



University of California, San Diego
Black Student Union

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Introduction

Rule-following, legal precedence, and political consistency are not more important than right, justice and plain common-sense.

- W.E.B. Du Bois

It is difficult to convey how anti-Blackness and racism permeate every facet of society. We struggle with the enormity of the task to help society understand that Black people are disproportionately impacted in matters of economic, social, emotional, and physical welfare, and that we have been subjected to over 400 years of intergenerational trauma that continues to affect our families and communities, our future possibilities, and our basic humanity as far back as the first kidnapping from the shores of Africa to the present, the Jim Crow Era, the rise of Mass Incarceration, Black Flight, the resistance to racial terrorism and inequity through the Movement for Black Lives, we have fought for full humanity- not only to live, but enjoy, our lives, raise families, secure housing, protect our communities, and experience individual and community success without the fear of violence, social denigration, hate, and unremitting oppression and subjugation. In order to eradicate racism we must “go to the root” (Malcom X, May 20, 1962) of inequity and the denial of Black people’s civil and human rights; there within lies white supremacy- through laws, policies, cultural, social and professional norms, and everyday events, that make our fight for racial justice and equity a never ending negotiation between oppressed Black folks and white supremacist power structures.

Racism is not a new phenomenon.

Racism generates and fosters an unwillingness by significant actors to address its role in ensuring that Black people are disproportionately susceptible to state-sanctioned violence including, poverty, substance abuse, homelessness, and illness. It requires an unwillingness to acknowledge that the concept of American policing started as “slave patrols” designed to control Black people through intimidation. Moreover, racism demands an unwillingness by organizations and governing bodies within the United States, educational systems such as the University of California at large, and UC San Diego locally, to take action. Until recent events, there has been a familiar eerie silence in addressing the impacts of relentless violence and harassment the Black community experiences due to Secondary Traumatic Stress (STS) or Vicarious Trauma (VT).

It is the responsibility of the University to create conditions whereby every person that frequents its spaces can show up as their full selves and address any issue that's brought to the forefront with care. Black people have always, even in the midst of our pain, offered up solutions to the issues we face and this letter presents the university with yet another opportunity to be intentional in addressing the needs of the Black community.

Within the past decade of the [Black Student Union's Declaration of a State of Emergency](#), while UC San Diego has increased the representation of Black and African people in terms of staff, tenured-track faculty and students, more progress is needed. In the span of 10 years, the Black Resource Center, the Black Studies Project and African-American Studies Program have been the primary spaces the African and Black community at UC San Diego has had to cultivate community and create sustainable support for ourselves. This is particularly important as the Black student population has never exceeded 3% since the founding of UC San Diego, [which is the lowest of all the UCs](#), and the experiences of violence extend outside of the classroom and into our homes. For example, in the 2019-2020 academic year there was a noose in Grad Housing, threats targeting the Black community and our spaces of refuge following the Commemoration of Black Winter and incidents of zoom bombing where the Black community were subjected to racial slurs.

In addition to the recent campus incidents, the Black community has been coping with the (un)expected health outcomes of COVID-19, the continued Black death at the hands of police and other actors, economic instability, and vicious racial confrontations that have gone viral. Specifically, [numerous reports](#) have shown that the effects of the COVID-19 pandemic disproportionately affected under-represented minority communities, which includes a death rate drastically higher than any other racial group. These events have impaired Black students' ability to function at high social and academic levels which are expected at UCSD. Indeed, the chronic mental, emotional, and physical health circumstances impacting Black students is enough to topple their basic functionality as healthy and emotionally stable young adults.

Additionally, we recognize the impact of these historic moments on Black faculty and staff. Not only have Black faculty and staff continued their work during this time, they are bearing additional emotional workloads from students, administrative responses to the continued killing of Black non-binary and gender conforming folx, men, and women, increased interactions within their departments around racism and departmental cultures, and student advocacy. In essence, because of their small numbers, just like Black students, our faculty and staff are quickly reaching their emotional and physical limits.

