

Sarah Lawrence College

DigitalCommons@SarahLawrence

Complete protest and activism collection online

Protest and Activism Collection

4-26-1989

[Memo from Ad Hoc Negotiating Committee to College Community, April 26, 1989]

Negotiating Committee, Sarah Lawrence College

Follow this and additional works at: <https://digitalcommons.slc.edu/protest>

Recommended Citation

Negotiating Committee, Sarah Lawrence College, "[Memo from Ad Hoc Negotiating Committee to College Community, April 26, 1989]" (1989). *Complete protest and activism collection online*, Sarah Lawrence College Archives. 33.

<https://digitalcommons.slc.edu/protest/33>

This Book is brought to you for free and open access by the Protest and Activism Collection at DigitalCommons@SarahLawrence. It has been accepted for inclusion in Complete protest and activism collection online by an authorized administrator of DigitalCommons@SarahLawrence. For more information, please contact alester@sarahlawrence.edu.

SARAH LAWRENCE COLLEGE

April 26, 1989

To: The College Community

From: The Faculty and Administration Negotiating Team

We regret to inform you that the core group of the Concerned Students of Color has today broken off discussions with us. The core group members have also refused to meet jointly with us and the trustees, a meeting that had been arranged at their request for next Tuesday, May 2.

Since the core group also refused to join us in making a progress report to the community at large, we would like to report to you now about the commitments we have made to achieve basic structural change:

1. Faculty Appointments -- The College is committed to doubling the number of faculty of color on tenure-track appointments by making six additional tenure-track appointments of faculty of color over the next five years (by 1993-94). The first three appointments will be in political science, Afro-American literature, and anthropology. This commitment is considered a minimum goal, and assumes that the present number of faculty of color will be maintained as a base. The plan will increase the number of people of color on regular faculty appointments from the present level of 6.4 percent to a level of 12.5 percent. Four years from now, we will set new faculty hiring goals for the succeeding five years.

2. Lecture Fund -- A lecture fund is in place for next year to support lectures and workshops on racial and cultural diversity. We will recommend to the trustees that this be made a permanent fund.

3. Endowed Chair in Multicultural Studies -- We support the establishment of this chair and will so recommend to the Board of Trustees.

4. Administrative Services -- We will restructure particular administrative offices to ensure support for the specific needs and concerns of students of color. A specific administrator (or more, where appropriate) will be given responsibility for counseling and advising, organizing and supporting multicultural activities, assisting in the mediation of racial incidents, assisting in the recruitment of faculty of color, and serving on the Committee on Racial and Cultural Diversity (see below). The Health Services is interviewing several Black therapists. One will be hired by fall 1989.

5. Education for Racial Awareness -- This spring, we will continue to bring a number of facilitators to campus to work with the community on issues of racial awareness. We will plan a comprehensive program on racial awareness for students, faculty and administrators for next and future years.

6. Curriculum -- Through a combination of new appointments, authorized searches, and discussions with faculty, the Curriculum Committee is providing for a greater diversity of course offerings on Black, Asian, Latino, and Native American cultures and peoples.

7. Committee on Racial and Cultural Diversity -- We propose to change the committee structure of the College to establish a permanent Committee on Racial and Cultural Diversity, comprised of faculty, students, and administration. This committee will have responsibility to follow through and evaluate the progress of the commitments listed above.

While we regret that CSOC has refused to continue discussions with us, we reaffirm our deep commitment to structural change at Sarah Lawrence. We have made a significant beginning. We will ask the support of the Board of Trustees at our meeting with them on May 2. We ask now for your support and welcome your participation in our efforts to achieve greater racial and cultural diversity at the College.

Sincerely,

