (they/them): Demand one

64

00:13:41.340 --> 00:13:50.040

Pliny Early Chase (they/them): Moving beyond the acknowledgement and following the work of Megan red shirt Shaw a Lakota person on what institutions of higher education should do respective of the land back movement.

65

00:13:50.610 --> 00:13:54.420

Pliny Early Chase (they/them): We demand at Haverford College return institutional land back to native nations.

66

00:13:55.230 --> 00:14:04.320

Pliny Early Chase (they/them): If institutional land cannot be returned to native nations have a free college should provide free higher education to Native students on the traditional homelands as land based reparations.

67

00:14:05.130 --> 00:14:17.670

Pliny Early Chase (they/them): Currently, less than 1% of the student body identifies as native and the college lacks any Indigenous Studies courses or faculty. However, we cannot continue raising the existence of indigenous communities of the past or the present.

68

00:14:21.660 --> 00:14:30.120

James magill: In terms of response. There was not much response or any response really to this in the letter we received from administration and President Raymond

69

00:14:30.660 --> 00:14:36.660

James magill: We do acknowledge that this was not part of the official list of demands, but it was very clearly highlighted in the intro

70

00:14:37.470 --> 00:14:44.910

James magill: So in response to that we just want to talk about the acronym by POC, and the I invite POC stands for indigenous

71

00:14:45.840 --> 00:14:52.620

James magill: In light of the stolen land Haverford is built on and continues to illegally occupy Haverford College will establish a reparations program.

72

00:14:52.980 --> 00:14:56.730

James magill: For any descendants of native peoples original to Pennsylvania State territories.

73

00:14:57.240 --> 00:15:06.060

James magill: This includes folks displaced in New Jersey, Delaware and federally recognized monopoly descendant native nations in the US and some First Nations in Canada.

74

00:15:07.050 --> 00:15:14.160

James magill: The college continues to profit off of the romanticized story of the pen treaty down and their admissions programming and through on campus tours.

75

00:15:14.670 --> 00:15:19.470

James magill: Following the model of Georgetown University's descendants reparations program. I'll drop a link

76

00:15:20.100 --> 00:15:25.290

James magill: No later than January 29 2021 Haverford College will officially announced that any individual

77

00:15:25.800 --> 00:15:35.940

James magill: Any manabe individual or descendant of native peoples original to PhD territories heritage. And as mentioned above, will be given preferential admission consideration at Haverford College.

78

00:15:36.630 --> 00:15:43.050

James magill: Upon admission said individuals will receive a full tuition scholarship, including room and board full cost of attendance.

79

00:15:43.650 --> 00:15:53.580

James magill: For the duration of their undergraduate career at the college this ordinance will go into effect, beginning with the 2023 to 2024 admission cycle before May 1 2022

80

00:15:54.480 --> 00:16:02.940

James magill: The college will fundraise and set aside a budget of \$300,000 for this program, which is approximately the full cost of four years at Haverford College for one individual.

81

00:16:03.750 --> 00:16:14.190

James magill: Members of the college will actively reach out to Georgetown or other institutions with comparable scholarships to research how best to create structures to endow and maintain this program financially and in perpetuity.

82

00:16:35.010 --> 00:16:36.900

James magill: We welcome your thoughts on this at this moment.

83

00:16:52.620 --> 00:17:01.350

This is Wendy, thank you very much for articulating that I am happy to have us include our response to that in our

84

00:17:02.400 --> 00:17:08.370

Our written document that we will get to you by Sunday evening as you've requested and

85

00:17:13.080 --> 00:17:19.200

I think at this point. I don't have any, any other any other questions about it. I will look forward to

86

00:17:20.160 --> 00:17:30.480

Seeing that in writing, maybe you said you loaded that in the chat. And so we have it. I don't know, but I know that part of that is already in writing, as you said in the documentation from last week.

87

00:17:33.630 --> 00:17:39.870

Is there anything else you would like to clarify to us about that. That seemed very clear to me. I'm not suggesting it wasn't

88

00:17:51.450 --> 00:17:56.670

Henry Drinker: You can move on to the second demand. If there are no more questions and we look forward to seeing your response on Sunday.

89

00:17:58.560 --> 00:18:07.350

Henry Drinker: Our second responses are a second demand something that you've already spoken to the immediate resignation of President Raymond as the chief of diversity, equity, and inclusion.

90

00:18:08.400 --> 00:18:10.890

Henry Drinker: However, we oppose the

91

00:18:12.000 --> 00:18:16.770

Henry Drinker: Appointment of Linda strong week as the chief of diversity, equity, and inclusion.

92

00:18:17.250 --> 00:18:25.830

Henry Drinker: On the grounds that in our initial demands we stated very clearly that we wanted somebody who would be held accountable to the student body rather than to the administrators

93

00:18:26.220 --> 00:18:35.940

Henry Drinker: And who would fight to protect the student body rather than the administrators and get any confirmation on that unless students themselves are actively involved in the role of

94

00:18:36.510 --> 00:18:38.610

Henry Drinker: Hiring deciding who this person will be

95

00:18:44.850 --> 00:18:55.680

Thank you for that. And I, I hope we can discuss that a bit here. My intention in stepping down immediately and our intention and my stepping down immediately.

96

00:18:56.670 --> 00:19:18.870

At your request. And it makes complete sense in many, many ways that I do so. And then in appointing Provost strong leak immediately beginning effective tomorrow on an interim basis is to have someone besides me as president be our interim CEO.

97

00:19:20.430 --> 00:19:38.280

So we're doing that for the objective of removing that responsibility from me and to someone else, I do hear you say that you would like to have student oversight of this. And so I'm not addressing that right yet. But let's pause for a moment, let's just

98

00:19:39.570 --> 00:19:48.750

I just like to remember that will get there and then that the other person who will be co Chief Diversity Officer will be in student life.

99

00:19:49.410 --> 00:19:59.400

And that is a and that's on an interim basis as well that we will have this co Chief Diversity Officer model on an interim basis.

100

00:19:59.790 --> 00:20:15.420

And we've proposed that then there be a student, faculty, staff group that will determine what the best model for Chief Diversity Officer is for. However, for college. There are many models out there and many are highly unsuccessful.

101

00:20:16.620 --> 00:20:24.990

Few are successful. The literature is clear on this and experiences really clear on this. So I want student leaders.

102

00:20:25.470 --> 00:20:44.670

Perhaps you many on this call, who would like to be involved to be in to help help decide I won't be involved in that. What is the right model for future future Chief Diversity Officer at Haverford College once we're past this interim stage.

103

00:20:45.810 --> 00:20:59.940

Now the design of the interim stage is intentional to have as I, as I said someone from student life because of the centrality of our work in the dean's office to student thriving.

104

00:21:00.510 --> 00:21:16.110

And someone from the academic side in this case the provost because of the dual strengths and or excuse me, not stress the dual centrality of academics and student live in a student's experience.

105

00:21:18.150 --> 00:21:30.660

That is not necessarily the best model in the world. There is no clarity on what the best model in the world is what we'd like to figure out is the best model for Haverford College, and I understand that your proposal is

106

00:21:31.170 --> 00:21:40.350

What you think is the best model for having for college right now. So I hope that the interim model, which we've designed, which is temporary. Hence interim

107

00:21:40.800 --> 00:21:52.260

Will be satisfactory as we work as a community to design the best model going forward for Chief Diversity Officer and then we implement that model.

108

00:21:55.560 --> 00:22:02.850

I'm not yet convinced that the model you offer is the best model. And I don't don't wish to judge that for Haverford College.

109

00:22:03.360 --> 00:22:17.910

I simply want the college to go through a process while we have an interim Chief Diversity Officer model in place to determine what the best model is for having for college and then move into that model.

110

00:22:34.500 --> 00:22:45.240

Gilbert White (they/them): Um, can you speak again to the funding that's either being moved or cut. Can you please clarify what amount of money is being moved for this initiative.

111

00:22:47.940 --> 00:22:50.160

I don't have \$1 amount today and we

112

00:22:50.160 --> 00:22:52.740

Will put that in our documentation to you.

113

00:22:53.910 --> 00:22:58.410

When before Sunday. So thank you for that question we'll clarify that.

114

00:23:04.350 --> 00:23:08.190

May also add that we will provide on a structure of

115

00:23:09.240 --> 00:23:19.140

Support also for the CO Chief Diversity Officer, is that is the interim co Chief Diversity officers again on an interim basis.

116

00:23:21.030 --> 00:23:23.310

And that's by that support. I mean,

117

00:23:25.110 --> 00:23:28.140

People at the college who are involved in

118

00:23:29.190 --> 00:23:39.930

diversity, equity inclusion thriving and anti racism work, who will work in concert with the CO Chief Diversity officers in addition to the work that they're already doing at the college

119

00:23:43.980 --> 00:23:50.280

founders hall: Um, yeah, I guess, speaking back to the CEO, I think we just want to reiterate that

120

00:23:50.640 --> 00:24:06.570

founders hall: As students. We really want somebody who's coming from the outside. Someone who won't serve administration's desires, but will be working towards on true diversity inclusion and that at the moment we prefer no one than someone who can cause more damage on this campus.

121

00:24:22.170 --> 00:24:30.000

John Coleman (they/them): I'm also interested further and the model you've created. And if they are found in any written format. If you can share that

122

00:24:33.840 --> 00:24:40.230

Sure. And just, just to share that today. I'm

123

00:24:42.390 --> 00:24:48.300

In writing to you as a as a draft form of this proposal, I'd be happy to do that.

124

00:24:50.460 --> 00:24:55.590

John Coleman (they/them): If they already created. We would love to have them as soon as possible, but I just, yeah.

125

00:24:56.670 --> 00:24:58.470

Great happy to do that.

126

00:25:21.240 --> 00:25:30.930

Gilbert White (they/them): If there is nothing else on point to demand three has been met in terms of election day, and having that off.

127

00:25:32.640 --> 00:25:39.210

Gilbert White (they/them): And holiday pay for staff who continue to work on that day. So, we will move to demand for

128

00:25:42.000 --> 00:25:52.950

Gilbert White (they/them): We demand academic leniency for bypass and or first gen low income students who are traumatized by the effects of covert and constant police violence in their communities.

129

00:25:58.950 --> 00:26:08.160

William Comfort: And Wendy in your response. You mentioned the oil your caps. Writing Center customers and cheesecakes and horizons as

130

00:26:10.500 --> 00:26:21.240

William Comfort: systems in place and we would like to talk more about to the educational policy heads. Provost Linda strong league and chairman and bolts.

131

00:26:21.630 --> 00:26:30.630

William Comfort: We ask that you guys give full transparency to the community on the actions of reform taken by FA CP and see SSP

132

00:26:31.170 --> 00:26:49.650

William Comfort: And we expect this really speaks to be released before Thanksgiving break and openly admit that the see SSP put people on academic warning as a result of the spring semester and acknowledge that this is it that that decision does not reflect trust concern and respect.

133

00:26:58.530 --> 00:27:05.130

Thank you could shoot, I'm sorry, could you repeat that last part about that was that.

134

00:27:06.870 --> 00:27:23.850

So the first part full transparency around the work of FA PC and etc etc and to get that before Thanksgiving break and then the second part was about students being placed on academic warning from spring of 2020, is that correct. Did I hear you correctly.

135

00:27:25.260 --> 00:27:26.760

William Comfort: Yes, we want to

136

00:27:28.140 --> 00:27:37.140

William Comfort: Put in place a framework within CSP. So our academic flexibility petition or similar petition for unforeseen events.

137

00:27:37.380 --> 00:27:44.190

William Comfort: Or trauma in a student's life to be taking into account when the student is up for review before the close of this semester.

138

00:27:44.580 --> 00:27:50.430

William Comfort: Once you provide guidelines to counselor with caps to encourage and assist students throughout this process.

139

00:27:50.790 --> 00:28:03.690

William Comfort: Rather than enacting unnecessary and onerous penalties on students struggling academically, have them or quit their dean or other trusted staff members to develop an academic plan related to this specific situation.

140

00:28:08.070 --> 00:28:15.570

Thank you for that. If you would provide that in writing, just as you have it there, that would be terrific. Thank you.

141

00:28:17.670 --> 00:28:20.070

So that we can focus on your clarity there.

142

00:28:27.840 --> 00:28:37.110

Henry Drinker: We also want to reiterate that we've spoken with the ACP about some of the issues that came out of the spring semester with placing people on academic warning.

143

00:28:37.710 --> 00:28:45.240

Henry Drinker: It's our understanding from our conversations with them that faculty were not aware that grades would be uncovered and students would be put on academic warning.

144

00:28:45.600 --> 00:28:59.970

Henry Drinker: As a result of the spring semester that was ended abruptly due to a global pandemic and it was an incredible breach of trust, both on the part of faculty and students those taking part of by the administration and we need an apology from the administration and

145

00:29:01.050 --> 00:29:04.500

Henry Drinker: A revocation of all of those academic warnings as well.

146

00:29:07.980 --> 00:29:08.610

Thank you.

147

00:29:13.170 --> 00:29:25.710

I have also spoken with faculty about this. So I have spoken with the faculty, the FAA PC. I have not yet spoken with the CSP. It doesn't need to be me, but I'm aware of this.

148

00:29:27.030 --> 00:29:27.990

Breach of Trust.

149

00:29:29.130 --> 00:29:30.990

And acknowledge it.