With their remaining energy and time Black students, faculty, and staff are forced to assume the roles of community activists to demand, not only for the recognition of these events, but solutions to addressing and alleviating students' stress and pain, from individual professors, programs, departments, and schools and colleges. In short, campus-wide emails expressing support are insufficient without actions that "go to the root" of racial inequity. Because we know that the

actions offered to students are not broad or deep enough to address systemic racism at UCSD, we have formulated our own list of actions- our own list of demands.

Demands to UCSD

WE DEMAND

- The University of California San Diego denounce the killings of Black and African people at the hands of law enforcement, to call out white supremacy and its manifestations for what it is and avoid using terms such as “people of color” or “communities of color” which fails to address the specific realities of African and Black people.
- The University of California San Diego issues a statement calling on prosecutors to demand justice and charge those involved in the lynchings, executions, and murders of Nina Pop, Tony McDade, Ahmaud Arbery, Breonna Taylor, George Floyd and countless others to the fullest extent of the law.
- The Chancellor, the Executive Vice Chancellor for Academic Affairs, and the Academic Senate creates a policy that would compel faculty to honor the trauma of underrepresented students who are experiencing extreme duress for any crisis be it a matter of public health or a direct consequence of global changes in environment. We demand that the policy mandates adjustments to department expectations and facilitation of coursework, and exams to include but not limited to:
 - Flexibility regarding departmental and qualifying exams,
 - Support and leniency for teaching and research assistants which includes reducing or excusing the grading workload associated with coursework and exams,
 - An adjustment to the format, content, or length of expected coursework, and tools of assessment,
 - Asynchronous assignments and exams that enable students to have more time to complete the required items,
 - A no-fault final exam: the final exam grade cannot negatively impact a student’s grade.

Community Safety & Well-Being

WE DEMAND

- UC San Diego cuts ties with and divests from University of California Police Department (UCPD) and local municipal police forces. We demand that the administration move toward replacing our current police with a community-controlled system of safety.

- Until a community-controlled system of safety can be fully adopted, we demand that the University initiates the steps below and decreases the need for police presence on campus including but not limited to large scale and specialized events, and residential spaces.
- Any funds allocated to police under [institutional support and logistical services](#) be redirected to alleviate any budget cuts associated with COVID-19 and support community wellness impacts caused by public health crises starting the fiscal year of 2021-2022 and thereafter.
- UC San Diego recalls its workers and avoids layoffs and furloughs that disproportionately hurt vulnerable UC students and workers. We demand the university takes advantage of reimbursement opportunities for pandemic-related costs provided by Federal Emergency Management Agency (FEMA)
- The reallocation of 30% of the University of California Police Department's budget towards investments in communities of color where UCSD's underrepresented students resided prior to enrolling, anti-Blackness training facilitated by organizations with a demonstrated history and commitment to improving the lives of African and Black people, and support services and programs for formerly incarcerated or system impacted students.
- The University to be significantly more open and transparent about UCPD's annual budget with line-item details, including spending on officer salaries as well as spending on weapons and technology along with any mutual aid agreements and contracts between UCPD and local police departments, county sheriff's offices, CHP, and CalOES, as well as information on the length of the agreements and their terms.
- The ratio of the Community Service Officers and Residential Security Officers are such that University of California Police Department officers are 33% of the entirety of its workforce.
- Any future hiring of UCPD officers include a background check and record evaluation to eliminate hopeful officers with histories of brutality, or abuse, in their careers in any location, from the hiring pool.
- An external independent review board, outside of the Community Safety and Security Advisory Committee (CSSAC), be established to assess whether there has been adequate disciplinary action for University of California Police Department officers who use force in any situation involving underrepresented students and their reports made available to the entire student body.
 - A public assessment of the reports against UCPD over the past decade, specifically related to racial bias, sexual harassment, and overuse of force be published that includes an overview of the UCPD Complaint Processes, Use of Force Policies, Procedures, Standards and Training.

