

Seton Hall University Student Demands

As tuition-paying members of the Seton Hall University student body, often referred to by administration as family, we are deeply dissatisfied with the way Black and Brown students have been treated and represented. We believe in an educational system that represents human dignity and encourages a knowledge of self. If one does not have a knowledge of self and their position in society and the world, then they have little chance to relate to anything else. A lack of such a system on this campus, along with the lack of ability for students of color to carry on with respect, without harassment from students and faculty, forms the basis of our discontent and our demands regarding curriculum and administrative functions on this campus. A university that advertises itself on a religiously-inspired compassion and embrace of “diversity” - yet has fallen short in living up to its own high standards is one that must see substantive structural change in order to provide for an experience in line with those who contribute to its student body. Therefore, we declare that we will not accept a subpar education or subpar treatment from this institution. We, the concerned students of Seton Hall University demand the following:

1. **WE DEMAND** that the Africana Studies Program be reconfigured into a department with adequate funding, given at least five full time professors of our choosing by a student review board, and is guaranteed full curricular autonomy. **WE DEMAND** that Africana Studies be housed within its own department. The university is also to make a continuous commitment to the hiring of Black faculty. **WE DEMAND** that the percentage of Black faculty equal the percentage of Black students. **WE BELIEVE** that a proportional representation of our own cultures and communities strengthens the relatability of the education we are receiving and indicates to students that Seton Hall University is dedicated to diversity and inclusivity. Additionally, **WE BELIEVE** that Africana Studies should not be appropriated by antagonistic academic disciplines that focus on a non-African centered perspective, and waters down the tradition of struggle that brought about the discipline. Professors with a PhD in Africana Studies and with the methodology of teaching this discipline should be hired. This demand must be implemented no later than Fall 2019.

2. **WE DEMAND** that the Latino Studies and Latin American Studies Program be expanded and reconfigured. It must have department status. It must also include a course offering that includes the full spectrum of topics of study (Politics, philosophy, history, history of Latino people in the US). To facilitate this, **WE DEMAND** more full time professors in the department to cover the different topics. **WE BELIEVE** that in this discipline, also brought to universities across the United States through struggle - inextricable from the struggle for Africana Studies - a substantial array of perspectives should be offered that relate to such a tradition of struggle, and must be related to the realities of people descended from Latin America. Perspectives in this field must also not be watered-down by a worldview that is friendly to the exploitation of the peoples of Latin America and the Caribbean. A required course in Latino studies must be included in the core curriculum. Core Christianity courses are also to teach Latin American Liberation Theology. There must also be a **MANDATORY** course for Latino and Latin American Studies majors and minors, which focuses on US Imperialism and its effects, in relation to the experiences of people in Latin America and those who migrate to the US, and its contribution to the social issues of Latino people - north and south. This demand must be implemented no later than Fall 2019.

3. **WE DEMAND** a thorough examination and reconstruction of the University's Office of EEO and Title IX Compliance, as it has not fulfilled its function in regard to workplace justice policies and investigative complaints. Those who have committed racially motivated incidents (whether it be from a faculty member or a student) **MUST** be held accountable for their actions and there **MUST** be a clear and concise disciplinary procedure. Depending on the severity of the incident, the disciplinary procedure should include any or all of the following: an extensive anti-racism course, an in-person and written apology to the victims, probation or suspension, and the demotion of position/withdrawal from the university (if student). This demand must be implemented no later than Fall 2019.

4. **WE DEMAND** that the University allocate adequate funding for Black History, Hispanic-Latino History, Women's History, and Islamic History Months. **WE BELIEVE** that if the institution is truly dedicated to inclusion and diversity, that cultural organizations have the funding necessary to conduct our desired events. This demand must be implemented no later than Fall 2019.

5. **WE DEMAND** a permanently-established, critical Student Board to review prospective professors for Africana studies at Seton Hall University. **WE BELIEVE** that it is appropriate, in light of the dissatisfaction with the current faculty makeup, that a student committee be formed for professors to be reviewed before assuming an appointment of status in the department the way that PhD candidates have to be approved by a committee of faculty. If our peers are to receive a worthwhile education, this process must be peer-led, and not simply bestowed upon students by administrators and faculty that have not shown adequate concern for student needs. Prospective instructors **MUST BE** accountable to the students paying money to attend first and foremost. The Council of Africana Scholars will comprise this student board. This demand must be implemented no later than Fall 2019.