150

00:29:35.040 --> 00:29:40.830

James magill: Additionally, I will share our written responses with you after this meeting, so that you can look at them.

151

00:29:41.490 --> 00:29:43.500

And thank you so much. I appreciate that.

152

00:29:45.000 --> 00:29:55.560

I'm also happy to give you the draft in the at least the bullet points of what I laid out in the beginning of the additional work that that we are committed to

153

00:29:57.480 --> 00:30:00.810

Which I'll also include in our more formal

154

00:30:02.220 --> 00:30:04.260

Response to you by Sunday.

155

00:30:05.250 --> 00:30:05.940

Thank you.

156

00:30:35.670 --> 00:30:39.780

I don't want to interrupt. I don't know who else might be speaking, but I wanted to

157

00:30:41.010 --> 00:30:45.030

Also stay say something about demand three if if there's when there's time

158

00:30:48.000 --> 00:30:48.780

William Comfort: You can speak now.

159

00:30:50.790 --> 00:30:51.510

Thank you.

160

00:30:52.800 --> 00:30:55.620

This is an area that the faculty are

161

00:30:56.550 --> 00:31:13.950

Are investing in. And this is an area that they have have responsibility over in in collaboration with other people when we are actually talking about academic quote unquote leniency. I don't mean to use quote unquote, I mean to just use your words, specifically

162

00:31:15.630 --> 00:31:33.420

And the provost is working in collaboration with relevant faculty and Dean's leadership and I am in that collaboration as well to develop, implement and promulgated best practices in this area and

163

00:31:37.770 --> 00:31:46.350

We are looking for, even as faculty do so much in in this area and we're hearing from you, not enough.

164

00:31:47.280 --> 00:32:04.170

Or not systemically enough. We understand that systemic approaches that are built into academic administration would help make such support consistent and regular as part of the faculty student experience and I hear in what you're saying, yes, yes. You want some systemic

165

00:32:06.030 --> 00:32:13.020

changes and improvements in this and we are aligned with that with that as well. So

166

00:32:13.560 --> 00:32:22.740

That work is happening and I hope to have an update for you by Sunday and. And yet, there may not be specifics about that, but we will give this

167

00:32:23.160 --> 00:32:32.730

general statement about our support with an understanding that this is an ongoing process with faculty committees and the dean's office and the Provost Office.

168

00:32:36.120 --> 00:32:48.960

Gilbert White (they/them): We have also had complaints from both faculty and parents about academic leniency for trauma traumatized students would be soft bigotry of low expectations.

169

00:32:50.010 --> 00:32:57.990

Gilbert White (they/them): And we would like to publicly state that soft bigotry of low expectations is assuming that we cannot learn on the level of our white peers.

170

00:32:58.230 --> 00:33:07.260

Gilbert White (they/them): What we are asking is an acknowledgement that this institution was built for our white peers and it needs to change how it was built in order to function for everybody.

171

00:33:09.390 --> 00:33:10.830

I acknowledge the apps.

172

00:33:11.880 --> 00:33:12.510

Yes.

173

00:33:14.070 --> 00:33:15.870

Haverford College needs to change.

174

00:33:21.180 --> 00:33:33.180

And I know that's extremely brief, I simply want to acknowledge that strongly and and to say that I hear you in that request for acknowledgement and I offer it.

175

00:33:40.170 --> 00:33:52.590

Henry Drinker: There's only so much that you can continue to acknowledge without changing anything when you're the president of Haverford College, rather than nothing specific like you're saying on Sunday we do request that you have specific guidelines and like

176

00:33:53.760 --> 00:34:02.190

Henry Drinker: Miguel said earlier, we will make sure to send you the things that we've included already, but we will need specific guidelines for how you plan to implement these changes.

177

00:34:07.350 --> 00:34:20.700

Thank you for stating that if I may add, I'd like to take an opportunity to converse about how, although I totally understand and appreciate and accept that.

178

00:34:21.120 --> 00:34:32.430

This process is working through me as president because I am the Chief Executive Officer of Haverford College. There are many things that I do not have purview over or

179

00:34:34.710 --> 00:34:45.330

Yeah, that I do not have purview over and in the sense in the formal sense that much of what we're just talking about now is in faculty preview.

180

00:34:46.230 --> 00:35:09.630

And faculty have that role and shared governance, I sometimes am not able to provide you with or anyone with an articulation of specific guidelines, because it's in the purview of the faculty and so I'm not trying to move away from my accountability, which I have, as the President

181

00:35:10.770 --> 00:35:12.540

I will work with faculty

182

00:35:13.590 --> 00:35:15.120

Who have that preview toward

183

00:35:16.440 --> 00:35:21.300

Getting those specific guidelines articulate created articulated and

184

00:35:22.710 --> 00:35:24.510

legibly communicated

185

00:35:26.250 --> 00:35:29.460

It is a process that I don't have a timeline.

186

00:35:32.640 --> 00:35:35.220

I can't, I'm not respond. Oh, let's see.

187

00:35:36.540 --> 00:35:41.370

I can't enforce that. Exactly. I can encourage it and

188

00:35:42.960 --> 00:35:44.250

Collaborate in it.

189

00:35:45.300 --> 00:35:51.960

So it's just what I, what I really want to get across there as you. I think as you know that, but

190

00:35:52.830 --> 00:36:07.470

What I really want to get across there as I think you know is simply that although I'm President, I cannot offer answers have specific timelines and guidelines for every single thing in an honest manner because I truly do not have

191

00:36:08.550 --> 00:36:15.810

That responsibility at the college. Yes, I have overall responsibility for the college but in shared governance.

192

00:36:16.920 --> 00:36:25.650

That that particular area is in faculty shared governance. Now I want to also tell you the faculty are fully on board and working on these

193

00:36:26.940 --> 00:36:30.030

demands and their responses to these demands.

194

00:36:31.560 --> 00:36:33.390

Which is a good thing.

195

00:36:34.740 --> 00:36:39.480

founders hall: Yeah, we just wanted to reiterate a point from earlier is that we didn't meet with I think PC.

196

00:36:39.780 --> 00:36:50.100

founders hall: And we do know that they are in control of some of our events. Specifically, we're talking about problematic professors when we're talking about academic leniency. However, what we're trying to push forward is that

197

00:36:50.490 --> 00:36:56.430

founders hall: You do have an active role in working with them along with the board of managers, along with the deans of this college

198

00:36:56.700 --> 00:37:08.970

founders hall: And just to be clear that, you know, a lot of the accountability is not just on President Wendy Raymond, it is on the board of managers, it is on our team that is on our administration. And lastly, that

199

00:37:10.020 --> 00:37:13.080

founders hall: Yes, we recognize the role of faculty. However, there

200

00:37:14.250 --> 00:37:19.590

founders hall: There has, there needs to be a communication and there needs to be worked on on both ends.

201

00:37:22.230 --> 00:37:23.070

Agreed.

202

00:37:23.340 --> 00:37:24.000

Thank you.

203

00:37:45.750 --> 00:37:46.590

Pliny Early Chase (they/them): Next demand.

204

00:37:53.430 --> 00:37:58.800

Henry Drinker: Demand five we demand that the school encourage and protect student participation in supporting direct action.

205

00:37:59.580 --> 00:38:10.650

Henry Drinker: And President Raymond's response. She pointed to the CPC and the Philadelphia justice and equity Fellows Program as a tool that the college can use to support direct action in Philadelphia.

206

00:38:11.100 --> 00:38:18.570

Henry Drinker: However, this is not suitable the CPC is an organization that's structured to help Haverford students find a career.

207

00:38:19.440 --> 00:38:34.560

Henry Drinker: Not to actually help people on the ground and Philadelphia. A lot of times these interests are not aligned and we have outlined ways specifically that the college rather than formulating it through this channel of just like careerism essentially

208

00:38:36.000 --> 00:38:41.490

Henry Drinker: In terms of actually getting out institutional resources, people that need it most we've outlined ways that we can do that.

209

00:38:43.980 --> 00:38:54.960

John Coleman (they/them): And so to the board of managers. We ask that you commit to opening institutional funds to student groups for providing needed resources to students in the Bible and residents and Philadelphia.

210

00:38:55.440 --> 00:39:06.810

John Coleman (they/them): And example being bike or mutual aid committed to providing student groups who engage with activism in Philadelphia thought funds available to support people on the ground in Philadelphia.

211

00:39:07.320 --> 00:39:19.050

John Coleman (they/them): And provide these groups access to campus vehicles and supplies, such as bands for transportation tense blankets etc and do this by January 29 2021

212

00:39:31.620 --> 00:39:47.400

Charley Beever: I you know I acknowledge the demand, you know, this is not the place to make statements, one way or the other. But we hear you and will as consistent with responding in general these demands we will respond

213

00:39:49.170 --> 00:40:00.600

Pliny Early Chase (they/them): Before we don't want you to hear us. There's a difference between hearing and listening. Listening is actually processing analyzing and taking into account what we're saying. And our statements.

214

00:40:32.580 --> 00:40:33.330

Pliny Early Chase (they/them): Carrying on

215

00:40:38.790 --> 00:40:46.110

founders hall: So our next demand is we demand the institution recognized and resolve that the increased surveillance and policing amongst students in regards to

216

00:40:47.070 --> 00:40:51.780

founders hall: primarily affects students of color have always been more prominently surveilled by the campus community.

217

00:40:52.080 --> 00:40:58.290

founders hall: And in your response. You said that you do not currently have data that points to bias against pipe box students in regards to surveillance.

218

00:40:58.920 --> 00:41:06.750

founders hall: Well profiling has always existed on this campus, but especially as someone who stayed on this campus during the quarantine period and now is on campus with these two lines.

219

00:41:07.110 --> 00:41:16.470

founders hall: There's more people of color on campus were stopped and reported, so it is disrespectful for the President to maintain the position that the college is not have data plenty to bias against my

220

00:41:16.680 --> 00:41:27.090

founders hall: Students when bypass students have been profiled by campus safety for decades, working with Tom King, we expect to college will make Kobe 19 reporting data publicly available by Thanksgiving break

221

00:41:27.540 --> 00:41:36.510

founders hall: We also expect Tom king to order campus safety officers to end profiling only black residents of Ardmore and preventing them from using the campus wall right white residents.

222

00:41:36.750 --> 00:41:44.640

founders hall: Are given the benefit of the doubt, especially considering the amount of wealthy delta residents routinely breaking the nature trails restrictions throughout this pandemic.

223

00:41:45.180 --> 00:41:51.750

founders hall: Or exacerbated by the coven mentioned restrictions on campus. The practice of profile profiling left dozens of Ardmore has long been an issue.

224

00:41:54.150 --> 00:42:10.530

Thomas Chase: Versions planning group needs to release and the detailed extensive report by no later than the end of the semester, December 18 2020 and made available to the entire this by POC students have been carded to prove they are student carded

225

00:42:11.760 --> 00:42:18.960

Thomas Chase: by proxy students again have been carded to prove they are student this practice must end immediately.

226

00:42:20.040 --> 00:42:23.370

Thomas Chase: And should campus safety offers refuse to comply. They must be removed effective

227

00:42:33.390 --> 00:42:40.350

Robert B. Stevens: I would like to add that in many of the documents that we've been circulating throughout the strike. We have been paying homage to the class of 1972

228

00:42:41.310 --> 00:42:51.180

Robert B. Stevens: We had the opportunity to meet with several members of the class of 1972 earlier this week, and it is disheartening to hear that what they were dealing with 50 years ago or the same exact stories, we're telling today.

229

00:42:51.540 --> 00:42:56.520

Robert B. Stevens: Not just the experiences on campus, the timelines of their actions the responses of the institution.

230

00:42:56.940 --> 00:43:05.940

Robert B. Stevens: Is really sad that people who are my grandparents age are talking about the same issues that I'm talking about in 2020. So when we say that surveillance isn't an issue.

231

00:43:06.570 --> 00:43:15.810

Robert B. Stevens: Data is necessary to drive some change, but we don't need data to prove our claims and it is really disheartening. That the campus community would wait to take action.

232

00:43:41.370 --> 00:43:42.150

Pliny Early Chase (they/them): Your response.

233

00:43:43.980 --> 00:43:45.750

I really appreciate this.

234

00:43:46.590 --> 00:43:47.580

Additional

235

00:43:48.720 --> 00:43:59.190

These additional words to describe your response to my response. And I, I will. I will. Think about it. I am trying to absorb it now.

236

00:44:04.170 --> 00:44:22.680

I appreciate and agree that we don't need to specifically wait for data to act upon our understanding as I acknowledged in the response that surveillance of bypass people in the United States and the US.

237

00:44:23.790 --> 00:44:31.050

Power for college happens all the time and I regret this so much. And I mean that's, I don't mean to

238

00:44:32.280 --> 00:44:37.200

Make such a meaningless statement that I regret this, so much so surveillance happens

239

00:44:38.370 --> 00:44:52.620

I this is not so I will work with Tom King Mitch when and I will work with Tom King on this and I need to figure out ways forward that in addition to what you suggested, or

240

00:44:54.330 --> 00:44:57.930

In the frame of what you suggested to have

241

00:45:00.390 --> 00:45:01.350

To improve

242

00:45:02.460 --> 00:45:10.200

This environment for you for all of our bypass students for our Ardmore neighbors.

