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March 8, 1989.

To: Alice Ilchman

"Sarah Lawrence is and must be a community that welcomes and nurtures people of all races. The college rejects all forms of racism."

<from the memo dated March 1st signed by the administration>

We students of color do not believe this statement to be true. The ignorance, insensitivity and negative response by the community to past incidents demands that strong, effective action be taken. This has not occurred. It is the lack of commitment by the administration and its empty rhetoric that has permitted racism on this campus to go unanswered.

The college community has failed to meet the liberal principles it professes. If we students of color are truly part of this community, if healing is ever to take place, there must be action.

We urge the administration to fully implement the HARAMBE proposals to the General Committee of February 9.

HARAMBE Revised Agenda 1989

I. Curriculum- The SLC curriculum does not reflect the true diversity of the student body or of the larger society. There are presently three (3) tenured Black faculty members. There have been no commitments to any continuous Black faculty appointments or African-American related courses.

HARAMBE proposes the following action to be taken by September, 1989:

A. The SLC administration must hire five (5) Black faculty members in addition to the three presently holding full-time, tenured positions. Three of the Black faculty hired should teach Afro-Centric courses; two others should teach non-race specific courses.

HARAMBE urges SLC to actively pursue Black faculty who will eventually fill tenured positions. Recognizing the financial commitment to the hiring and retaining of Black faculty.

B. SLC must include African-American studies within its core curriculum. Afro-centric courses should be taught in History, Literature, Philosophy, Languages, Political Science, Psychology, Sociology, the Performing Arts, etc.

C. A body of representatives from HARAMBE must be included in the interviewing process of all prospective faculty, Black or otherwise.

D. Present faculty members must diversify their course readings and focuses. At present, most SLC courses have a strong Euro-centric bias. Ultimately, SLC's goal should be to provide its students with a comprehensive curriculum in which no one cultural or racial agenda dominates.

Security -- Harambe is concerned with a series of recent racial incidents involving SLC security and the Yonkers community. In light of the seriousness of these incidents and the larger community's concern with regard to security issues, HARAMBE proposes:

A) That security patrol a wider radius of campus.

B) That security provide a shuttle service to and from bus stops.

C) That security immediately follow up any incidents hereafter.

The SLC administration and community need to recognize the volatile racial tensions in Westchester and be attentive to the particular concerns this raises for Black students.

Support Systems -- HARAMBE feels that there is a lack and breakdown of support systems for Black students in all areas of the college, i.e.,

donning, Dean's Office, Health Services, Student Affairs, Admissions, etc. The college must recognize that there are fourteen (14) new Black students this year (the largest number in many years) and it is crucial for the retention and future enrollment of Black students that these support systems be implemented. The recruitment of Black men is essential and must be made a priority. The SLC administration must be sensitive to the special needs of black men.

HARAMBE proposes that the school:

- a) Allocation of a permanent operating fund to Harambe.
- b) Hire a Black admissions officer.
- c) Hire one Black woman therapist in Health Services.
- d) Hire one part-time coordinator/advisor for HARAMBE.
- e) Allocate a permanent lounge/office space for HARAMBE. This space would serve as a center for posting, collecting and distributing information concerning black students.

Social Awareness -- In light of a general feeling of alienation, ignorance and apathy, HARAMBE proposes that there be a conscious effort by the administration to address the racial issues concerning the campus and larger society. The administration should implement a permanent fund (i.e. in the tradition of the Lynd colloquim, the O'Neil Fund, and the Reading The World Series) which will include a lecture series, cultural events, exhibits, etc. that will promote the appreciation of the Afro-American experience.

OUR IMMEDIATE DEMANDS:

- 1) We demand that a new administrative post be created. This person would serve as an advocate for Students of Color. This administrator will sit on the following committees: Advisory, General, Curriculum, and Admissions. This person's office should be located in the Center for People of Color.
- 2) The appointment of the following faculty to tenure track positions: five

(5) Black faculty members, three (3) Latino faculty members, three (3) Asian faculty members, and two (2) Native American faculty members. Three of the Black faculty members would teach race specific courses and two would teach non-race specific courses. The Asian, Latino, and Native American faculty would teach race specific courses.

3) **A Center for People of Color**-- This will be a center for political and social activity for students of color. Also a place where growth, nurturing, expression and sharing of our ethnic identities will take place. This permanent structure should be a Meadway house or something comperable.

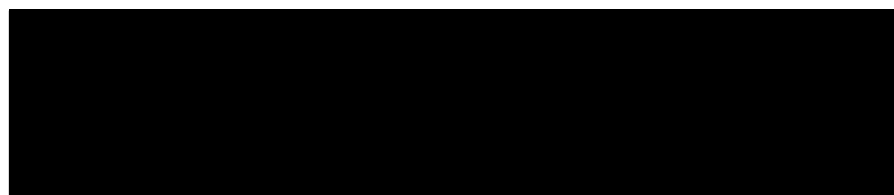
4) **Sensitizing** --There must be a sensitizing of the community (including Administration, faculty, Resident Advisors, New Students)through a program that adresses the issue of racism. We demand a final say in who conducts this training, the hiring of this person, as well as the excecution and structure of this program.

5) We demand that the administration submit immediately a proposal for action around the Harambe agenda of 2/8/89 that will represent a true commitment to the community. The action must also be used as a frame work to immediately address the Asian American, Latino American, and Native American presence on campus.

We demand action in the form of an all campus mailing within 48 hours regarding the demands listed above.

By executing these demands the SLC community will be enriched and will better fullfill its promise of progressive education.

If you wish to aid us in making these demands a reality please write letters to the administration and contact any of the following students:



CC: M. Katz, B. Kaplan, B. Cameron, T. Flyod and the Campus Community