- Any officer under investigation for abusive behavior shall be immediately suspended from all UCPD duties, pending the conclusion of the investigation by the independent review board.
 - The independent review board would have the authority to recommend further disciplinary action for officers and corresponding actions should be taken up by the university.
 - The independent review board shall include at least one representative from the Black Student Union, Associated Students, and Graduate Student Association.
- Black student representatives for UC San Diego committees, councils and boards shall be given academic credit, 3 units for each quarter of service, which shall be applied towards graduation and a stipend.
 - The current ownership of existing military-style equipment by UCPD is banned and all existing equipment is removed from University grounds effective immediately. We demand that any future procurement and use of military-style equipment by UCPD is prohibited under all circumstances.
 - That the use of riot control gear and tactics are banned, including but not limited to: tear gas, rubber bullets, shields, batons, and unnecessary curfews against students by UCPD or any external police agencies to allow any individual or group to exercise their first amendment right to peacefully assemble and make known their grievances to people and institutions of authority.
 - The University of California Police Department ensures its officers including but not limited to Community Service Officers (CSOs) and Residential Security Officers (RSOs) are equipped and actively using body cameras at all times by Fall 2020.
 - The university engages in direct advocacy to end the [Qualified Immunity Act](#) at the national level, and that the university holds officers of UCPD liable for reports of student complaints as well as develop a tracking system for those reports under the purview of the external independent review board.
 - The University of California Police Department uses properly trained unarmed Community Service Officers (CSOs) and Residential Security Officers (RSOs) in perceived [non-emergency situations](#) that may involve underrepresented students and de-escalate situations as necessary.
 - The University of California Police Department require police officers, dispatchers, Community Service Officers (CSOs), and Residential Security Officers (RSOs) to undergo biannual training in the following areas:
 - De-escalation of force

- Mental health sign and symptom recognition (e.g., mood, psychoses, suicide prevention, substance use, Excited Delirium, cognitive issues)
 - Legal considerations
 - Cultural and unconscious bias mediation
- The University of California Police Department adopts and implements [best practices](#) centering community-oriented care and problem solving.
 - Dispatchers and officers of UCPD are diligent in alerting respondents of potential racial or otherwise underlying factors of a prospective interaction to promote situational awareness and ensure the best possible outcome within the given situation.
 - The University of California San Diego conducts inclusive excellence searches to immediately fill the vacant position specifically to support the Black community, hire two Counseling and Psychological Services (CAPS) psychologists and one psychiatrist with demonstrated programmatic racial identity, racial trauma and group counseling experience to better serve our most vulnerable campus populations for students, staff and faculty.
 - All current staff of Counseling and Psychological Services (CAPS) undergo racial trauma training to improve their services for students of color.
 - UC San Diego Health and UC San Diego School of Medicine provide its students opportunities to gain experience, and academic credit through partnerships with clinics in low-income and impoverished neighborhoods and neighborhoods with documented health disparities.
 - UC San Diego Health and UC San Diego School of Medicine sponsor and partner with reputable local community organizations and initiatives for an annual Community Wellness based project or program in low-income and impoverished neighborhoods and neighborhoods with documented health disparities.
 - UC San Diego commit funds and partner with San Diego, Inland Empire, Los Angeles and Alameda County K-12 Schools to provide an opportunity for the university to visibly demonstrate an investment in the communities their students reside prior to enrolling at UC San Diego to include but not be limited to: the creation and support of sustainable avenues whereby basic needs insecurity for students and their families are addressed.
 - The [divestment of funding and cease of collaboration for the Thirty Meter Telescope](#) (TMT) in Hawai'i. Currently, a laboratory at UCSD serves in the development of the components of the TMT, which is being built upon the summit of Mauna Kea. Mauna Kea serves as sacred land for the Kanaka Maoli people and to participate in the project of building the TMT serves to further violate the Indigenous Sovereignty of the Kanaka Maoli people and their land.