243

00:45:13.590 --> 00:45:19.920

And it's something that i i don't know as much about as I look forward to knowing in the future.

244

00:45:27.570 --> 00:45:35.400

And I was just add that it's it was helpful for me to hear that by POC students have been carted to prove they are students

245

00:45:37.260 --> 00:45:39.390

I did not know that.

246

00:45:41.190 --> 00:45:48.690

And thank you for sharing that information. This is what this is very helpful to me conversation about your experiences.

247

00:45:49.740 --> 00:45:55.800

Which are not reflected in data or evidence that I have access to

248

00:45:56.910 --> 00:46:05.940

Are very helpful to me and would be helpful to others as well as we as we make change positive change.

249

00:46:07.500 --> 00:46:08.430

In this area.

250

00:46:12.180 --> 00:46:29.490

Gilbert White (they/them): I would also like to reiterate a point earlier made. We had a meeting earlier today with the class of 72 and it is not just the carding that is repeating it is getting a response that has no timelines that has no concrete action taken.

251

00:46:30.750 --> 00:46:46.830

Gilbert White (they/them): And then knowing that they were under the same threats that they were under threat of losing being accused of forcing the campus to lose their accreditation. They were under the threats of not being able to complete their entire

252

00:46:48.120 --> 00:46:54.600

Gilbert White (they/them): coursework. And so they were going to fail that semester. And then when they see their boycott.

253

00:46:56.070 --> 00:47:02.430

Gilbert White (they/them): They acknowledged that nothing was done. And here we are. It was 72 and it is now.

254

00:47:03.690 --> 00:47:14.190

Gilbert White (they/them): And a lot of members of that class. We have lost or are getting to the age where they're in where we are close to losing them and they will not see change at a campus that they attended

255

00:47:22.590 --> 00:47:23.190

Yes.

256

00:47:25.530 --> 00:47:26.790

We are

257

00:47:29.370 --> 00:47:29.910

Here in

258

00:47:31.410 --> 00:47:35.940

Experiencing concerns that, as you have said I'm simply repeating

259

00:47:39.060 --> 00:47:47.100

We have had at Haverford College since black students were admitted to our for college and by POC students

260

00:47:48.390 --> 00:48:01.710

And yet, yes, we see that the cycle of history repeating and I am as president of Harvard College now working to provide

261

00:48:04.200 --> 00:48:10.230

foundational work that will help sustain anti racism gains that we make.

262

00:48:12.600 --> 00:48:35.610

Into the future. There have been times in between 1972 and now when there have been significant gains in, for example, the percentage of black faculty on the Haverford faculty. And that hasn't been sustained and it's an example of progress, which was applauded and

263

00:48:36.690 --> 00:48:40.620

highly valued on this campus and for many reasons.

264

00:48:42.630 --> 00:48:52.950

Was not sustained we don't see that same high percentage of black faculty now and that's a conversation. We could have, but I cited, just as an example of

265

00:48:53.730 --> 00:49:07.260

Where I am very aware of US needing to and we are working on changes for now, for you, for all of our black indigenous people of color students

266

00:49:07.920 --> 00:49:15.240

As well as staff and faculty. So we're working on those changes for now and we're working on changes that

267

00:49:15.870 --> 00:49:35.910

Implemented now will provide for sustainable change for Haverford College, because I'm so aware of our past, not only what you've articulated, which is that we overall appear to have made little progress in many areas or no progress.

268

00:49:37.140 --> 00:49:42.180

But we were, we have sometimes made progress. We've also

269

00:49:43.320 --> 00:49:47.670

Sometimes lost that progress. And so where we can

270

00:49:49.380 --> 00:49:54.510

Create foundations in this work that provide for sustainable change.

271

00:49:56.850 --> 00:50:02.520

That will be an advance compared to what Haverford has been able to do in the past.

272

00:50:03.150 --> 00:50:10.620

So, for example, to have the governing bodies. The two governing bodies of the college, the corporate Corporation and the board of managers.

273

00:50:11.010 --> 00:50:28.860

Are working on their own anti racism work towards sustainable change and governance at Haverford College and that's. Those are examples of work that aims to get us to a different future as well as a different current setting.

274

00:50:30.060 --> 00:50:43.140

So thank you for articulating for all of us here. And what are our elders and the class of 1972 have long articulated what where is where is the change

275

00:50:43.680 --> 00:50:52.080

Why isn't it happening. And those are incredible leaders for us at Haverford College and I'm really glad that you are working with them.

276

00:50:54.270 --> 00:50:57.600

James magill: Additionally, I'm wondering if any other

277

00:50:58.200 --> 00:51:05.640

James magill: Senior Staff or individuals on the board of managers have any action steps that they can commit to during this conversation in this regard.

278

00:51:12.540 --> 00:51:20.550

Charley Beever: We're I'll, I'll speak for the board, you know, the, the purpose of our presence in this conversation is to listen and understand

279

00:51:21.090 --> 00:51:30.240

Charley Beever: Better not to make commitments and Gary and I frankly couldn't make commitments on behalf of the Board. In any event, we operate by consensus.

280

00:51:30.900 --> 00:51:43.500

Charley Beever: We have to build consensus about any actions that we support or take, I think at this point there is clear commitment on the board as Wendy articulated to address our own

281

00:51:44.640 --> 00:51:51.030

Charley Beever: Shortcomings with respect to anti racism but to make commitments.

282

00:51:53.010 --> 00:51:56.040

Charley Beever: At this point I'm that that's not what we're here to do.

283

00:51:57.150 --> 00:51:58.860

Charley Beever: We are here to listen and learn

284

00:52:00.390 --> 00:52:02.700

Charley Beever: Thank you for providing us that opportunity.

285

00:52:09.180 --> 00:52:13.020

James magill: I'll quickly bump what's going on in the chat. Just so that everyone can take a peek at it.

286

00:52:17.820 --> 00:52:20.340

Pliny Early Chase (they/them): Students states allows the board and during this whole week.

287

00:52:21.690 --> 00:52:25.860

Pliny Early Chase (they/them): John Coleman states. Why isn't there a conquer consensus for anti racist work.

288

00:52:27.240 --> 00:52:39.810

Pliny Early Chase (they/them): And I want to re emphasize articulate that it is not a we as president, Raymond said, Isn't us y'all have not experienced this, it is by POC individuals is us.

289

00:52:40.740 --> 00:52:57.330

Pliny Early Chase (they/them): Clearly, have a friend that's clearly made a division between us has other us on this campus to the point that individuals do not look at us when we pass by them are white periods, look at us when we walk by them to go to class that is a division, where we're talking about

290

00:53:09.060 --> 00:53:18.660

William Comfort: And I also want to reiterate that we're not just talking to Mr beaver over there were also talking to the rest of the senior staff who has been here long before, Wendy.

291

00:53:18.990 --> 00:53:30.090

William Comfort: And who have let these interesting says go on for too long and our stings silent during this call. We would also like to hear from you, who are supposed to be leaders on this, on this institution.

292

00:53:34.500 --> 00:53:49.890

Garry W Jenkins: Well, before the senior staff jumped in. I like to jump in and just say that, you know, from the board perspective. I actually do think that there is consensus around the importance of this work.

293

00:53:50.970 --> 00:53:54.480

Garry W Jenkins: And I think that, you know, as

294

00:53:56.430 --> 00:54:10.860

Garry W Jenkins: President as Wendy said, you know, in my experience with Haverford like any organization, there is an arc of history that things move

295

00:54:12.390 --> 00:54:17.910

Garry W Jenkins: Up and down, and I think that was a great example of, you know, faculty

296

00:54:18.720 --> 00:54:30.750

Garry W Jenkins: You know numbers that were once extraordinarily high impact the highest of any small liberal arts college and then those numbers have fallen. And so I think it's really

297

00:54:31.380 --> 00:54:41.340

Garry W Jenkins: I think now that we're certainly engaged in conversations about how do we learn from that. And how do we create long term sustainable.

298

00:54:43.110 --> 00:54:47.490

Garry W Jenkins: Change at the college and you know i think that

299

00:54:49.380 --> 00:54:50.040

Garry W Jenkins: There's

300

00:54:51.330 --> 00:54:54.690

Garry W Jenkins: You know interest among

301

00:54:55.770 --> 00:55:10.980

Garry W Jenkins: The board, including the board members of color who represent a range of classes and a range of experiences and a range of backgrounds who are deeply

302

00:55:12.330 --> 00:55:29.940

Garry W Jenkins: Committed and including me. You know who feel who feel this personally from our own experience. And I don't know if you can hear it in my voice but hearing some of what I'm, you know, hearing some of the stories that even today.

303

00:55:30.780 --> 00:55:46.170

Garry W Jenkins: You know about students being carted and things that's stuff that i that is new to me. That is the first time that I've heard that about habit for today and it's certainly upsetting. And I think that

304

00:55:46.740 --> 00:55:54.750

Garry W Jenkins: You know, I think that what we're trying to do is to listen and learn and help change together. That's what we're interested in doing.

305

00:56:00.570 --> 00:56:09.090

Robert B. Stevens: So, in the interest of time, I think we're going to move on to demand seven which is a continuation of this conversation, which is an action items that you can take.

306

00:56:10.110 --> 00:56:21.060

Robert B. Stevens: And so demand seven reads we demand that Hereford college honor and credit the work of black women driving institutional change instead of sleep and credit for their continued labor and erasing their contributions.

307

00:56:21.900 --> 00:56:28.500

Robert B. Stevens: So at first like to acknowledge that it wasn't until the late 70s, early 80s. I'm not recalling the exact year that have referred

308

00:56:29.220 --> 00:56:41.700

Robert B. Stevens: Open the institution to women. So this legacy all those short has left incredible impact on the institution and it is not honored and memorialized in the same way that it is for our white and male peers.

309

00:56:42.750 --> 00:56:53.340

Robert B. Stevens: We'd also like to acknowledge that today, November 5 of 2020 is exactly three months from the date that we met last met with senior staff to discuss the demands from the black student

310

00:56:54.030 --> 00:57:02.880

Robert B. Stevens: Action, many of which have not been completely met. So when talking about the three pronged approach to making Haverford anti racist situation.

311

00:57:03.390 --> 00:57:08.700

Robert B. Stevens: You should cite your sources, because time and time again, President Raymond, and among the senior staff.

312

00:57:09.690 --> 00:57:25.050

Robert B. Stevens: Have used our demands outline and black students are using credit or inactions open letter as a platform for promoting anti racism for the college but fails to acknowledge the majority black ESRI Becky unnecessary demands that change institution.

313

00:57:26.370 --> 00:57:39.390

Isaac Sharpless (they/them): Right and President Ramin also focused on the wounds that five POC alumni could be remembered at Haverford but you know did very little to explicitly recognize the groups of organizers doing the actual work.

314

00:57:40.050 --> 00:57:53.490

Isaac Sharpless (they/them): She didn't really say thank you and wishing and being mindful is just not enough it's being a black woman going back to this demand, you know, Dean by lander and Provost Linda strongly Linda

315

00:57:54.000 --> 00:58:08.070

Isaac Sharpless (they/them): For many of us, is our first time seeing and appeared to be multitasking while eating on this call, despite the seriousness of this meeting, which we don't appreciate, but we call on the black women leaders of this campus to step up.

316

00:58:09.120 --> 00:58:16.770

Isaac Sharpless (they/them): Stop playing administrative interests over black students. I think we really need you to step up to the plate for black woman.

317

00:58:20.220 --> 00:58:21.840

Robert B. Stevens: Request that

318

00:58:21.960 --> 00:58:23.670

Devi Nambo: There'd be direct collaboration.

319

00:58:23.730 --> 00:58:28.080

Robert B. Stevens: With having for library archivists to ensure institutional memory exists.

320

00:58:28.710 --> 00:58:30.030

Robert B. Stevens: A project timeline must be

321

00:58:30.300 --> 00:58:32.040

Devi Nambo: Set no later than December 18

322

00:58:32.370 --> 00:58:37.320

Robert B. Stevens: Of this year and a set digital archive must be in existence by the end of the academic year.

323

00:58:40.470 --> 00:58:52.350

founders hall: And just for the record that have already been so many student led projects for having fruit sponsored internships or senior thesis about the work that black women and black boxes have done with very little instance institutional support.

324

00:58:52.860 --> 00:59:06.840

founders hall: These projects have gotten lost and disregarded and brushed off in the past few years alone there been so many efforts, just for the institutions actively ignore them. So look back in your records and just please site black women, please organizers.

325

00:59:16.620 --> 00:59:36.630

This is Wendy, I will, and I am sorry for my lack of doing so in the past when I when I should have and I I commit to that. And I also think that all of the recommendations, you've made here sound spot on, and are excellent and we can and we can do those and go beyond them.

326

00:59:53.100 --> 00:59:56.550

William Comfort: Do we have any words from Joyce by lender or lenders strong League.

327

01:00:04.440 --> 01:00:06.330

Joycebylander: I continue to

328

01:00:07.680 --> 01:00:30.900

Joycebylander: Listen and learn and try and understand the ways in which the college has failed you, and how I have failed you, and continue to be committed to trying to work to him to change and improve the experience for by Park students at Haverford

329

01:00:37.140 --> 01:00:54.450

Thomas Tritton: We have used to poke listen and learn like the same white man that is on the board, you have continue to stand as an individual that seems to turn a blind eye to the show stuff that's going on as a black woman that is in administration as a first year that came to this.

