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[Memo from CSOC to the Faculty, Administration, and Community, March 15, 1989]

Concerned Students of Color, Sarah Lawrence College

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To: The Faculty, Administration and SLC Community
March 15, 1989
From: Concerned Students of Color

We recognize that the SLC Administration and Faculty have begun to actively engage the issues raised by the Concerned Students of Color Proposal of March 8, 1989. Unfortunately this letter fails to address the issues outlined in our proposal: institutional racism, permanent structural change and student involvement in the implementation of these changes. For this reason we are committed to continuing our struggle until the following issues are addressed:

1. **FACULTY**--If indeed it is the College's intention to concentrate its resources on the "hiring across the curriculum of faculty of color", this must come in the form of PERMANENT STRUCTURAL CHANGE. Thus, your proposed hiring of seven (7) faculty in five years with no commitment to tenure-track positions is unacceptable. We also find this proposal unacceptable because it completely ignores the demands concerning Latino, Asian and Native American faculty hiring and relegates them to the status of unspecified "others".

In response to your proposal, we reiterate the immediate necessity for thirteen (13) additions to the faculty which would be comprised of: Four (4) Black, Two (2) Latino, Two (2) Asian and One (1) Native American tenure-track positions within the next three (3) years. In addition, we are calling for the four (4) remaining faculty of color to be placed in other contractual arrangements within those next three years (i.e. guest, full-time and part-time). The two proposed faculty positions, beginning in the fall of 1989, must be tenure-track positions. Moreover, Black, Latino, Asian and Native American students should be an integral part of this selection process.

2. **THE CENTER FOR PEOPLE OF COLOR**--We are appalled to note that the immediate need for this Center has been met with only a provision for "office and lounge space" and is placed with the concerns of "other major student groups". The concept of the Center surpasses the limitations of any special interest group. The Center would be open to all members of the community. As it stands this institution does not acknowledge people of color as the world majority whose needs, concerns and issues are of vital importance to every member of this community and the larger society.

We are calling for the implementation of a Center for People of Color by the fall semester of 1989. Black, Latino, Asian and Native American students should be included in the design and operation of the Center. Division of Multi-Cultural Studies should be integrated into this structure, and serve as the place from which offices, classes and lectures in the division are held. In addition, the Center would provide office and lounge space for all racial/cultural organizations on campus. The Center would be a place open and enriching to all members of the community.

3. **MULTI-CULTURAL STUDIES**--We acknowledge your commitment to the allocation of funds for lectures and workshops with regard to racial/cultural issues. However, this fund must be a permanent addition to the College. The resources allocated to this fund must be annually adjusted to fit cost of living increases.

We believe that faculty should be more than simply "encouraged" to consider diversifying their courses. Time and the appropriate resources should be provided to all faculty members who are committed to doing research in areas other than the "traditional"; "Euro-centric" perspective.

4. **ADMINISTRATOR FOR MULTI-CULTURAL AFFAIRS**--We do not feel that you have adequately addressed the issue of support services by way of this administrator. This administrator could conceivably sit on the Steering Committee proposed on March 15, 1989. This full-time administrator must sit, with voting power, on the following committees: Advisory, General, Curriculum and Admissions. This administrator's office must also be located in the Center for People of Color.

We are calling for this position to be filled by May 1989. Black, Latino, Asian and Native American students must be directly involved in the designing and hiring of this position.

5. **RACIAL SENSITIZING**--Your proposal has failed to comprehensively address the need for sensitizing the entire community, (students, faculty, staff and administrators) in regard to the issue of racism. We support the development of a permanent, comprehensive racial awareness program in which Black, Latino, Asian and Native American students would help design and implement.

We call for the implementation of this sensitizing program by fall of 1989.

WE, THE CONCERNED STUDENTS OF COLOR, DEMAND A RESPONSE TO THIS COUNTER-PROPOSAL WITHIN 24 HOURS.