Student Government & Auxiliaries

WE DEMAND

- The work of the Associated Students Proposed Underrepresented Task Force or Minority Caucus should involve the following:
 - Quarterly anti-Blackness workshops facilitated by the Afrikan Black Coalition, or other reputable partners of the UC Student Association who have demonstrated expertise centering anti-racist praxis for students, staff and faculty
 - Political advocacy to include but not limit to: repealment of Prop 209 and support of ACA 5, increased recruitment efforts for Black Lobby Day and other lobbying opportunities, Ban the Box and the many campaigns that address housing insecurity, food insecurity, environmental racism and poverty
 - Assistance and support of underrepresented students annual cultural programs, and/or conferences

- Associated Students remove appointed positions from Associated Students due to the implicit bias of Senate elects and require that ALL Associated Student positions be electable.

- The Art of Communications Workshop facilitated by the National Conflict Resolution Center to guide student organization leaders in effective communication practices be restructured to incorporate conversation around the following concepts:
 - anti-Blackness
 - queer and transphobia
 - ableism
 - xenophobia
 - and microaggressions via educational activities such as role-playing to equip them with knowledge and empower participants to call it out within their own student organization.

- UC San Diego's Housing, Dining & Hospitality incorporate African and Black Diasporic cultural food and products into markets, dining halls, and physical spaces under their purview.

- UC San Diego's Housing, Dining & Hospitality create opportunities and expectations for communal and residential environments to operate as a neighborhood that fosters a celebration of cultural differences and expressions in order to mitigate unnecessary reliance of law enforcement or other entities.

Recruitment and Retention

WE DEMAND

- That the University set a target for Black students to constitute ten percent of the overall undergraduate and graduate student body by 2025. Ten percent falls between the size of the statewide Black population and that of the United States. We support the University's efforts to become a Hispanic-Serving Institution and demand that UCSD make similar commitments to the Black student population.
- An increase in the percentage of Black staff to ten percent of the overall. Again, ten percent is in accordance with both the statewide and national Black population.
- That there be an exemption to the hiring freeze and additional hires for positions critical to the support of Black students, staff and faculty across mental health, academic disciplines and programs, support services and campus community centers.
- UC San Diego's Graduate Division hires at least one support coordinator for the Black graduate and professional students. Support would take the form of providing mentorship opportunities, information on navigating graduate school politics and funding, data collection, accountability for university climate improvement, and support towards alleviating the challenges of Black graduate students with international origins.
- Increased priority and support for the Black Academic Excellence Initiative in order to provide financial assistance for Black students, the Black Studies Project, the African-American Studies Program and other Black organizations and centered programmatic efforts.
- More equitable funding for graduate students across all disciplines, but especially those within Arts, Humanities and Social Sciences which are funded at a grossly disproportionate rate to that of graduate students within STEM.
- The creation of more HBCU partnerships to recruit Black graduate students across all UCSD disciplines.
- Stronger incentives and a commitment to working with faculty to recruit Black graduate students across all UC San Diego disciplines.
- More opportunities for Black graduate students to engage across disciplines and departments for interdisciplinary research.