330

01:00:55.680 --> 01:01:05.790

Thomas Tritton: Institution, I expect you any of us to stand up and be the icon for black women on this campus yet. I've been disappointed by the amount of

331

01:01:10.560 --> 01:01:15.360

Thomas Tritton: Isolation that I've received. Basically, the lack of support that we've received from

332

01:01:16.740 --> 01:01:19.830

Thomas Tritton: You as a black woman on this board so

333

01:01:21.420 --> 01:01:31.260

Thomas Tritton: I'm not trying to hear anything that you have to say regarding that due to the fact that you haven't stood up for us. You'll never have and I doubt it. You ever will.

334

01:01:43.800 --> 01:01:57.210

I'll just share that I hear your pain and I know that something that doesn't that rings hollow for you, but I am a black woman who has lived in a black body.

335

01:01:57.750 --> 01:02:18.780

For 56 years in the United States of America. My husband is black. My children are black. Every day I worry about them and myself every day I confront racism, every day of my life.

336

01:02:20.190 --> 01:02:30.210

I understand your experience. I am not in your immediate shoes, but every day. I live as a proud black woman.

337

01:02:33.660 --> 01:02:36.990

And I am I am here in my third month

338

01:02:38.040 --> 01:02:45.300

Looking forward to working with you and looking forward to making Haverford a better place.

339

01:03:19.980 --> 01:03:21.210

Something that's been sent to the check.

340

01:03:22.290 --> 01:03:31.800

This is from from our students and injecting here. The Bryn Mawr student going back to your previous point. Mr. Jenkins. It doesn't matter. And most importantly, it should not matter.

341

01:03:32.250 --> 01:03:40.530

The percentage of bypass students at an institution to display an active progress aligning with the sentiments of Korea and and and

342

01:03:41.700 --> 01:03:50.070

And excuse me, it does not matter who is in the room. If the structures and systems that create the continued to keep who is in the room oppressed.

343

01:03:50.640 --> 01:03:55.500

If the structures and systems that have recalled have yet to change will continue to remain the same.

344

01:03:55.950 --> 01:04:11.220

That not only is the institution going to continue to marginalize and perpetuating violence on to its by Fox students, they will continue to hold white supremacy, please stop using Firefox students as tokens to demonstrate acts of progression and diversity. It is exhausting and disrespectful.

345

01:04:23.190 --> 01:04:35.610

Garry W Jenkins: I know you're not looking for a response. But I just want to say that I agree with that. And I misspoke. If I, if that was what you heard from what I said what I was talking about was an initiative.

346

01:04:37.200 --> 01:04:59.700

Garry W Jenkins: Around faculty, but I agree with you that what's important around students is belonging, and that was, but I was talking about an initiative that I was involved in when I was a student, but around faculty, but I agree with you, 100% around students and really what we're interested in is

347

01:05:01.020 --> 01:05:08.430

Garry W Jenkins: Is it that everyone at Haverford should have an outstanding experience.

348

01:05:09.510 --> 01:05:16.620

Garry W Jenkins: And a sense of belonging and the sense that this institution is as much yours as it is anybody else's

349

01:05:24.030 --> 01:05:36.210

William Comfort: I would also like to bring attention to the chat. We have a message that says this meeting has been on the docket all week and I think it is quite interesting how little you have to say this is not feel like a conversation

350

01:05:37.320 --> 01:05:37.800

William Comfort: And

351

01:05:39.000 --> 01:05:49.080

William Comfort: I just want to bring up the fact that students organizers were painted as not wanting to meet with faculty will not ask us, not wanting to meet with administration.

352

01:05:49.500 --> 01:06:09.600

William Comfort: This is the exact reason why we have put so much work and so much effort into preparing these responses that the college should have done already, just for us to come and tell you what you need to do and have no combinations of action, no real responses from the staff from administration.

353

01:06:24.330 --> 01:06:41.910

Part of part of the purpose that I understood in this conversation. It was for us to gain more clarity with one another, and I am sorry that that that that we're, we're, I'm not contributing to that if that if that's a way to interpret what's just been said.

354

01:06:43.260 --> 01:06:50.400

Part of a conversation is also to provide connection and I connection in the sense of

355

01:06:52.920 --> 01:06:54.840

Being at Haverford together.

356

01:06:55.950 --> 01:06:57.690

And working

357

01:06:59.400 --> 01:07:05.160

separately and or together toward I believe a common goal of

358

01:07:07.980 --> 01:07:19.140

Moving this institution and our practices, our systems, our structures, our policies, our culture and our norms toward anti racism. Racism, I believe that's a shared goal.

359

01:07:20.670 --> 01:07:25.110

And I, I am struggling with

360

01:07:26.430 --> 01:07:29.940

To make connect I'm struggling to make connection in ways that

361

01:07:32.040 --> 01:07:44.940

That may feel meaningful to others because I'm not even i mean i'm i'm only able to look at one screen at a time. And this is a very formal format.

362

01:07:46.830 --> 01:07:48.840

So those are some of the limitations.

363

01:07:51.480 --> 01:08:01.530

And maybe another part of the limitation is certainly the challenge of connecting emotionally and connecting with

364

01:08:03.900 --> 01:08:06.240

My incredible

365

01:08:08.820 --> 01:08:17.040

Openness and open heartedness, although you don't know many of you don't know me, many of you don't know me well.

366

01:08:18.750 --> 01:08:24.630

So you may not believe that are here that I understand. I accept that. But my open hearted.

367

01:08:27.030 --> 01:08:31.830

Journey with Haverford and of Haverford and in Haverford

368

01:08:34.080 --> 01:08:35.550

Shared with money.

369

01:08:36.810 --> 01:08:49.530

Toward this common goal and in that common goal for those that I share it with his humanity connecting with each of us as human beings.

370

01:08:50.340 --> 01:09:05.610

Recognizing that I will never understand what it means to be a person of color or be black or be indigenous in the United States. I am a white woman with considerable unearned privilege.

371

01:09:08.400 --> 01:09:09.510

founders hall: So moving on.

372

01:09:11.070 --> 01:09:13.440

founders hall: The next segment that's really, really important.

373

01:09:13.830 --> 01:09:22.650

founders hall: Is that we demand that the school phrase of framework to deal with problems medical professors and generate spaces of accountability, the Honor Code is not enough and never has been. And I think

374

01:09:22.950 --> 01:09:28.170

founders hall: This is where we can start creating these timelines and where you all can, you know, help us out with this one.

375

01:09:28.950 --> 01:09:36.660

founders hall: And so you proposed, you know, the provost will do a lot of these planning committees and all these things. But what will the provost to all of this.

376

01:09:37.320 --> 01:09:51.390

founders hall: We need to hear from Linda and Rob specifically you've provided know timelines regarding these redundant and effective committees and drawn out conversations. Additionally, this response only really discusses issues between faculty not student interactions with faculty

377

01:09:55.980 --> 01:10:03.930

James magill: Finishing that out. Students are bound to the social honor code, whereas professors are allowed to get away with discriminatory and harmful behavior have been for years.

378

01:10:04.230 --> 01:10:12.570

James magill: Because there's no serious process for students to hold them accountable. This is a model just to preface that and can be worked on between faculty administration.

379

01:10:13.320 --> 01:10:23.430

James magill: The college will put in place a formal direct process intended to hold professors accountable for specific incidents of discrimination, as well as for cultivating a generally discriminatory classroom atmosphere.

380

01:10:23.640 --> 01:10:30.480

James magill: Including but not limited to a racist, sexist homophobic classist elitist trans phobic or sexually predatory environment.

381

01:10:31.260 --> 01:10:39.750

James magill: The reporting process will specifically allow students the option to identify themselves or remain anonymous. But in either case, each submission will be reviewed and considered

382

01:10:40.590 --> 01:10:49.350

James magill: A body will be formed to receive these reports elected entirely by the student body and composed a 50% students 25% faculty and 25% administrators

383

01:10:50.040 --> 01:10:57.120

James magill: Students will be compensated for this work this body will not be punitive but wanstead communicate concerns to a given Professor make concrete.

384

01:10:57.390 --> 01:11:02.220

James magill: Recommendations and provide resources for how they might change their thinking or behavior moving forward.

385

01:11:02.970 --> 01:11:08.700

James magill: Should there be multiple reports across multiple semesters. However, with few changes on the professor professors behalf.

386

01:11:09.060 --> 01:11:14.490

James magill: A formal report will be made to the provost new Diversity Officer and department head for that Professor

387

01:11:15.240 --> 01:11:25.200

James magill: In addition to receiving and reviewing reports his body will also conduct anonymous course feedback at the end of each quarter with questions specifically asking about the inclusive nature of each Haverford course.

388

01:11:26.040 --> 01:11:31.020

James magill: A summary of the feedback will then be given to each professor and they will address any concerns with their class.

389

01:11:31.650 --> 01:11:40.350

James magill: A timeline and budget will be made and released to the Haverford community for the creation of this process, no later than January 29 2021 beginning of the spring semester.

390

01:11:40.770 --> 01:11:53.190

James magill: Ended initial report made on its progress by March 1 2021 elections for the positions will be concluded by October 15 2021 and the process will go into effect in the spring semester 2022

391

01:11:54.060 --> 01:11:57.840

James magill: The time between the elections and the formal enactment of the process will not be idle.

392

01:11:58.260 --> 01:12:07.050

James magill: The body will spend time designing their organizational structure, establishing guidelines and preparing the necessary documents forms and procedures for their function to go smoothly in the spring.

393

01:12:07.710 --> 01:12:12.630

James magill: Again, this is a model that can be reworked with faculty and with administration. Thank you.

394

01:12:13.950 --> 01:12:21.240

Archibald MacIntosh they/them: We also want to say that we are funded by the paternalistic suggestion that bypass faculty are in need of mentorship.

395

01:12:21.690 --> 01:12:27.240

Archibald MacIntosh they/them: That they do not understand the kind of work that they must do in order to succeed at Haverford or is teacher scholars

396

01:12:27.600 --> 01:12:34.680

Archibald MacIntosh they/them: Is not an adequate response we demand in line with the demands made by black students resisting further action and they're open letter.

397

01:12:34.890 --> 01:12:42.270

Archibald MacIntosh they/them: The reevaluation of tenure and promotion guidelines to center this specific and exceptional kind of work done by bypass faculty

398

01:12:42.540 --> 01:12:55.530

Archibald MacIntosh they/them: This includes both the affirmation shadow work, but also the adequate valuing of non traditional forms of scholarship and areas of interest, almost always be valued in traditional institutional policies.

399

01:13:04.530 --> 01:13:11.760

Is, is that that's a new piece of the demands. Am I understanding that

400

01:13:15.660 --> 01:13:27.000

James magill: Not necessarily new but a revision, something that we would have hoped for the administration to provide but they did not. So doing the work that we thought needed to be done in the first place.

401

01:13:36.420 --> 01:13:49.920

Thank you. We are fab see has also working on this issue as well with faculty there have been three emergency meetings for Pepsi call tomorrow to address these issues. So we will respond

402

01:14:07.980 --> 01:14:14.250

black squirrel 2: Nine we demand that the school continue to pay the school students who are participating in the straight

403

01:14:14.970 --> 01:14:23.790

black squirrel 2: And your response and said that students who elect not to work will be eligible to receive up to 20 hours of compensation for scheduled that last work.

404

01:14:24.600 --> 01:14:39.870

black squirrel 2: We just want to reiterate and that no response. We need a firm commitment that students who refused to show up for work through the duration of this Drake will continue to be paid. And again, if you reach our attainable demands, you will not hold up students pay

405

01:14:43.170 --> 01:14:50.550

Felix Morley (they/them): Proud to stay districts in its have been working emotionally, physically and mentally. They should be compensated for this work that they have done.

406

01:15:07.860 --> 01:15:11.820

Henry Drinker: Should we take your silence as a commitment to pay students strikers for the duration of the strike.

407

01:15:12.810 --> 01:15:22.440

And sorry, I was waiting to be sure. Then I wasn't interrupting. No, I didn't know you should not. That is not something we will do

408

01:15:23.970 --> 01:15:28.260

Paste. Paste students for time invested during the strike.

409

01:15:38.010 --> 01:15:43.260

Henry Drinker: You're saying if all other demands are met, you will hold back on ending the strike because you do not want to pay Student workers.

410

01:15:46.260 --> 01:15:54.120

I don't think I have complete control at the moment on ending the strike, and I thought we were not going to talk about the strike that was a

411

01:15:54.330 --> 01:16:02.880

Condition. I'm not calling you on this. I don't want to talk about the strike because that was a condition that I agreed to when we went into this meeting.

412

01:16:04.140 --> 01:16:09.660

Thomas Tritton: I'm pretty sure that if you agree to admit the fact that you're not willing to speak that you're not willing to pay strikers

413

01:16:10.230 --> 01:16:18.810

Thomas Tritton: Then you should be able to explain why and give like you should be able to discuss the entire situation if you're willing to go ahead and say that

414

01:16:19.170 --> 01:16:29.040

Thomas Tritton: Then you stand as a representative for that case. So now we're going to go ahead and as you. What is your reasoning behind that. And if you really feel like you're going to gain anything from that.

415

01:16:30.150 --> 01:16:30.510

Thomas Tritton: Period.

