

1. **\*Introduction\*** “ Moving beyond this acknowledgement and following in the work of Megan Red Shirt-Shaw, a Lakota person, on what institutions of higher education should do respective of the Land Back movement, we demand that Haverford College return institutional land back to Native nations. If institutional land cannot be returned to Native nations, Haverford College should provide free higher education to Native students on their traditional homelands as landbased reparations. **Currently, less than 1% of the student body identifies as Native and the College lacks any Indigenous studies courses or faculty. Haverford cannot continue erasing the existence of Indigenous communities of the past or the present.**”

a. **Our Response/Deadline:** You speak a lot about BIPOC. You know what the *I* stands for, correct? In light of the stolen land Haverford is built on and continues to illegally occupy, Haverford College *will* establish a reparations program for any descendants of Native Peoples original to Pennsylvania state territories; this includes folks displaced in New Jersey, Delaware, and federally recognized Lenape descendant Native Nations in US and some First Nations in Canada. The College continues to profit off of the romanticized story of the Penn Treaty Elm in their admissions programming and through on-campus tours. Following the model of Georgetown University’s [Descendants Reparations Program](#), no later than January 29, 2021 Haverford College will officially announce that any individual Lenape individual or descendant of Native Peoples original to PA state territories heritage (and those mentioned above), will be given preferential admission consideration at Haverford College. Upon admission, said individuals will receive a full-tuition scholarship, including room and board, (Full-cost of attendance) for the duration of their undergraduate career at the college. This ordinance will go into effect beginning with the 2023-2024 admissions cycle (Before May 1st, 2022). The college will fundraise and set aside a budget of \$300,000 for this program, which is approximately the full cost of 4 years at Haverford college for one individual. 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.

2. **We would like President Raymond to immediately resign from her position as Chief of Diversity, Equity and Inclusion. The position is better left vacant than held by someone wholly unqualified for the job.**

a. *Wendy’s response:* “As president, I will convene by December 1 a CDO

*Advisory Group of students, faculty, and staff to recommend the best way forward for a CDO structure for Haverford. This will include budget and organizational support, and how to fill that role at Haverford, with the goal of appointing a new CDO effective no later than July 1, 2021.”*

- b. Our deadline: This does not meet our demand; Wendy must resign immediately, regardless of the current hiring freeze. We are also deeply uncomfortable with your role in choosing the successor of this position, and ask that you release a public apology for self-appointing yourself for this role as a white woman. The students on this advisory group should be included in the decision making process as to who is hired.
  - c. Responding to the changes made by President Raymond at the meeting, we request that rather than appointing another Chief of DEI without any student feedback, that the position remain unfilled until proper student consultation has been taken into account. The same committee of students that will be in charge of hiring the Chief of DEI will be tasked with implementing the funding approved for this position.
3. **“Election Day and Wednesday”**
- a. Thank you for your commitment to this demand.
4. **“We demand academic leniency for BIPOC and/or FGLI students who are traumatized by the effects of COVID and constant police violence in their communities.”**
- a. *Wendy response: mentions OAR, CAPS, writing center, Customs, Chesicks, Horizons...etc. “I will ask our Task Force on Retention & Persistence (discussed further in Section XI below) to devote a portion of its research work to learning more from these student experiences. Dean Joyce Bylander, Provost Linda Strong-Leek, and I will engage with faculty and deans on long-term structures as well as immediate efforts to create failsafe means of support for BIPOC and FGLI students. Some of this work has already begun within both the Dean's Office and FAPC (Faculty Affairs and Planning Committee), focusing on reorganizations of support structures and changes to the language and resultant framework of CSSP, respectively.”*
  - b. Our timeline/deadlines: To the Educational Policy Heads, Provost Linda Strong Leek and Chair Marilyn Boltz - We ask that you give full transparency to the community on the actions of reform taken by FACP and CSSP, and we expect

this to be released before Thanksgiving break. Openly admit that the CSSP put people on academic warning as a result of the Spring semester and acknowledge that the decision does not reflect trust, concern and respect immediately. Put in place a framework within CSSP to allow Academic Flexibility Petition or a similar petition for unforeseen events or trauma in a student's life to be taken into account when the student is up for review before the close of this semester. Provide guidelines to counselors with CAPS to encourage and assist students throughout this process. Rather than enacting unnecessary and onerous penalties on students struggling academically, have them work with their dean or other trusted staff member to develop an academic plan related to their specific situation.