- Increased resources directed towards increasing Black graduate and undergraduate participation in international study and Fulbright fellowships.
- UCSD Graduate Division allocates \$30k for Black graduate student programming.
- The creation of a specific ombuds person to navigate relationships between faculty, staff, and students.
- Increased prioritization for the Black Student Union's Overnight Program and financial support via a budget increase of 40%
- Expansion of the Chancellor's Associates Scholars Program that grants full scholarships to students admitted to UCSD to include the following unified school districts: San Diego, Los Angeles, Long Beach, Inglewood, Compton, Oakland, and community colleges in future partnerships: Mesa College, Cerritos College, San Diego City College (SDCC), Long Beach City College (LBCC), Compton College, Los Angeles Trade Tech, Berkeley City College, Laney College, Merritt Community College, Riverside Community College, Irvine Community College, and Victor Valley College
- Increased space and staff for the Black Resource Center that could more aptly serve the Black community considering it is the one permanent physical space whereby its mission, goals and advocacy center Black people and provide relief from everyday manifestations of anti-Blackness, being a central meeting space for Black Organizations and retention based programming.
- Increased access to information that identify and assuage services rendered to Black students of concern who may have experienced or are experiencing a need for additional academic, and emotional support. Understanding individual's right to privacy and in consideration of the laws that establish frameworks and guidelines around sharing personal information, we demand the information is given to the Director of the Black Resource Center to aid the center in supporting Black students.
- The Office of Admissions restructure approaches and efforts implemented by the UC San Diego Admissions' Diversity & Recruitment Team. This restructuring would include solicitation of ideas from the Black community and a representative from the Black Student Union (BSU) to be integrated within reorganization processes in concert with current team members.
- Following the reframing of approach and efforts to be conducted by the UC San Diego Admissions' Diversity & Recruitment Team we demand the team provide updates to the Black Student Union and Climate Council at least once a month to create a consistent

method of communication, transparency, and accountability to the goals set forth in this statement.

- The UC San Diego hires and funds 2 full time Recruitment Officers to increase the Black student population through early outreach efforts in conjunction with UC San Diego Admissions' Diversity & Recruitment Team. The scope of the Recruitment Officers work would include but not be limited to:
 - Building and maintaining a presence within partner schools and the communities in which they are located
 - Programming opportunities to expose middle and high school aged students to UC San Diego in a manner that is community oriented and culturally relevant for the student and their families
 - Attending College Fairs or Expositions, and Communal Events whose outreach and marketing efforts are specifically geared towards Black and African families
- UC San Diego Admissions Office develop an outreach series program in conjunction with Community Colleges within the San Diego, Inland Empire, Los Angeles and Alameda County to provide prospective students with knowledge around opportunities available at UC San Diego, a step-by-step process on ensuring they are eligible and are ready to transfer to UC San Diego, and a how-to access and navigate institutional resources and services.
- Admissions to develop and fund a Black Triton Transfer Admit Weekend that seeks to offer a culturally relevant and authentic look at what UC San Diego has to offer newly admitted Black Transfer students. This program would provide Black Transfer students the opportunity to connect with current Black students, staff and faculty and offer a broad overview of retention based programs and space for Black students.
- The university hires a full time Retention Officer with culture and educational knowledge centering Black Studies, Ethnic Studies or Sociology that works to increase graduation and retention rates of Black students at this university. This Retention Officer would be charged to provide and connect Black and African students to necessary academic support, professional development, and research opportunities.
- The university allocates funding for any future opportunities to host the Afrikan Black Coalition Conference on the UCSD campus.

Access

WE DEMAND

- The university hires a Development Officer whose sole responsibility is around raising funds for Black Students yield, recruitment and retention efforts. This Development Officer

should work directly with Black Student Union and the Black Resource Center. The Development Officer should be granted access to the university's largest donors so that they may aid in efforts to fundraise for scholarships for Black students.

- The Office of Academic Support and Instructional Services (OASIS) Summer Bridge Program includes an in depth study and interrogation of Black achievement and contribution to UC San Diego and society at large to assist Summer Program participants in contextualizing their UCSD experiences and Office of Academic Support and Instructional Services (OASIS) as a student retention and success program.
- Allotment for scholarships and fellowships to allow additional Black students to participate in study abroad and alternative service programs during academic breaks. The location of such programs shall not be restricted either nationally or internationally in alignment with programs offered by UCSD.
- UC San Diego Study Abroad Office to expand its administered programs to investigate the impact of colonialism, imperialism and celebrates the origins and culture of those who belong to African and Black Diaspora including but not limited to: Ghana, South Africa, Democratic Republic of the Congo, Kenya, Uganda, Morocco, Nigeria, Uganda, Rwanda
- UCSD Admissions prioritizes recruiting Black students- bringing students to campus, developing relationships with specific schools and community programs, strengthening community outreach to successful non-profit organizations and faith-based organizations inside and outside of California.
- UCSD Admissions provides academic support services, and experiential programs in San Diego, Inland Empire, Los Angeles and Alameda County K-12 Schools to create a culture of college readiness and pipeline for underrepresented students into higher education emphasizing opportunities available at UC San Diego.
- Upon graduation UC San Diego alumni are granted continued access to its research databases, facilities, and programs to provide support in a successful transition from UC San Diego.