416

01:16:34.650 --> 01:16:36.510

I'm happy to continue to engage

417

01:16:37.680 --> 01:16:45.900

There was a note in the chat from Clyde daily saying Wendy may have misunderstood the question she already committed to 20 hours per week.

418

01:16:46.380 --> 01:16:53.490

We already committed to 20 hours, period. And I think that's the nature of the question. And part of the nature of the question.

419

01:16:53.880 --> 01:17:15.990

But I also understood. In addition, there's a call from students leaders here to pay you for the work you've done during the strike, which isn't related to any campus work that you also do. Am I correct in that that you're asking for continuation of

420

01:17:18.510 --> 01:17:25.980

I think this is a request for two things continuation of being paid for work. You've missed and campus jobs.

421

01:17:27.210 --> 01:17:36.900

Is that the only part I thought there was a second part, and maybe I did misunderstand. So first, is that a request beyond the 20 hours that we've already committed to

422

01:17:38.670 --> 01:17:47.160

Henry Drinker: I think he may have misinterpreted the demand, it's, it's to pay Student workers who've missed campus hours as part of their on campus job duties.

423

01:17:47.190 --> 01:17:52.650

So thank you for clarifying. I did misinterpret. I'm sorry. My apologies. I'm

424

01:17:54.270 --> 01:18:05.670

We're committed to paying the 20 hours. I'm hoping that through the work that you are doing we are doing in this conversation and the work

425

01:18:06.300 --> 01:18:29.730

And the document that will provide with updated timelines and budget information and better. I hope more clarity about the concrete nature of what we've committed to that we will get to a point where those 20 hours will cover what has been lost for our student workers during the strike.

426

01:19:07.440 --> 01:19:14.430

I'm having trouble keeping track and I don't know if others are of the chatter net, which is has been very helpful for people to read from the chat.

427

01:19:15.540 --> 01:19:17.790

And I'd appreciate that folks would do that.

428

01:19:18.390 --> 01:19:34.380

Pliny Early Chase (they/them): On emphasize Carolyn Carolyn Carolina liana, you have to understand that majority faculty, students are committed to the strike and by not paying us throughout the strike you are making a statement, you are not supporting your students. And with that will be carrying on.

429

01:19:49.980 --> 01:19:50.400

Felix Morley (they/them): 10

430

01:19:51.450 --> 01:20:08.130

Felix Morley (they/them): We started, we do man we demand that no student that staff or faculty partaking in a steak face financial academic or professional retribution or guarantees of any kind. Your response was done. And so, Miss work shifts and compensating them after 20 hours talks about how this

431

01:20:10.290 --> 01:20:13.380

Felix Morley (they/them): Yeah, you said estimates will miss work issues and cons.

432

01:20:14.310 --> 01:20:25.020

Felix Morley (they/them): In saving them for 20 hours and our response was, we need a firm commitment that up to individual faculty faculty. Many of them have already weaponized unruly bias powers against

433

01:20:25.320 --> 01:20:36.990

Felix Morley (they/them): By Park FT Li students in their classrooms, as we've previously previously addressed, we need a firm commitment that students who have been participating in a stripe will not receive any academic penalties.

434

01:20:37.680 --> 01:20:46.500

Felix Morley (they/them): The senior staff should hold themselves directly accountable for the smaller as a consequence for routinely disrespecting Black and Brown students and

435

01:20:47.070 --> 01:20:55.170

Felix Morley (they/them): Is entirely preventable the strike night and it took President Raymond has a clear commitment on this issue, saying that the repercussions that have

436

01:20:55.560 --> 01:21:05.040

Felix Morley (they/them): Adult out or would it in sort of justice ignores that the academic penalties, they've acted on by public storage in the past appalling completely shore up the goal.

437

01:21:11.580 --> 01:21:17.820

I'm sorry to hear that. In that context, you say the strike will not. And I think there is

438

01:21:18.480 --> 01:21:26.280

Incredible work being done in response, not only to your demands and well beyond the demands in anti racist work.

439

01:21:26.820 --> 01:21:39.120

I also acknowledge that you may not be satisfied with that work and that is everyone's right and privilege to have satisfaction or dissatisfaction.

440

01:21:39.690 --> 01:21:54.060

As President of Harvard College. I have a dual responsibility first to your formal education so that you will receive that education with faculty in the classroom laboratory

441

01:21:54.450 --> 01:22:05.550

Student excuse me studio and field. So we need, we do need to get back to the classroom. And I also have a responsibility for

442

01:22:06.810 --> 01:22:15.480

This investment and anti racism work and we can do them both simultaneously and we must do them both simultaneously.

443

01:22:19.050 --> 01:22:38.490

Thomas Tritton: There's no point in having suddenly thousand dollars being paper and education. If we cannot continue to have that education as equally just as important as everyone else. So there's your expensive as the bus bus like our necks out here to try and

444

01:22:39.570 --> 01:22:51.780

Thomas Tritton: educate ourselves, but you're not giving us the proper resources for it. And then when we go ahead and protest that you're not giving us the opportunity in the environment in order to do so.

445

01:22:52.710 --> 01:23:07.080

Thomas Tritton: So you can't see here and expect us to just accept the fact that we're going to protest are unjust education and then risk getting kicked out for it. That's not that makes no sense.

446

01:23:07.980 --> 01:23:15.480

Thomas Tritton: It. This is about a environment of trust and concern and respect, then you should respect this enough to understand what we're saying.

447

01:23:15.840 --> 01:23:22.530

Thomas Tritton: And have concern for our situation enough to see that what we're going through and accommodate in order to make it better.

448

01:23:22.920 --> 01:23:36.810

Thomas Tritton: And more just for every single person involved and trust that we know what we're saying. When we say that this is a unjust environment, and we want better for ourselves. So

449

01:23:37.860 --> 01:23:41.160

Thomas Tritton: You can't. You're not making any sense in the same

450

01:23:45.390 --> 01:23:57.150

I apologize for not making sense. I do understand that there are many unjust aspects of the environment that we are in at Haverford College. I also understand that.

451

01:23:58.230 --> 01:24:12.780

You are here to get a formal education in the classes that you're enrolled in toward your full education as a human being here at Haverford and beyond. And that is the institutions.

452

01:24:13.830 --> 01:24:32.520

Role and goal and and we are all here for that. If you choose to not participate in your classes, then you are not and we are not engaging in your education and that means that

453

01:24:33.840 --> 01:24:45.960

There are consequences to your choices. I'm not speaking just to you, but to everyone is to a student's choice to be engaged in the formal part of this education or not. And so far.

454

01:24:46.500 --> 01:24:57.060

We have committed to no repercussions about this, about students not being in classes during the strike because this has been a very productive time

455

01:24:57.720 --> 01:25:05.670

And faculty have had have made lots of different choices about whether to continue to hold classes, not hold classes in support of the strike.

456

01:25:06.360 --> 01:25:27.090

And hold our alternative ways of being an education with you and that has been fine and it cannot go on indefinitely. It cannot go on very much longer without an enormous impact on our an enormous negative impact on our ability to provide you with a formal

457

01:25:28.410 --> 01:25:40.710

College education, which is the mission of Haverford College. It is the central mission of Haverford College and so I am looking forward to ways of

458

01:25:42.240 --> 01:25:58.260

Engaging all of us in that formal education as we are right now and have been all week, even during the strike and moving the anti racism agenda forward with accountability, we must do both.

459

01:26:01.980 --> 01:26:10.710

founders hall: Just want to clarify on one thing, especially about when we talk about formal education and about sort of the stop the halt of education during the strike.

460

01:26:11.820 --> 01:26:20.010

founders hall: Education has continued in fact I would argue that it's increased during this time, the amount of resources that have been spreading across the Community.

461

01:26:20.250 --> 01:26:29.910

founders hall: The teacher citizens that are occurring that are talking about racial justice and how they have to do with people's majors, with a focus on history action is done planning for abolition at Haverford

462

01:26:30.210 --> 01:26:38.820

founders hall: Education has continued. It just has centered around anti racist work and to claim that that is not formal education, I think, is not only disrespectful to

463

01:26:39.150 --> 01:26:48.450

founders hall: faculty who are working on the sit ins were a part of them, but also disrespectful to anti racist education, which is so critical, and which is often

464

01:26:49.110 --> 01:27:00.810

founders hall: Not the focus at Haverford. And so I just want to be very clear that education hasn't necessarily halted the syllabus that were in place, perhaps, yes, but not education.

465

01:27:03.780 --> 01:27:09.450

Henry Drinker: That we sorry. We've also wanted to say that in our meeting with FA PC they express their support for these teachings.

466

01:27:09.870 --> 01:27:16.380

Henry Drinker: As people have mentioned in the comments over fourth of the student body have attended some teachings today and today's the first day of these teachings.

467

01:27:16.740 --> 01:27:25.860

Henry Drinker: Were getting faculty support for these teachings and there's talks about faculty sending their students to these teachings, rather than their classes in order to satisfy credit hours.

468

01:27:26.820 --> 01:27:34.050

Henry Drinker: All of this is beside the point. Because I think that you've latched on to this idea about the strike being indefinite without acknowledging that this demand.

469

01:27:34.350 --> 01:27:46.320

Henry Drinker: All it's asking is that you do not punish students academically premise class time throughout this time so I don't know the fact that you're saying that education is not happening at all. It's just incorrect like blatantly incorrect.

470

01:27:47.700 --> 01:27:54.060

Henry Drinker: And we've already laid out ground works and steps. You also want to point to something that was forwarded by the FAA PC.

471

01:27:54.540 --> 01:28:01.380

Henry Drinker: An article entitled How to count to 42 instructional hours reflecting on Spring 2020 and looking ahead to fall 2020

472

01:28:01.830 --> 01:28:14.940

Henry Drinker: which outlines all of the various ways that faculty can get to 42 credit hours in ways that are not traditional to a classroom environment as this pandemic, because obviously lent classroom environments obsolete traditional classroom environments.

473

01:28:18.000 --> 01:28:34.020

I'm sorry that I didn't. If I did not mean to state that education wasn't happening during the strike, and I'm sorry if I did state that that would have been a misstatement. What I meant to emphasize is the formal education as some as you said the classroom education.

474

01:28:35.070 --> 01:28:39.720

That we must deliver here at Haverford College to give you

475

01:28:41.070 --> 01:28:49.770

Course credit toward graduation and toward a bachelor's degree, the incredible learning that you and so many others are are

476

01:28:50.310 --> 01:28:58.410

Encountering both in the teachings, which I also agree are terrific. I have not participated, because I wasn't invited but I

477

01:28:58.890 --> 01:29:12.900

I understood. I've read about them and all of the incredible learning that has been done informally and organically and and organized by black student leaders has been fantastic. This week that's

478

01:29:14.430 --> 01:29:33.900

That's different than and in addition to what we do as a in a formal education here and I as President must also get us back to formal education you have through your leadership and through color through faculty work as you've cited through teachings and otherwise.

479

01:29:36.840 --> 01:29:37.920

instigated

480

01:29:39.300 --> 01:29:53.370

Faculty and students together, thinking about how they will change their pedagogy their syllabus. Their methodologies now and going into the future that work is happening and will change courses.

481

01:29:54.030 --> 01:30:00.480

Formal courses when when we get back into those that have been suspended during the strike.

482

01:30:00.930 --> 01:30:11.190

And will change formal courses that have been continuing during the strike. So there is an intersection between the new educational opportunities that we have

483

01:30:12.180 --> 01:30:23.910

You have experienced and others have experienced at Haverford College and the formal educational experience that was already in place and will continue, some of which will be changed, and some of it will

484

01:30:25.530 --> 01:30:26.880

Perhaps not be changed.

485

01:30:28.770 --> 01:30:36.090

James magill: So what are the administration's thoughts on a pass fail semester we need to move on. It's 332 so I'm going to ask this question, and I'm going to keep going.

486

01:30:37.530 --> 01:30:45.750

James magill: Because the conditions regarding coven 19 that created the need for a pass fail semester last semester are the same, if not worse this semester.

487

01:30:47.190 --> 01:30:54.330

James magill: So that completely aside from the strike and what has been going on is reason enough to consider a pass fail semester, we'd like a response about that.

488

01:30:56.850 --> 01:31:08.940

Would you like for me to respond when it yes fantasy and I actually discussed this today. This is another one of the things that they will be discussing tomorrow as with the with the full faculty and a PC.

489

01:31:12.180 --> 01:31:29.340

Off I'll add that one of the limitations that has already been raised in that conversation with fantasy is the just, just as a point of information, not to say this isn't where the faculty will go, but that in the code semester of spring.

490

01:31:30.360 --> 01:31:35.670

Many, many institutions were doing pass fail. And so there isn't an any

491

01:31:36.900 --> 01:31:45.840

Negative impact for an institution that does pass fail when that's generic and as you go out into the world. No one will worry that you don't have grades.

492

01:31:46.380 --> 01:31:56.790

For spring 2020 in this environment and fall 2020 that has not been the case. And so there's just express the concern that some have said and and that

493

01:31:57.120 --> 01:32:09.480

If Haverford College goes to pass fail that when you are applying to graduate school, when you are applying for positions that there could be a differential negative impact on that. So we just want to take that possibility into consideration.

494

01:32:11.940 --> 01:32:17.190

Gilbert White (they/them): But would the pass fail option not have the same option as last semester where we could uncover it

495

01:32:17.400 --> 01:32:18.210

Would it would

496

01:32:19.230 --> 01:32:23.160

It would blood. And so, so that could be that could just be fine.

