

Below are the items that we would like to see addressed on campus:

Phase I:

- **More interaction with Rock Jones, Dwayne Todd, Charles Kellom and Brad Pulcini on a student to student and club to club basis**
 - a. We feel that staff and administration are broadly disconnected from the concerns of marginalized students on our campus
 - b. We would like to see this in the form of President Jones, Dwyane Todd, Charles Kellom and/or Brad Pulcini taking time at least once during the academic year to attend a meeting of each culture club to hear their concerns
- **When future bias-related incidents occur, make the information known to the campus community**
 - a. It is crucial that these actions are called out and named to show that the school does not tolerate this behavior
 - i. Named only if the student(s) impacted approves
- **Create a form/process for students for Bias-related incidents**
 - a. Anonymous
 - b. A Google form
- **Incorporating marginalized student spaces in the housing plan**
 - a. Another cultural space on the residential side
 - i. A multicultural center, not just a room
 - ii. Or, a renovation of the Cave
 - b. The reevaluation of what constitutes a “theme house”
 - i. Being black isn’t a “theme”, this is an identity
 - ii. Expansion of culture-specific housing should be the responsibility of the administration, not students
- **More transparency between the Administration and the Students**
 - a. Updates on what committees are doing in relation to diversity and inclusion
 - b. When students are made aware of what the institution is doing they are less likely to complain
 - c. It also helps with accountability
- **Review the original DEI statement**
 - a. It was brought to our attention that CWG had raised concerns and suggestions over the original document but they weren’t heard
 - i. A formal committee that is dedicated to reviewing the language and goals stated within the DEI statement
 - b. Holding the DEI committee accountable to the original statement
 - i. A formal plan within 3 months of Phase I beginning as to how the committee will be dedicated to putting the words to action

Phase II:

- **A Reconfiguration of the Faculty Handbook**

- a. Promotion and tenure practices

- i. Student evaluations

- 1. Student evaluations that specifically relate to how a professor treats diversity should be taken into account

- ii. Faculty evaluations

- 1. If a bias-related incident report has been made against a professor, that should be taken into account

- iii. Training (Sensitivity, Diversity, and Inclusion)

- 1. Training on these topics should be made mandatory if a professor is trying to become tenured

- iv. General rewording and updating on current positions

- 1. Currently, much of the language around diversity and equity has not been updated since 2000. There needs to be a reviewed and updated version

- a. We would like to see a plan as to how this is going to be carried out within 3 months of Phase II beginning

- b. Affirmative action officer and committee**

- i. A commitment to hiring more faculty from underrepresented groups

- 1. We would like to see a specific plan of best practices within 5 months of Phase II beginning

- ii. Affirmative Action Committee

- 1. Concrete language about the goals of this committee and the administrative power behind the committee
- 2. We would like to see a plan within 3 months of Phase II beginning
- 3. If this exists under another name we would like to see this section revised

- iii. Diversity training

- 1. Should be made mandatory for all faculty
- 2. Since bias-related incidents continue to happen in the classroom, it is clear that diversity and sensitivity training is something that all faculty can benefit from

Phase III:

- **OMSA and DEI staff expansion**

- a. As stated before, a multicultural center on the residential side of campus

- b. The hiring of an ombudsman

- i. We would like to see the hiring of someone unaffiliated with the university to help review cases of bias-related incidents
- c. A Multicultural office-center
 - i. Currently, the offices under the umbrella of OMSA are housed on the second floor of the Hamilton-Williams Campus Center. We would like to see a plan as to how there can be an office center dedicated solely to Multicultural Student Affairs within 3 months of Phase III beginning
 - ii. After the expansion of OMSA and DEI, we would like to what these offices plan to do in regards to their commitment to diversity
 1. Specific position descriptions

Phase IV:

- **Review of how diversity is used in advertising and marketing the school**
 - a. We would like to see a focus group involving students that pertain to marginalized groups, specifically students of color, as to how OWU marketing can be better
 - b. We would like to see a plan as to how marketing and advertising can be improved 5 months after Phase IV has started

Recognizing that there is an established process for institutional change in place, we are more than happy to meet with President Jones and/or Provost Dr. Charles Stinemetz to further aid University leaders in making effective and supportive change for the student body. We encourage University faculty and staff members to continue reaching out to students about the issues that we face.

Sincerely,

Daniela Black *Class of 2020*

Benji Acuña *Class of 2021*