**5. We demand that the school encourage and protect student participation in supporting direct action**

- a. *Wendy response: Haverford College is a non-for-profit institution. Mentions CPGC, "Philadelphia Justice and Equity fellows program" "While I understand the desire to have Haverford demonstrate its commitment to anti-racism through charitable contributions to worthwhile causes, this is not an avenue the College will take."*
- b. Our timeline/deadlines: To the Board of Managers, we ask that you commit to opening institutional funds to student groups who are providing needed resources to students in the Bi-Co and residents in Philadelphia (an example being Bi-Co Mutual Aid). Commit to providing student groups who engage with activism in Philadelphia funds available to support people on the ground in Philadelphia and provide these groups access to Campus vehicles and supplies (vans for transportation, tents, blankets, etc). You must do this by January 29th, 2021. There should be no reason that the college cannot provide funding for student initiatives dedicated to uplifting and planning with activists in Philadelphia.

**6. "We demand the institution recognize and resolve that the increased surveillance and policing amongst students in regards to COVID-19 primarily affects students of color, who have always been more prominently surveilled by the campus community."**

- a. *Wendy: The College does not currently have data that point to bias against BIPOC students within campus efforts to monitor and respond to health and*

*safety concerns related to COVID-19. I have asked my colleagues in the Operations Planning Group to evaluate and revise our monitoring and response systems around student health and safety so we will be better able to understand the extent and nature of any patterns of bias and then address them.*

- b. **Our reiteration:** It is disrespectful for the president to maintain the position that the college does not have data pointing to bias against BIPOC students when BIPOC students have been profiled by campus safety. Working with Tom King, we expect the college will make Covid-19 reporting data publicly available by Thanksgiving Break. 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 while White residents are given the benefit of the doubt - especially considering the amount of wealthy DelCo residents routinely breaking the nature trail's restrictions throughout this pandemic. While exacerbated by the COVID-19 restrictions on campus, this practice of profiling Black residents of Ardmore has long been an issue. Operations Planning Group needs to release a detailed, extensive report by no later than the end of this semester, December 18, 2020 and made available to the entire campus. BIPOC students have been "carded" to prove they are a student. This practice must end immediately, and should Campus Safety officers refuse to comply, they must be removed effective immediately.
7. **We demand Haverford honor and credit the work of *Black women* driving institutional change instead of taking credit for their continued labor and erasing their contributions.**
- a. *Wendy's response: "I wish always to give credit and am mindful of previous errors of omission, of co-opting, and/or being perceived to co-opt others' work" [...]*
  - b. Our timeline/deadline: When talking about the "three-pronged approach" to making Haverford an anti-racist institution, cite your sources. Time and time again, President Raymond has used the demands outlined in BSRFI's Open Letter as her platform for promoting anti-racism, but fails to acknowledge the majority Black women a part of BSRFI that gave President Raymond the necessary demands to enact action in the institution. President Raymond

focused on the way that BIPOC alumni could be remembered at Haverford but did little to explicitly recognize the groups of organizers doing the work. President Raymond failed to thank these groups. “Wishing” and being “mindful” is not enough. And speaking of Black women, Dean Bylander and Provost Linda Strong-Leek - who, Linda, for many of us this is our first time seeing and appeared to be multi-tasking with eating on this call despite the seriousness of this meeting - we call on the Black woman leaders of this campus to also step up. Please stop weighing administrative interests over Black students. We need you to step up to the plate for Black women. You need to directly collaborate with Haverford library archivists to ensure institutional memory exists. A project timeline must be set no later than December 18, 2020 and a set digital archive must be in existence by the end of the academic year. plan to improvise w/ anecdotes\*