497

01:32:24.420 --> 01:32:25.920

Yet for those. Yes.

498

01:32:39.810 --> 01:32:51.600

To the student who just wrote with that is that a commitment. No, it's not. This isn't faculty per view. So as as strongly said this is going through the educational policy committee to the full faculty

499

01:33:23.040 --> 01:33:30.450

Henry Drinker: Moving on to demand 11 we demanded the bike. Oh, stop its violence against disabled students in Wendy's original response.

500

01:33:30.900 --> 01:33:36.270

Henry Drinker: You spoke about EDS and facilities there conduction of an accessibility deficiency survey.

501

01:33:37.140 --> 01:33:44.610

Henry Drinker: And you talked about caps as mandated reporting laws as well as campus safety reviewing mental health history emergency explorations.

502

01:33:45.390 --> 01:33:47.460

Henry Drinker: But we have a variety of responses to this.

503

01:33:48.180 --> 01:33:55.350

Henry Drinker: Beginning with our demand for a more representative cap staff, whose practice is informed by the racial and economic origins of mental illness.

504

01:33:55.650 --> 01:34:01.560

Henry Drinker: And the acknowledgement of structural disparities in diagnosis and healing services. So if I beginning of fall 2021

505

01:34:02.160 --> 01:34:11.640

Henry Drinker: The entire center must begin recurring cultural responsive therapy or similar trainings and consultations, as has been recommended by previous counselors and professors at the college

506

01:34:12.210 --> 01:34:21.150

Henry Drinker: Potential people and organizations to provide this training can include join justice collaborative fire. We'd collective it ha beam subtly Russia water.

507

01:34:21.870 --> 01:34:27.630

Henry Drinker: Elliot foo foo qui magic. We are organizing strategies Harriet's apothecary, and more. There are many options.

508

01:34:28.230 --> 01:34:40.980

Henry Drinker: At the beginning of the spring 2021 semester. The college should place hate student representatives on the hiring committee for, caps, caps counselors and increased transparency between students and administration you every step of the caps hiring process.

509

01:34:44.790 --> 01:34:53.850

Kim Benston: Also reiterating our demand that for the abolition of mandated reporting of mental health details to police CPS and or administrative authorities.

510

01:34:54.300 --> 01:35:06.270

Kim Benston: So abolition here means rendering obsolete. So by spring semester 2021 we want specific guidelines for what is subject to mandated reporting at Haverford College and we'd like that for that to be publicized

511

01:35:06.720 --> 01:35:15.630

Kim Benston: There should be separate workshops for both mandated reporters and students on what mandatory reporting entails to prevent over reporting and reporting without consent.

512

01:35:16.290 --> 01:35:26.850

Kim Benston: Students should also be informed of their right to use hypotheticals in avoiding mandatory reporting and students should also be given over 24 hours prior notice before a report is made.

513

01:35:34.470 --> 01:35:34.890

Sorry.

514

01:35:35.340 --> 01:35:41.280

Gilbert White (they/them): Further requirements for verification or documentation from a licensed professional for academic and housing.

515

01:35:41.310 --> 01:35:51.720

Gilbert White (they/them): Accommodations must be eliminated or worked around for this is exclusionary to low income and bypass students for whom barriers. These barriers are most prevalent.

516

01:35:52.200 --> 01:36:00.510

Gilbert White (they/them): However, it should completely provide completely free access to diagnostic assessments and subsequently necessary resources for those seeking accommodations

517

01:36:01.050 --> 01:36:03.630

Gilbert White (they/them): From a health service provider of the students choice.

518

01:36:04.140 --> 01:36:19.590

Gilbert White (they/them): Beginning of spring 2021 and a knowledge of the severely damaging and exclusionary criteria for accommodations, even with financial support accommodation should be provided for low income and bypass students by increasing accessibility on campus.

519

01:36:20.700 --> 01:36:27.360

Gilbert White (they/them): Across the board by the beginning of the fall semester 2021 this acknowledgement should look like, but is not limited to

520

01:36:27.840 --> 01:36:32.580

Gilbert White (they/them): Three regular wheelchair accessible transportation from apartments to up campus.

521

01:36:33.330 --> 01:36:42.990

Gilbert White (they/them): less strict attendance policies and like leniency for late assignments. This could be implemented by using mental health as a legitimate reason for absence or lateness

522

01:36:43.560 --> 01:36:48.060

Gilbert White (they/them): increased transparency and the results of the accessibility deficiency surveys

523

01:36:48.570 --> 01:36:58.050

Gilbert White (they/them): Requirement of content warnings from professors for readings that include anti blackness slavery. Rape, abuse that phobia and accessory.

524

01:36:58.500 --> 01:37:19.470

Gilbert White (they/them): Etc generally more a em a widespread initiation of programming related to disability of culture on campus more speakers and workshops on the topic of car several able ism in the medical industrial complex led by those directly impacted death friendly recreational recreational events.

525

01:37:22.200 --> 01:37:32.100

Gilbert White (they/them): And disability service disability studies courses and faculty sign languages sign language course taught by those who are knowledgeable or in depth culture.

526

01:37:32.730 --> 01:37:43.260

Gilbert White (they/them): And significant measures towards accessibility at all large events scholarships specifically for disabled people that aren't determined by GPA and financial support for those

527

01:37:43.710 --> 01:37:58.170

Gilbert White (they/them): I'm completely student run project. Let's chapter on campus for further demands. See, and will link this in the chat. The SW DCC SUVs demands.

528

01:38:00.840 --> 01:38:12.600

William Comfort: Also, the man consequences for professors who neglect necessary accommodations for students once again and an acknowledgement of the severely damaged in and exclusionary criteria for our for our

529

01:38:13.410 --> 01:38:24.330

William Comfort: Academic accommodations, there should be an increase in consideration for accessibility, but all our free professors, there should be encouraged by recurring faculty training.

530

01:38:24.600 --> 01:38:32.280

William Comfort: Led by experts who embodied the diversity of experience held within the disability community beginning fall semester 2021

531

01:38:34.020 --> 01:38:40.950

William Comfort: Furthermore, campus safety should never be called during a mental health crisis, unless the student expressly consented prior

532

01:38:41.520 --> 01:38:48.180

William Comfort: Mental health, mental illness is a health issue of police issue. Therefore, beginning spring 2021

533

01:38:48.510 --> 01:39:01.650

William Comfort: Can't be saved. He shall be called during a mental health crisis without student consent. Instead, the call shall create a crisis intervention team composed of professional counselors, rather than law enforcement or campus safety.

534

01:39:11.760 --> 01:39:28.080

Those many additional requests and specific requests and the timelines there I you know from some of my responses already that we cannot exceed to some of those demands because of legal requirements around caps and reporting.

535

01:39:29.400 --> 01:39:45.780

And yeah and and so will will respond in detail to the original to this. And I think there's still some areas where we won't be able to see overlap because of those legal responsibilities.

536

01:39:49.260 --> 01:39:56.310

Gilbert White (they/them): I'm in terms of the legal responsibilities. Can you read the outline for this discussion, which ones you cannot budge on

537

01:39:56.940 --> 01:39:57.330

You know,

538

01:39:58.410 --> 01:40:04.950

So that's about reporting in terms of some some caps reporting that must be done.

539

01:40:06.150 --> 01:40:07.110

And

540

01:40:08.730 --> 01:40:13.410

That's the one that I can recall right now. If someone else can jump in there. I think they're

541

01:40:15.570 --> 01:40:16.080

Too.

542

01:40:16.230 --> 01:40:21.660

Joycebylander: There's certainly a some some ADA requirements for

543

01:40:23.970 --> 01:40:38.850

Joycebylander: Accommodations and Disability Services and the college does provide financial support for students who cannot afford to have the testing that is required to obtain these things. The college has that in place now.

544

01:40:41.370 --> 01:40:45.360

Gilbert White (they/them): On personal experience of requesting accommodations

545

01:40:45.870 --> 01:41:01.320

Gilbert White (they/them): I was told that I would have to get the funding myself I was not provided that funding. So while that framework may be in place, it is not publicized to students that they can get financial aid and it is often miss misleading to students when they go into receive accommodations

546

01:41:02.370 --> 01:41:05.310

Joycebylander: Thank you for sharing that with me. I didn't, I'm stoked.

547

01:41:06.810 --> 01:41:08.340

James magill: I have also received that response.

548

01:41:15.090 --> 01:41:20.520

Henry Drinker: With regard to the mandated reporting. You want to re emphasize the demands that we've laid out.

549

01:41:21.570 --> 01:41:29.430

Henry Drinker: Are mostly to provide information both to counselors and to students about what their rights are so I can understand how any sort of legal issues can arise from that.

550

01:41:30.150 --> 01:41:43.650

Thank you. Thank you know that is not a problem at all that clarity that accessibility to that information should be there and and I'm hearing you that it's not. And that should be improved.

551

01:41:45.810 --> 01:41:48.870

We'll talk with Phil Rosenberg and work on that.

552

01:41:54.870 --> 01:41:56.820

Gilbert White (they/them): Moving to demand 12

553

01:41:59.070 --> 01:42:15.780

Gilbert White (they/them): The we demand more robust aid and support for queer and trans students of color, which would include an increase of multiple caps therapists who are specialized in counseling queer and trans students on the senior staff no later by February first

554

01:42:16.980 --> 01:42:28.740

Gilbert White (they/them): 2021. Additionally, there needs to be an annual cap survey sent out to students who access cap services in order to ensure an effective and problematic counselors are not a part of caps.

555

01:42:30.180 --> 01:42:42.060

Gilbert White (they/them): We approve of the measures taken to allow students to visit off campus therapists and the details that must be outlined and implemented by the start of the spring semester, no later than February 1

556

01:42:42.600 --> 01:42:52.230

Gilbert White (they/them): There must also be steps taken to ensure that counselor counselors who specialize in counseling LGBT q plus clients and bypass clients are included in this network.

557

01:42:55.980 --> 01:43:00.270

Archibald MacIntosh they/them: We also demand reserve hours for LGBT q plus students with

558

01:43:01.140 --> 01:43:07.350

Archibald MacIntosh they/them: therapists who specialize with LGBT Q folks and this should be instituted by no later than Thanksgiving break

559

01:43:07.560 --> 01:43:18.480

Archibald MacIntosh they/them: We also demand holding both professors and and the Committee on standing on students standing in programs accountable to providing academic leniency when students come forward about working through trauma.

560

01:43:37.470 --> 01:43:52.110

Thank you again I will talk to Phil about those. And I saw a question in the chat. When can we hear back from the conversation. You'll be having with Phil will have that conversation tonight, tomorrow, and it'll be part of what we send to you by Sunday.

561

01:43:55.800 --> 01:44:13.980

Gilbert White (they/them): Also, we need to place special emphasis on the removal of problematic caps therapists, because we had on staff a therapist who both actively laughed at a student who was going through a traumatic experience they

562

01:44:25.110 --> 01:44:29.520

I lost audio with this person. Gilbert White's name.

563

01:44:44.550 --> 01:45:00.600

Pliny Early Chase (they/them): Continue over Gilbert was saying they were just saying that there have been, I think, the person who's retired as a counselor for caps was actively telling LGBT q plus queer individuals to

564

01:45:02.550 --> 01:45:05.610

Pliny Early Chase (they/them): Start being queer basically and to go through

565

01:45:07.890 --> 01:45:12.570

Pliny Early Chase (they/them): Yeah, this is not being queer. And basically, there needs to be more vetting and there needs to be

566

01:45:14.670 --> 01:45:28.020

Pliny Early Chase (they/them): A better dentist to be obviously a stronger system where there were these type of counselors are not out here spewing out violence and causing even more trauma when they're supposed to be creating a space of healing.

567

01:45:30.270 --> 01:45:30.720

Pliny Early Chase (they/them): So,

568

01:45:30.780 --> 01:45:36.660

James magill: The bump what's being said in the chat this counselor actively supported conversion therapy and I

569

01:45:37.770 --> 01:45:38.970

James magill: Would you like to respond to that.

570

01:45:39.510 --> 01:45:41.760

Yes. Not acceptable and

571

01:45:42.810 --> 01:45:50.940

I didn't know that until now I perhaps I don't know about how that was known and not dealt with and that is not acceptable.

572

01:45:52.890 --> 01:45:59.490

So here, as you know from at least one other conversation we had around surveillance.

573

01:46:00.390 --> 01:46:09.180

I am I and others are limited by what we we don't know, and I realized that's a global statement and one can find fault with my not knowing

574

01:46:09.900 --> 01:46:33.360

However, I it we we will add put in robust reporting opportunities so that that kind of situation is reported by students who are experiencing it with the I realize it's trauma to do that. And I don't know how to get that information. Otherwise, and so that I commit to

575

01:46:34.500 --> 01:46:38.430

Certainly there are ways to do that. And that is the professional meant

576

01:46:40.800 --> 01:46:56.640

The professional oversight that happens in caps. That is a way and and that could be a way of catching these things, but students, please let me know lead choice. No lead. Yes, I know who will take an action.

577

01:46:57.450 --> 01:47:06.060

Joycebylander: I appreciate that one of your recommendations is that we will have a semi annual survey of from students about

578

01:47:06.450 --> 01:47:20.460

Joycebylander: Our students who have worked in caps so that we can have. It's a user survey and it's important, and I really appreciated that being part of it. And certainly since I've never heard this information.

