

4-1991

# [Progress on demands of Spring 1989, April 1991]

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Progress on demands of Spring, 1989 (as of 4/91)

A) Harambe Demands

1) Faculty/Curriculum

- a) Five Black faculty (three teaching race-specific courses). Twelve Black faculty hired since the sit-in (four of these on regular contracts); four are teaching race-specific courses.
- b) Afro-centric courses in the curriculum - political science, literature, history.
- c) Harambe members to interview all faculty candidates - the regular process allows for student interviews. Harambe members have been active in this process.
- d) Current faculty must diversify readings. Several faculty (history, psychology, writing, literature) have done this. Students feel it is not enough.

2) Security - Discussed in 1989-90 by the Student Life Committee.

- a) Patrol a wider radius - Student Life Committee decided against this, in order not to dilute the current coverage.
- b) Shuttle to bus stops - Rejected.
- c) Immediate follow-ups of complaints - More security coverage added; greater attention given to timing of follow-ups

The Security Sub-Committee of the Committee on Student Life monitors security on an ongoing basis. The President's Staff receives regular security reports.

3) Support Systems

- a) Permanent operating fund for Harambe - Rejected because it would favor one group. Diversity Funds are available, as promised by the Board of Trustees, to fund special events.
- b) Hiring of a Black admissions officer - Done in 1989-90.
- c) Hiring a Black woman therapist - Two hired for 1989-90; one still at Sarah Lawrence in 1990-91 (the other one was an intern on a one-year internship).
- d) Part-time coordinator/adviser for Harambe - SLC alum [REDACTED] hired for 1989-90. Discontinued because of lack of student support.
- e) Permanent lounge/office for Harambe - No space available.

4) Social Awareness

- a) Permanent fund for lectures and events - Special diversity funds available to Harambe, Unidad and Asian Student Union.

B) CSOC Demands

Faculty

- 1) Six regular faculty of color to be hired in five years (two in the first year) - final agreement.

As of 4/91 four faculty of color have been hired on regular contracts.

- 2) Diversity workshops

Mandatory for new students - September, 1989

Voluntary - Several during fall, 1989; two during fall, 1990

Mandatory for staff, spring, 1990

- 3) Proposal to fulfill Harambe agenda - See above

- 4) Center for People of Color - No space available

- 5) Dean of Multi-Cultural Affairs - Interviews held during 1989-90 but no appointment made. The functions of the Dean were fulfilled as follows:

- a) Programming - Diversity funds

- b) Adviser - 1989-90: Part-time adviser for Harambe  
1990-91: Part-time adviser for Unidad

In addition, there are Black administrators in the Dean of Studies office and the Office of Student Affairs.

- c) Recruit faculty - Done by divisional search committees.

- d) Monitor progress on diversity issues - Done by Committee on Diversity

- 6) Faculty Chair - In process.

Postscript: At this point ca. 14% of the faculty are faculty of color. Ca. 15% of the students are students of color

In 1991-92 we will offer courses in African Art and in non-western music. We hope, by the end of the 1991-92 academic year, to have made at least one and possibly two more regular appointments of faculty of color.