



APPROVAL MEMORANDUM

To: Student Body of Syracuse University
From: Kent Syverud
Subject: Student Concerns
Date: November 20, 2019

Description of materials: Endorsement of Student Concern Document (with revisions discussed during the student safety forum)

Approver signature:

Summary of University Response to Specific Student Concerns

1. "Different punishments for different levels of involvement, including expulsion, for every student involved with the hate crimes committed in Day Hall, and any other incidents of racism that have occurred since, that are found to violate the student code of conduct."
2. "SEM 100 reform led by a diverse group of students and faculty to curate a curriculum that accurately addresses diversity issues in the 21st century and how they are influenced by history."

3. "Institute a clause in new faculty and staff contracts that requires mandatory diversity trainings, as well as new diversity hires. Current faculty and staff who are not tenured should have to attend new diversity trainings."
4. "The university agrees that there will be no consequences or sanctions arising for students who are participating in the sit in as a result of their participation in the sit in."
5. "We would like to engage with the administration to strengthen or clarify the current anti-harassment policy regarding the use of abusive, threatening, or harassing hate speech to deliver the message that targeted use of hate speech is unacceptable."
6. "A housing portal (such as My College Roomie or Roomsyc) should be implemented as an option in the roommate selection process to allow future residents to choose a roommate based on mutual interests ~~and identities~~, as well as the expansion and promotion of multicultural learning communities (LCs) to more residence halls on campus, including upper division and mixed-population communities."
7. "The Chancellor will strongly urge the Board of Trustees to cCreate an open forum for students to share their student experience and express the expectations of their university to the Board of Trustees of Syracuse University. This forum should be held twice a year, along with monthly updates written by students for Trustees."
8. "In order for the Office of Student Living to properly implement housing changes, OSL should be allocated more funding for RA training, programming and other multicultural events."
9. "Agree to hire more counselors that better represent all marginalized identities on campus and more counselors with language fluency before the Fall 2020 semester begins, allow students to select their own counselor and enhance any current diversity & inclusion training, mandatory for both new and current counselors."
10. "Agree to the development of a building for multicultural offices, including scholarship offices, organizations, and programs, moving the existing offices for students of color to this new location. This building should exist as a headquarters for these programs and offices; however, we would like to see these offices and programs represented across campus."

11. "Agree to allocate necessary funds to support current students of color in alleviating financial burdens."
12. "Individual Diversity be added to the factors considered when admitting students to colleges through the intra-university transfer process."
13. "Agree to the allocation of a minimum of \$1 million for the creation of a unified, required curriculum that educates the campus on diversity issues, specifically anti-racism."
14. "Monthly updates about every long-term demand be sent via email, publicized through Syracuse University media outlets, and the development of a website where demand updates can be tracked by the public."
15. "Make the diversity training status of tenured professors readily available through this public website up to the extent permitted by law. And make the completion of the required diversity and inclusion training part of the requirements for tenure."
16. "Syracuse takes initiative to equalize treatment of multicultural Greek Life and acknowledge the unique challenges multicultural Greek life faces."
17. "The university agrees that when racially-motivated incidents which impacts the larger campus community occur, Administration will respond within a maximum of 48 hours."
18. "We demand consistent levels of engagement from the Chancellor with minority communities, specifically a mandatory annual State of the University Address as it relates to the student of color experience."
19. "Syracuse University expands and invests in student volunteer opportunities to better serve underserved and low-income communities in the city of Syracuse."