579

01:47:21.660 --> 01:47:34.800

I am so sorry to learn this and have that promulgation of harm on students, wherever that happened. I, I am so sorry to know that from you.

580

01:47:37.650 --> 01:47:43.590

Henry Drinker: To reiterate, to reiterate a comment from the chat. This is why students need input in the hiring process. And that's exactly

581

01:47:51.570 --> 01:47:52.770

That sounds good to me.

582

01:47:53.910 --> 01:47:58.710

I will talk to Phil about that and move forward. Thank you.

583

01:48:01.980 --> 01:48:03.930

Pliny Early Chase (they/them): On violence has been done on by police.

584

01:48:04.950 --> 01:48:09.930

Pliny Early Chase (they/them): We demand that the college terminate all relationships with the Lower Merion police department alone.

585

01:48:11.040 --> 01:48:17.460

Pliny Early Chase (they/them): However Township police any police department and actively work toward police and presented by abolishing

586

01:48:18.240 --> 01:48:34.140

Pliny Early Chase (they/them): This demand was previously made by BSI in the open letter, and yet continues to be ignored by the administration. Therefore, in addition, the colleges will also divest both in and of themselves from any partnerships that may exist with companies that rely on prison labor.

587

01:48:37.620 --> 01:48:47.250

Henry Drinker: On clarify that the LM I m PD and all police department exists solely to protect capital and perpetuate terrorists violence against those whose trauma and oppression, the capitalist system profits from

588

01:48:47.850 --> 01:48:55.530

Henry Drinker: The college truly supports the health of having heard students. Lower Merion and Philadelphia area citizens in the college continues to exploit on numerous friends.

589

01:48:55.920 --> 01:49:03.000

Henry Drinker: And it is it is in the best interest to end all relationships with LM PD and any other police departments that the Haverford College.

590

01:49:04.590 --> 01:49:10.230

Henry Drinker: communicates with this includes any police department that we have previously hired from as many campus safety officers are

591

01:49:13.980 --> 01:49:19.800

Does that I'm saying, like, there are things that happen to students are worse and worse. Therefore, don't

592

01:49:20.400 --> 01:49:20.640

Know,

593

01:49:22.620 --> 01:49:23.790

Muted suddenly

594

01:49:28.950 --> 01:49:36.720

Henry Drinker: Just to continue, as I said, Many campus safety officers are ex police officers and this practice of hiring ex police officers needs to end immediately.

595

01:49:37.320 --> 01:49:44.760

Henry Drinker: It's unacceptable that we are forced to repeat ourselves on this front, especially in light of the egregious harm that police officers have brought to different students in recent weeks and long before

596

01:49:45.240 --> 01:49:51.210

Henry Drinker: Part of credited crediting and honoring the work of BS ROI includes taking all of their demand. Seriously, including this one.

597

01:49:55.740 --> 01:50:04.890

Thank you. I give credit to be Sri for initially raising this request in the summer, and I did respond that we will not

598

01:50:05.400 --> 01:50:21.210

Stop our relationship with the Haverford Township police department or the Lower Merion Township police department because of their role in important areas of campus safety, such as if there were an active shooter on campus.

599

01:50:22.440 --> 01:50:28.410

And so we cannot sever those relationships and we will not sever those relationships.

600

01:50:29.640 --> 01:50:45.300

Yet I hear I understand I do know about systemic police violence and that and and I hear you. In the concerns and the request of not hiring ex police officers in this in this regard and

601

01:50:46.080 --> 01:51:05.400

I will have that conversation and Mitch Wayne will with with Tom king who is retiring at the end of this year, and I think there are other aspects of our campus safety operation and considerations that we can think about. In addition to this, that will that can move us forward.

602

01:51:06.990 --> 01:51:19.110

In a new framework for student care and well being, that that may include some of what you're asking for explicitly and may be inclusive of other ways to move forward.

603

01:51:39.030 --> 01:51:48.450

I'm not seeing all the chat. But I see this one, there is a clear difference between calling police for an active shooter and choosing to continuously hire former officers. Do you not see that difference

604

01:51:48.810 --> 01:51:57.570

I do see that difference I acknowledge that difference. I simply need to have more conversation about what's what's going on about hiring.

605

01:51:59.490 --> 01:52:01.440

Former officers and

606

01:52:03.480 --> 01:52:20.010

And and thinking broadly about what we're doing with campus safety, I hear that we that you have and we have the US at Haverford College concerns about campus safety and we take that very seriously.

607

01:52:22.440 --> 01:52:30.390

Mitch ween is the senior staff person who oversees campus safety and I will work with Mitch on these requests.

608

01:52:34.890 --> 01:52:48.150

Henry Drinker: Well, I don't have the exact stats on this I would bet pretty much my life six things that it's more like a black person on this campus will be shot by police than shot by an active shooter see your stance that we're having police on campus in order to protect from

609

01:52:50.100 --> 01:52:55.380

Henry Drinker: Active shooters or people who'd want to shoot at the university, I think kind of underscores that

610

01:52:56.430 --> 01:53:10.200

Henry Drinker: don't really understand the risk that police officers carry for black people and to that you're prioritizing the safety of white students or the safety of black students because statistically in almost every sense of the of that word, statistically, that's not true.

611

01:53:13.620 --> 01:53:17.520

James magill: Additionally, briefly, it seems like students are having a hard time on muting

612

01:53:18.690 --> 01:53:20.670

James magill: Is that an issue on

613

01:53:22.050 --> 01:53:22.830

James magill: The host half

614

01:53:24.150 --> 01:53:24.570

Pliny Early Chase (they/them): Thank you.

615

01:53:29.340 --> 01:53:35.340

Pliny Early Chase (they/them): If any other comments are done for this demand we can carry on to a final one.

616

01:53:37.860 --> 01:53:50.220

If anybody's having a problem. I'm muting themselves. Please let me know in the chat, there may have been a setting accidentally changed in middle but folks have been able to unmute themselves for the duration of the session. So we'll make sure that that continues.

617

01:54:02.100 --> 01:54:03.780

Pliny Early Chase (they/them): Before we carry out of our demand.

618

01:54:04.800 --> 01:54:21.630

Pliny Early Chase (they/them): The reason why you gave us President Reagan was to an active shooter situation. So why are the police, the advertiser police called anyone, anytime bestseller Allah stores parties or not when

619

01:54:22.710 --> 01:54:38.610

Pliny Early Chase (they/them): The boisterous laughs team or baseball teams throw parties. These have happened every single night. So these are some intentional profiling of the bypass students on campus. Well, we're just trying to express our joy and happiness. Relax.

620

01:54:39.990 --> 01:54:46.470

Pliny Early Chase (they/them): So we're going to carry on to our final demand which is we demand for an entirely renewed Black Cultural Center.

621

01:54:47.670 --> 01:55:01.860

Pliny Early Chase (they/them): Again we demand for an entirely renewed Black Cultural Center, the houses current state eliminates the neglect and lack of priority, the House faces, which is a direct reflection of how black students on campus are treated by the larger community.

622

01:55:03.060 --> 01:55:10.920

Pliny Early Chase (they/them): Black students as well as the House are seen as disposable and only have a purpose. When the college wants to parade donors through the house or publicize your students.

623

01:55:11.640 --> 01:55:22.980

Pliny Early Chase (they/them): Black students on this campus need an entirely new building created with their best interest in mind, rather than building that was hastily constructed do to previous black student our current elders from 1972

624

01:55:24.210 --> 01:55:24.810

Pliny Early Chase (they/them): boycott.

625

01:55:26.430 --> 01:55:32.400

Pliny Early Chase (they/them): In solidarity with our Latinx peers and the continued the ratio of their work. We also demand a Latinx center.

626

01:55:34.470 --> 01:55:44.490

founders hall: There have been various conversation conversations with members of the administration, most recently with President Reagan and D binder last week, promising to the center to be constructed

627

01:55:45.210 --> 01:55:50.880

founders hall: Time and time again, these conversations have been this managed by other members of the administration and

628

01:55:51.330 --> 01:56:07.950

founders hall: Yet get another indication that the inclusion of and support for students of racial ethnic minority backgrounds is not a priority for the college a timeline needs to be created and publicly posted to assure Herefords commitment to black and Latino communities on campus.

629

01:56:12.630 --> 01:56:23.760

Henry Drinker: It's also shameful that every single time these conversations come up. The answer is that there's not enough money, and yet every single time that we come onto campus for the first time there's a new building be constructed up campus so

630

01:56:24.330 --> 01:56:27.960

Henry Drinker: It's not enough anymore for you to say there's not enough money, because clearly you're building something

631

01:56:32.160 --> 01:56:37.530

Robert B. Stevens: And just to highlight a few examples of the Ways and the conditions of the Black Cultural Center.

632

01:56:38.100 --> 01:56:48.480

Robert B. Stevens: There are many times we understand that facilities blips happen but there have been many times over the past three years where the BCC did not have heat in the winter, but really freezing overnight.

633

01:56:48.960 --> 01:56:59.940

Robert B. Stevens: There has been water damage, just for context, our shower is on the second floor above the staircase or shower is concave and there has been drywall damage on the steps below.

634

01:57:00.720 --> 01:57:09.450

Robert B. Stevens: That has repeatedly been painted over and patched up without addressing the structural damage and facilities refuse to pay for a plumber to come and fix the building.

635

01:57:10.470 --> 01:57:16.350

There have been multiple incidences with kitchen appliances not working and just the

636

01:57:18.390 --> 01:57:24.330

Loops and holes that we have to go through to apply for funds to fix these basic necessities of the house is just

637

01:57:25.650 --> 01:57:30.180

It shows the lack like said previously, it just shows the lack of care for the black students and the McAfee

638

01:57:31.830 --> 01:57:46.380

James magill: Additionally, when two students did work extremely hard to receive funds to repair the house from the facilities fun one particular staff member who shall not be named here, but I'm more than happy to mention them in another circumstance completely mismanaged these funds.

639

01:57:47.430 --> 01:57:52.440

James magill: And did not allow for the full allocation of the money that was supposed to be given to us to be used.

640

01:57:52.770 --> 01:58:03.870

James magill: Did things without our permission. After two students did the entire amount of work to receive funds for it. Additionally, about app appliances not working. When the dishwasher broke, I believe.

641

01:58:04.920 --> 01:58:10.170

James magill: Facilities came and took it and replace it with cabinets, instead of just fixing the dishwasher.

642

01:58:10.590 --> 01:58:15.630

James magill: So if we're talking about respect there has been absolutely none, including one the doors lock.

643

01:58:15.930 --> 01:58:30.750

James magill: Sometimes the doors won't lock. Sometimes they only lock. There have been multiple instances when leaves dirt etc blows into the house because the doors won't close and stay closed. There are numerous this happens consistently throughout the year. And there's been nothing done about it.

644

01:58:33.120 --> 01:58:43.650

Joycebylander: I can tell you that Denise Allison has been working with students and with facilities has had

645

01:58:44.190 --> 01:59:05.460

Joycebylander: A meeting with has had several conversations and has a meeting scheduled with Don Campbell to go over the list of repairs and things that the I read house needs and it is our expectation that we will move through that list and make the repairs that are on that list.

646

01:59:12.300 --> 01:59:29.640

Pliny Early Chase (they/them): On top of these conversations are talking about the repairs. We, as we said the man. We want conversations being held by you all by the corporation. But what managers to start planning out the new construction of the construction of a new building. We want to Taiwan.

647

01:59:41.280 --> 01:59:42.180

That sounds good.

648

01:59:43.980 --> 01:59:46.020

I'm happy to provide that timeline.

649

01:59:47.490 --> 01:59:52.530

Ultimately, I don't, I don't know that we'll be able to do that. Between here and Sunday and

650

01:59:53.220 --> 02:00:01.020

And yet for the Latin next center that is that is correct that I'm I've been for the time that I've been here. I've been in those conversations, and I understand.

651

02:00:01.440 --> 02:00:15.090

That that has dragged off dragged on for for many years and we have made a commitment to establish a Latin next center, not to build one though that is an option down the road.

652

02:00:16.140 --> 02:00:22.500

And and yet. And now I hear this second request, both in right now to

653

02:00:25.140 --> 02:00:44.400

To as as Joyce such would happen to maintain the BCC while we are looking toward the possibility of an I'm not committing here yet to this, and yet I I am hearing you and listening to this demand this request for an entirely this demand for an entirely renewed Black Cultural Center.

654

02:00:48.150 --> 02:01:01.530

For such a project we. Yes. So I'll just, I think I'll leave it at that. And I'm sorry to hear about the state of disrepair disrepair of a BCC. I did not know about that.

655

02:01:28.200 --> 02:01:30.990

Henry Drinker: That is the end of the demands that we listed out

656

02:01:32.700 --> 02:01:50.880

Henry Drinker: Are there any. Anybody have a question in the chat from Macintosh to the other members of senior staff, my castle and a West Figueiredo Megan Fitch just Lord Jesse Lytle Chris Mills Linda strong leak or Mitchell, we have anything to offer in regards to the demands be made.

