

CSU Native Community Demands

After reviewing the Colorado State University's strategic plan, it has become clear that many of the specific goals of the plan relating to diversity issues are not being fully met. In addition, because of the hostile campus climate that has been allowed to flourish, it is obvious that the CSU community is not being held accountable for living up to the values (i.e., "demonstrate inclusiveness and diversity," "act with integrity and mutual respect," "be accountable,") and mission ("committed to excellence") of the University. Finally, given the lack of progress on diversity goals and the current environment on campus, it will be nearly impossible to achieve the University's vision of becoming "the premier system of public higher education in the nation." All of these issues are of great concern to us and because of that we have created a list of demands. Included in these demands are citations (in red) that demonstrate the specific link(s) to the Strategic Plan. Since our demands are in line with Strategic Goals, meeting them will not only begin to heal the Native community at CSU, but also assist the University in living up to its objectives and vision for the future.

We recognize certain words, such as *demand*, may trigger some people or that some may wonder why we have chosen to use this word rather than *request*. Our group was intentional in the words we have used. As people of color and as a group of people who have historically experienced oppression and continue to do so, we have often been silenced or asked to water down our language. In effect, this has taken away our voice.

Therefore, we thank you in advance for your thoughtful consideration of the list below and look forward to hearing your response and implementation plan.

We demand:

- 1) Campus climate becomes the President Frank's number one priority, (especially in this time of crisis) and that he create a task force that will work primarily on improving the climate and creating a safer and more welcoming space for those individuals of underrepresented communities including race, gender, and sexual orientation. (University Strategic Goals 2, 12, 37, & pg. 28-29)
- 2) A permanent quarterly and annual campus climate report, developed by the above mentioned taskforce. This task force must report directly to the Vice President of Diversity. (University Strategic Goals 2, 12, 37, & pg. 28-29)
- 3) President Frank and the Vice President of Student Affairs maintain the separate office space, personnel and budget of each of the Cultural Centers in order to uphold the safety of these spaces and continue the culturally specific programs, education and support offered by each. (University Strategic Goals 2, 12, 15, 16, & pg. 28-29)

- 4) President Frank offer more campus-wide support for the Native American students on campus, as well as the other historically underrepresented and under-served communities on campus. This includes the Student Diversity Programs & Services not having to experience budget cuts and they should be fully staffed. (University Strategic Goals 2, 12, 16, 17, & pg. 28-29)
- 5) CSU immediately stops using the “Defend the Fort” slogan in any advertising or marketing for University related events due to its negative connotation toward the historical treatment of Native Americans on the land which the University resides. (University Strategic Goal 12 & pg. 28-29)
- 6) President Frank fund a full time position for the Vice President for Diversity. (University Strategic Goals 12, 15, & pg. 28-29)
- 7) The University live up to its “Principles of Community” and show leadership and integrity by disclosing collections of Native American remains, artifacts, and cultural patrimony, and take steps to ensure repatriation that honor NAGPRA. (University Strategic Goal 12 & pg. 28-29)
- 8) CSU honor the Native American Non-Resident Grant Agreements and adopt principles of government-to-government relationships with the Tribes who were signatories to these agreements with CSU. (University Strategic Goals 2, 11, 12, & pg. 28-29)
- 9) The University fully fund the traditional and non-traditional events of the Native American Cultural Center (and other Native American geared events sponsored by AISES, SLICE etc.) in efforts to create a better campus climate. (University Strategic Goals 12, 15, 17, & pg. 28-29)
- 10) The Vice President of Diversity make it a priority to review programs and materials associated with Preview, CSU Connect, Resident Life, and orientations, and make sure it covers issues of race, gender, sexual orientation and other marginalized identities on campus. (University Strategic Goals 2, 12, 15, & pg. 28-29)
- 11) The University increase the Native American populations in all areas of the campus including students (undergraduates and graduates) and PhD candidates by having the Office of Admissions, graduate school, and Native American Cultural Center work to create a formalized recruiting plan geared towards Native Americans. (University Strategic Goals 2, 4, 11, 12, 20, 37, & pg. 28-29)

- 12) A permanent task force is created to fund more outreach efforts and create more opportunities for hiring Native American faculty. (University Strategic Goals 4, 12, 20, 37, & pg. 28-29)
- 13) The Vice President of Diversity create a protocol for discrimination and harassment related incidents, such as the event that occurred on campus. (University Strategic Goals 12, 16, & pg. 28-29)
- 14) CSUPD develop a protocol for handling hate and bias related incidents and/or crimes on campus. (University Strategic Goals 12, 16)
- 15) President Frank and Vice Provost of Academic Affairs work with ASCSU, Faculty Council and University Core Curriculum Committee to create a mandated requirement for every undergraduate student to take Intro to Ethnic Studies (ETST 100) and/or Intro to Women's Studies (WS 200) before they graduate. (University Strategic Goals 3, 7, 12, 15, 17, 37, & pg. 28-29)
- 16) President Frank and the Vice President of Diversity meet with all minority and under represented faculty, staff, administrative professionals, and representatives of the minority student organizations once per semester to hold a town hall discussion related to diversity and minority issues on the Colorado State University campus. (University Strategic Goals 12, 37, & pg. 28-29)
- 17) President Frank use more energy and resources to provide research based scholarships and/or graduate assistantships for Native American students as part of a retention component from the President's Office. (University Strategic Goals 2, 20, & pg. 28-29)
- 18) The Vice President of Diversity assists in the creation of a required online Diversity Education program (similar to the sexual harassment course) for students to take as a part of Registration Ready every year. (University Strategic Goals 3, 7, 12, 15, 37, & pg. 28-29)
- 19) The Vice President of Diversity assists in the creation of a required online Diversity Education program (similar to the sexual harassment course) for all faculty and staff to take each year of employment. (University Strategic Goals 12, 37, & pg. 28-29)
- 20) President Frank to send out campus-wide emails promoting diversity events throughout the year. (University Strategic Goals 12, 15, 17, & pg. 28-29)
- 21) Action, regular follow up meetings and a specific plan for implementation.