**8. “We demand that the school creates a framework to deal with problematic professors and generates spaces of accountability– the honor code is not enough and it never has been.”**

- a. *Wendy’s response: The provost is now reviewing faculty personnel and grievance systems; working w/ Human Resources. The provost will include Associate Provost Rob Manning in this work, as well as the Faculty Liaison for Diversity, Equity, and Inclusion, Ben Le. These processes must be consistent, robust, and widely—and clearly—communicated. Given the requirements for faculty input via campus shared governance, the provost will provide an initial progress report no later than March 1, 2021. The provost will work with Academic Council, Faculty Affairs and Planning Committee (FAPC), and others to provide support for both tenure-track and visiting BIPOC faculty. Haverford College has a robust program of faculty support that includes a pre-sabbatical leave for eligible tenure-track faculty, as well as generous resources for research. However, it is also true that many BIPOC faculty take on disproportionate “shadow service” in mentoring and advising BIPOC and FGLI students. Academic Council began conversations this fall about how such “shadow work” might be considered during the faculty review processes. The provost also commits to individual meetings with all tenure-track and visiting faculty to provide early opportunities for mentoring that may lead to the goal of greater retention of BIPOC faculty here at Haverford.*

- b. Our deadline: When will the Provost do all of this, we need to hear from Linda & Rob specifically? You provide no timelines regarding these redundant, ineffective committees and drawn-out conversations. Additionally, this response only really discusses issues between faculty, not student interactions with faculty.
- c. Students are bound to the social honor code whereas professors are allowed to get away with discriminatory and harmful behavior for years because there is no serious process for students to hold them accountable. 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, including but not limited to a racist, sexist, homophobic, classist, elitist, transphobic, or sexually predatory environment. 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. A body will be formed to receive these reports, elected entirely by the student body and composed of 50% students, 25% faculty, and 25% administrators. Students will be compensated for this work. This body will not be punitive, but will instead communicate concerns to a given professor, make concrete recommendations, and provide resources for how they might change their thinking/behavior moving forward. Should there be multiple reports across multiple semesters, however, with few changes on the professor's behalf, a formal report will be made to the provost, (new) diversity officer, and department head for that professor. In addition to receiving and reviewing reports, this 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. A summary of the feedback will then be given to each professor, and they will address any concerns with their class. A timeline and budget will be made and released to the Haverford community for the creation of this process no later than January 29th, 2021, and an initial report made on its progress by March 1st, 2021. Elections for the positions will be concluded by October 15th, 2021, and the process will go into effect beginning in the Spring semester, 2022. The time between the elections and the formal enactment of the process will not be idle; the body will spend time designing their organizational structure, establishing guidelines, and preparing

the necessary documents/forms/procedures/ for their function to go smoothly in the spring.

- d. The paternalistic suggestion that BIPOC faculty are in need of mentorship--that they do not understand the kind of work that they must do in order to succeed at Haverford or as teacher-scholars--is not an adequate response. We demand, in line with the demands made by BSRFI in their Open Letter, the reevaluation of tenure and promotion guidelines to center the specific and exceptional kind of work done by BIPOC faculty--this includes both the aforementioned 'shadow work,' but also the adequate valuing of non-traditional forms of scholarship and areas of interest almost always devalued in traditional institutional processes.

**9. We demand that the school continue to pay the students who are participating in the strike.**

- a. *Wendy's response: Student workers who elect not to work will be eligible to receive up to 20 hours of compensation for scheduled but lost work; guidance to managers will be forthcoming from the Office of Human Resources about how to handle this payment and enter the compensation appropriately. Supervisors will accommodate students who choose not to work, with no questions asked. Further, the College will continue to pay additional compensation to all hourly employees who work overtime during the strike or otherwise, consistent with state and federal law.*
- b. Our response/deadline: We need a firm commitment that students who refuse to show up for work throughout the duration of the strike will continue to be paid. Again, if you reach our attainable demands, there will be no need to hold up students' pay.