657

02:01:54.120 --> 02:01:56.670

Do Chris here class of 82

658

02:01:59.430 --> 02:02:06.510

If things are wrong. They need to be fixed and when they're fixed the fixes need to stick

659

02:02:07.530 --> 02:02:11.640

And if the fixes are not enough, they need to be remedied.

660

02:02:12.660 --> 02:02:15.720

And there's no end to the timeline for that.

661

02:02:17.400 --> 02:02:33.780

It needs to be a commitment and a priority and sustained and the college needs to be held accountable for the promises that are made. So I hear you and I'm I'm particularly touched, and I apologize if I sound like I'm getting worked up

662

02:02:35.220 --> 02:02:39.690

What I hear this. Your story of the profiling.

663

02:02:41.400 --> 02:02:45.450

And talking about the class of 72 columns, who were here a little bit before me.

664

02:02:47.550 --> 02:02:50.760

I know Jim and Gabe.

665

02:02:51.930 --> 02:02:52.680

And one

666

02:02:54.120 --> 02:02:58.110

And it is such great pain.

667

02:02:59.550 --> 02:03:03.450

To hear that what they went through continues to this day.

668

02:03:04.980 --> 02:03:05.640

And

669

02:03:09.300 --> 02:03:10.320

That has to end.

670

02:03:12.990 --> 02:03:14.010

And when I say

671

02:03:15.060 --> 02:03:18.060

When you talk in the chat about the story. I don't mean that.

672

02:03:19.410 --> 02:03:23.520

to diminish what you're saying. I mean by the account. I'm a journalist.

673

02:03:24.570 --> 02:03:27.180

That's just how I talk

674

02:03:29.280 --> 02:03:30.180

But it has to end.

675

02:03:31.230 --> 02:03:33.000

And it has to change.

676

02:03:43.050 --> 02:03:46.410

I'll share with you that I came here to have preferred

677

02:03:49.170 --> 02:04:05.310

To do this work with Wendy and I still am committed, I am still committed to doing the work I'm committed to getting to know the students committing to getting committed to getting to know have a for better. I was at my last institution for 18 years

678

02:04:06.600 --> 02:04:10.050

So I usually I stay around the bit and

679

02:04:11.430 --> 02:04:14.730

I'm looking forward to be here and doing the good work with you all.

680

02:04:26.010 --> 02:04:28.170

Hi everybody this is Jesse light all

681

02:04:29.910 --> 02:04:33.870

This has been moving and powerful. And I want to thank you all.

682

02:04:35.550 --> 02:04:44.040

I don't want to pile on empty words. But I do want to say I I hear and feel the lack of trust you have, of course, the institution deserve it.

683

02:04:45.150 --> 02:04:47.460

And it's on us to repair that

684

02:04:48.510 --> 02:04:55.050

And so i again i don't have filled up with empty words but I that's what i can do in a little black box on a screen. And so I commit to that.

685

02:04:56.610 --> 02:05:02.100

I also want to raise that one of my roles here is chief sustainability officer and

686

02:05:02.760 --> 02:05:07.770

I'm particularly concerned and this hasn't been part of the demands, but I hope it's part of our conversation moving forward.

687

02:05:08.190 --> 02:05:18.960

about environmental justice and the impact of the climate crisis on black and brown communities around the world. But here in Philadelphia. And that's something that

688

02:05:20.040 --> 02:05:25.920

really motivates my work and, I hope, I hope that can be part of our conversation moving forward to. Thank you.

689

02:05:36.600 --> 02:05:44.730

Megan Fitch: I can't add a lot of substance to what has already been said, Chris speaks my mind significantly more eloquently than I ever could.

690

02:05:46.680 --> 02:05:50.070

Megan Fitch: I have worked this afternoon and had been working to listen.

691

02:05:51.540 --> 02:06:10.230

Megan Fitch: From the heart in in to truly better my understanding of your experience and fully commit myself to everything that I can do to make this happen for the best place, it can be for you.

692

02:06:11.490 --> 02:06:11.940

Megan Fitch: I will

693

02:06:17.010 --> 02:06:35.280

See a question in the chat from A, B, and C student can you commit to vacating your positions of effective change does not occur if the accountability group sets that as a standard. And if I fail to deliver on that and they say that that's the standard. Absolutely.

694

02:06:36.630 --> 02:06:37.350

Absolutely.

695

02:06:39.030 --> 02:06:42.720

I think we can do this. I'm so sorry that we haven't

696

02:06:44.100 --> 02:06:46.710

But yes, I will commit to that.

697

02:06:49.890 --> 02:07:01.020

Mitchell Wein: Yeah, this is Mitch. Wait. Thank you, Chris, I agree. I learned an awful lot and very appreciative of the time that students and others have provided

698

02:07:02.250 --> 02:07:16.320

Mitchell Wein: In this setting and agree with Chris's comments as well. In my role get to be action oriented. And I know that's absolutely where we are today and committed to seeing that happen. Thank you.

699

02:07:18.900 --> 02:07:25.380

Thomas Tritton: Find me. Are you willing to commit to the same I'm president as your fellow board members have

700

02:07:27.750 --> 02:07:28.620

Absolutely.

701

02:07:30.270 --> 02:07:30.840

Yes.

702

02:07:32.220 --> 02:07:36.420

I am here for this work. And if I am an impediment. If

703

02:07:37.830 --> 02:07:46.110

I am not the way forward as president, and there are, there is a better way for having for college to do that. Absolutely.

704

02:07:47.850 --> 02:07:53.250

As do. I've been here three months, but should I yes, absolutely.

705

02:07:55.680 --> 02:08:03.600

Michael Casel: And just responding to some of the questions in the chat about the endowment and divestment we you know we communicated in their responses.

706

02:08:04.380 --> 02:08:21.300

Michael Casel: Some information in terms of some of the exposures in the endowment and also put in timelines in there on collecting additional data and then having those ongoing discussions on on these items with investment committee so you know this is something that is an ongoing topic.

707

02:08:22.380 --> 02:08:32.010

Michael Casel: We're trying to provide the data with regard to what you're asking. And these are ongoing discussions that we have with with the committee and the investment firms with which we invest

708

02:08:34.050 --> 02:08:36.480

Jess Lord (he/him): Everyone this is this is just Lord. And I just want to

709

02:08:38.190 --> 02:08:51.690

Jess Lord (he/him): Make a particular comment, which is to say that first of all thank you to all of you for the work that you have done and for what you've brought forward to us and for this community and particularly for bypass students

710

02:08:52.950 --> 02:09:02.610

Jess Lord (he/him): And to say that to really affirm that as part of listening and learning truly listening is also to really

711

02:09:03.750 --> 02:09:12.390

Jess Lord (he/him): Pull in that this isn't just about this list of demands that this is really calling on us to change the framework for how we are thinking about the work that we are doing

712

02:09:12.870 --> 02:09:22.020

Jess Lord (he/him): And that's happening across senior staff, I can't, I'm not speaking from my, my colleagues, but from what I'm observing and just affirming that an admission. We're certainly working that

713

02:09:22.590 --> 02:09:30.840

Jess Lord (he/him): To do that, which is to make sure to be way more aggressive and take responsibility so that it's not requiring you to always call up

714

02:09:31.200 --> 02:09:40.560

Jess Lord (he/him): Where there are issues in the institution. And there's been a lot of eye opening for all of us in this conversation and just wanting to take ownership over that and and stating a commitment to

715

02:09:41.790 --> 02:09:47.130

Jess Lord (he/him): To taking that ownership in our areas of responsibility, such that it doesn't need to be brought up by all of you.

716

02:10:02.670 --> 02:10:08.040

Are we ready to move on to talking about next steps. I don't mean to interrupt. If we're not

717

02:10:15.720 --> 02:10:18.960

So next steps for me are to

718

02:10:21.600 --> 02:10:33.990

To get you a revised response as you have asked in the conditions that you've asked so that includes timelines and budgets additional clarity and legibility

719

02:10:35.190 --> 02:10:35.880

And

720

02:10:37.470 --> 02:10:48.180

Really concrete actions. So we will get that to you by Sunday night. Our goal is to get it to you before then to allow you to have time to look at it over this weekend.

721

02:10:50.130 --> 02:10:52.530

How does that sounds good.

722

02:10:54.240 --> 02:10:55.530

As you have asked

723

02:10:57.750 --> 02:10:59.340

So that's a next step and then

724

02:11:02.460 --> 02:11:08.160

The other part. I wanted to ask about is, is there a way that we can be in conversation, each day.

725

02:11:09.180 --> 02:11:18.060

With we meeting some myself and some members of senior staff and some part of

726

02:11:19.170 --> 02:11:36.330

The, the use black student leaders who would could be able to have clarifying conversation around the documents that will exchange today. Thank you for offering to to provide some of the materials that you have spoken today so that we can have

727

02:11:37.470 --> 02:11:40.650

Have that not just in our memory. But in what you've already written

728

02:11:41.190 --> 02:11:49.860

And I'll, as I said, I'll send you the list of aspects that we are committing to that I spoke about at the beginning, but I would

729

02:11:50.250 --> 02:12:08.580

Appreciate being able to be in conversation with you over zoom or by phone to be sure that we're I'm clear on questions that I have that you're able to express any aspects that you'd like to express verbally, is there a way that we can set that up.

730

02:12:10.590 --> 02:12:14.430

Say once a day, Friday, Saturday, Sunday.

731

02:12:16.500 --> 02:12:23.430

Henry Drinker: We can send you an email that includes some of our written out responses to demands that I've been met and maybe set up some of the guidelines.

732

02:12:24.900 --> 02:12:37.080

Henry Drinker: We were thinking you could send documents you've been working on at the end of each day and then you can send comments revise things by the next day, sort of continue that until we can come to some kind of consensus by Sunday.

733

02:12:41.040 --> 02:12:55.470

Okay, I just want to make sure I understand that you would like you would welcome us to send daily the status of where we are and any documentation supporting that status for your review and commentary

734

02:12:56.880 --> 02:12:57.660

James magill: Through Sunday.

735

02:12:58.470 --> 02:13:00.120

Yeah, sorry, through Sunday.

736

02:13:01.470 --> 02:13:12.570

Great that, that sounds terrific. Am I also hearing you would prefer to do it only that way and not have an opportunity to speak by phone or zoom

737

02:13:14.310 --> 02:13:15.270

Just to confirm

738

02:13:19.440 --> 02:13:20.430

Henry Drinker: Yeah, I think written. Yes.

739

02:13:24.390 --> 02:13:30.540

Pliny Early Chase (they/them): Also, who will who will be the point person from admins and the boredom images side of Emily was

740

02:13:31.410 --> 02:13:35.370

Jesse Lytle for the president's office on the on the senior staff.

741

02:13:37.230 --> 02:13:43.890

And with whom should I work on your side, I've got a got a generic gmail account I can keep sending to

742

02:13:45.420 --> 02:13:59.250

But, you know, if things are time sensitive. Sometimes it's if I could. I don't want to put anybody on the spot, but sometimes it's helpful to be able to send a text or pick up a phone. I don't want to leave people hanging or having to check their inbox is all day, whatever works.

743

02:14:02.760 --> 02:14:03.840

Pliny Early Chase (they/them): Email attached below.

744

02:14:04.470 --> 02:14:07.800

Pliny Early Chase (they/them): Disrupt the house at GMAIL.COM will work well.

745

02:14:09.690 --> 02:14:11.940

Okay, disrupt Haverford Gmail.

746

02:14:15.900 --> 02:14:18.300

Yes. Okay. Right. Thank you.

747

02:14:23.910 --> 02:14:28.770

Any other next steps that people wish to clarify or add

748

02:14:39.600 --> 02:14:46.680

Thank you all. Thank you, everyone. Thank you again to all of our student leaders are really

749

02:14:47.940 --> 02:14:57.690

my gratitude to you is enormous and my acknowledgement of the labor that you've done and the ways in which you have

750

02:14:59.850 --> 02:15:05.130

Invested in in yourselves as Haverford students and

751

02:15:06.570 --> 02:15:14.700

For Haverford students in the future and reaching back through Haverford time to

752

02:15:15.750 --> 02:15:19.410

Our elders from the class of 1972 and

753

02:15:20.580 --> 02:15:22.140

And for all all of the

754

02:15:23.160 --> 02:15:24.330

talents and

755

02:15:25.890 --> 02:15:27.210

Pain and

756

02:15:30.960 --> 02:15:47.400

Emotion and intellect that you've brought to this work, and I'm very grateful. Thank you. So I look forward to continuing to work with you tomorrow, Saturday, Sunday and and

757

02:15:49.500 --> 02:15:50.490

Looking forward.

758

02:15:50.760 --> 02:15:51.600

To the future.

759

02:15:52.410 --> 02:15:54.510

Our anti racist progress.

760

02:15:55.740 --> 02:16:02.940

Pliny Early Chase (they/them): Also to clarify, where will the who will be sending the recording of this whole zoom call and the transcript.

761

02:16:03.870 --> 02:16:04.770

I hope the recording.

762

02:16:07.770 --> 02:16:13.500

founders hall: Also, just want to do a final announcement to the community that we are having a sit in tonight.

763

02:16:13.770 --> 02:16:29.550

founders hall: 9pm founders green. Please be socially distance and where your mask. This is just so that we can recap the organizing of this past week, and also further organize ourselves as a community as yes, we're going to have to continue doing the work. So, yeah.

764

02:16:37.080 --> 02:16:40.290

Thank you everyone. Take care. Bye bye.