**10. We demand that no student, staff or faculty partaking in the strike face financial, academic or professional retribution, or penalties of any kind.**

- a. *Wendy's response: students who miss work shifts and compensating them for up to 20 hours..talks about how this strike is a sacrifice, and that HC paid for COVID-19 spring work losses*
- b. Our response/deadline: We need a firm commitment - not up to individual faculty (many of whom have already weaponized unruly, biased powers against BIPOC/FGLI students in their classrooms, as we've previously addressed)- we need a firm commitment that students who have been participating in the strike will not receive ANY academic penalties. The senior staff should hold

themselves directly accountable for this fallout as a consequence for routinely disrespecting Black and Brown students and is entirely preventable. The strike will not end until President Raymond has a clear commitment on this issue. Saying that the repercussions that Haverford will dole out are rooted in restorative justice, ignores that the academic penalties they've enacted on BIPOC students in the past have fallen completely short of that goal.

**11. We demand that the Bi-Co stop its violence against disabled students.**

- a. *Wendy's response:* "ADS and Facilities conducted an accessibility deficiency survey of our campus and have been making annual investments in accessibility based on the survey's recommendations. Collaborations with ADS & Facilities; CAPS search for senior staff member; CAPS 'mandated reporting' law; Campus Safety reviewing mental health history emergency 'explorations.'"
- b. Our demands: A more representative CAPS staff, whose practice is informed by the racial and economic origins of mental illness and the acknowledgment of structural disparities in diagnoses and healing services
  - i. By the beginning of the Fall 2021 semester, the entire center must begin recurring "culturally responsive therapy" or similar training and consultations. Potential people/organizations to provide trainings include: Joy and Justice Collaborative, Fireweed Collective, IDHA, BEAM, Sonalee Rashatwar, Elliot Fukui (Mad Queer Organizing Strategies), Harriet's Apothecary, and more.
  - ii. By the beginning of the Spring 2021 semester, the college should place paid student representatives on the hiring committee for CAPS counselors and increase transparency between students and administration through every step of the CAPS hiring process.
- c. The abolition of mandated reporting of mental health details to police, CPS, and/or administrative authorities
  - i. Abolition here means rendering obsolete. By Spring semester 2021, specific guidelines for what is subject to mandated reporting at Haverford College should be publicized. There should be separate workshops for both mandated reporters and students on what mandatory reporting entails to prevent overreporting and reporting without consent. Students should be informed of their right to use hypotheticals to avoid mandatory reporting. Students should always be



given over 24 hours prior notice before a report is made.

- d. Requirements for verification or documentation from “a licensed professional” for academic and housing accommodations must be eliminated as this is exclusionary to low-income and BIPOC students for whom these barriers are more prevalent.
  - i. Haverford should provide completely free access to diagnostic assessments and subsequently necessary resources for those seeking accommodations, from a health service provider of the students choice beginning Spring 2021.
  - ii. In acknowledgement of the severely damaging and exclusionary criteria for accommodations *even with* financial support, accommodations should be provided to low-income and BIPOC students by increasing accessibility on campus across the board by the beginning of Fall semester 2021. This acknowledgement should look like but is not limited to:
    1. Free, regular, wheelchair-accessible transportation from the apartments to up-campus.
    2. Less strict attendance policies and leniency for late assignments. This could be implemented by including mental health as a legitimate reason for absence or lateness.
    3. Increased transparency of the results of the accessibility deficiency surveys.
    4. Requirement of content warnings from professors for readings that include anti-Blackness, slavery, r\*pe, abuse, fatphobia, etc. and generally more AEM.
    5. The widespread initiation of programming related to disability culture on campus (more speakers and workshops on topics like carceral ableism and the medical industrial complex led by those directly impacted, d/Deaf friendly recreational events, more d/Deaf, mad, and Disability Studies courses and faculty, sign language courses taught by people who are knowledgeable about d/Deaf culture, significant measures towards accessibility at all large events, etc.).
    6. Scholarships specifically for disabled people that aren't

determined by GPA.

7. Financial support for a completely student-run Project LETS chapter on campus.
  8. For further demands see [SWDCC SUA's demands](#).
- e. Consequences for professors who neglect necessary accommodations for students
- i. Once again in acknowledgement of the severely damaging and exclusionary criteria for accommodations, there should be an increase in consideration for accessibility by all Haverford professors. This should be encouraged by a recurring faculty training led by experts who embody the diversity of experience held within the disability community beginning Fall semester 2021.
- f. Campus safety should *never* be called during a mental health crisis, unless the student expressly consented prior.
- i. Mental illness is a health issue not a police issue; therefore, beginning Spring 2021, campus safety should not be called during a mental health crisis without student consent, instead, the college shall create a crisis intervention team composed of professional counselors, rather than law enforcement or campus safety.

**12. We demand more robust aid and support for queer and trans students of color.**

- a. *Wendy's response: Task Force on Retention and Persistence; CAPS will prioritize the identification of candidates with demonstrated successes in support of LGBTQ+ clients in its current and future hiring processes in order to better reflect the needs of the student body.*
- b. An increase of multiple CAPS therapists who are specialized in counseling queer and trans students on senior staff sometime no later than February 1st 2021. Additionally, there needs to be an annual CAPS survey sent out to students who access CAPS services in order to ensure that ineffective/problematic counselors are not a part of CAPS
- c. We approve of the measures taken to allow students to visit off-campus therapists, and the details of this must be outlined and implemented by the start of the Spring 2021 semester, no later than February 1, 2021. There must also be steps taken to ensure that the counselors who specialize in counseling LGBTQ+ clients and BIPOC clients are included in this network.

- d. Reserve hours for LGBTQ+ students with LGBTQ+ therapists should be instituted by no later than Thanksgiving break.
  - e. Holding both professors and Committee on Student Standing and Programs (CSSP) accountable to providing academic leniency when students come forward about working through trauma: You need to provide immediate updates from the Education Policy Committee, and work more closely with FAPC to remove barriers for faculty in changing their curriculum towards these goals, relay, and provide a detailed plan with organizers by no later than Thanksgiving .
  - f. Provide an alternative or concrete reform to Haverford's Title IX procedure that does not include policing: same as 10c
13. **We Demand that the college terminate all relationships with the Lower Merion Police Department (LMPD), Haverford Township Police (HTP), any police department and actively work toward police and prison abolition.** This demand was previously made by BSRFI 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.”** The LMPD exists solely to protect capital and perpetrate terrorist violence against those whose trauma and oppression the capitalist system profits from. If the college truly supports the health of Haverford students, Lower Merion and Philadelphia-area citizens, whom the college continues to exploit on numerous fronts, then it is in its best interest to end all relationships with LMPD and other police departments. This includes any police department we have previously hired from and called on extra-judiciously. It is unacceptable that we are forced to repeat ourselves on this front, especially in light of the egregious harm police officers have brought to Haverford students in recent weeks and long before.
14. **We demand for an entirely renewed Black Cultural Center.** The house's current state illuminates 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. 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 their students. Black students on this campus need an entirely new building created with their best interest in mind rather than a building that was hastily constructed due to previous Black student dissonance in the 1970s. In solidarity with our Latinx peers and the continued erasure of their work, **we also demand a Latinx Center.** There have been various conversations with members of the administration, most recently with President Raymond and Dean Bylander, promising for the center to be constructed. Time and time again these conversations have mismanaged, yet another indication that the inclusion of and support

for students of racial/ethnic minority backgrounds is NOT a priority of the college. **A timeline needs to be created and publicly posted to assure Haverford's commitment to Black and Latinx communities on campus.**