Collegiate Development

WE DEMAND

- Increased institutional support for the existing Black Academic Excellence Initiatives, Black Alumni Funded Scholarships and the Black Studies Project.

- Increased institutional support towards the creation and growth of a Black Studies Undergraduate Major, Graduate Programming and Certification for the Black Studies and/or African-American Studies Program
- The Yankelovich Research Center to allocate 20% of its budget to generate socially conscious funded interdisciplinary research projects that address institutionalized racism and oppression that Black and African people face on local and global scales.
- A college dedicated to the celebration, education, and history of Black culture in a safe space offering humanities programming, African Diaspora courses, and Black centered events. We demand that this college be dedicated to the education and empowerment of Black students, and is reflective of the University of California San Diego's commitment to increasing the population of underrepresented staff and faculty.
- That the name of this college be derived from recommendations of the African and Black campus community.
- UCSD Organized Research Units (ORUs) are required to incorporate and support Black and other underrepresented graduate and undergraduate students and faculty. Underrepresented students working with ORUs should be supported through opportunities to publish, develop scholarship, and present at conferences with financial support.
- Greater financial support for graduate students' scholarly development, such as conference presentations and the purchase of necessary materials and resources towards their work.
- Support for the National Pan-Hellenic Council (NPHC) and its member organizations to be housed in the university with a designated full time employee in coordination with the full time staff associated with the Multicultural Greek Council, Interfraternity Council, and Panhellenic Association but separate from the general Greek Life Advisors.
- The implementation of policies which create the opportunities for the National Pan-Hellenic Council (NPHC) and its member organizations to thrive at UC San Diego.
- The expansion of the Historically Black Colleges and Universities (HBCU) exchange program, currently housed in Marshall College, to invite Historically Black Colleges and Universities (HBCU) students to UCSD and for current undergraduate students to attend Historically Black Colleges and Universities (HBCUs).

Climate & Accountability

WE DEMAND

- The reestablishment of bi-annual Campus Climate Meetings focusing on Black campus life mandated through Vice Chancellor for Equity, Diversity and Inclusion (VCEDI) and the Vice Chancellor for Student Affairs (VCSA) offices as an avenue for accountability to issues and concerns raised by Black students, staff, faculty, and community in the greater San Diego area. The climate council should include individuals external to the university for increased accountability.
- These Campus Climate councils should work alongside the Equity, Diversity and Inclusion Council to generate recommendations for each department. Departments determined to have a poor racial climate should be reported publicly and should be required to demonstrate the adoption of the councils' recommendations.
- Updated UCLearning Online Diversity Training to holistically address faculty response to cases and situations relevant to the recent experiences of Black, Indigenous, and other people of color, expanded in duration to at least 3 days, and be required semi-annually. A portion of the diversity training should be in-person. We demand that training modules involve discussions of recent and foundational history in both a university and national context.
- The Center for Student Involvement (CSI) dedicates positions for at least two full-time employees to address the continuation of diversity training and programming for student organizations, and one full-time employee designated to train Sorority & Fraternity Life (Greek) organizations. We demand that the leaders of student organizations undergo mandatory diversity training and that it is highly recommended for the organization's general body.
- Mandatory, in-person anti-racist, culture, and diversity training every two years for all UCSD faculty and staff. This training must be a condition of all new hires.
- We demand that there are more rigorous assessment tools developed for courses that fulfill the Diversity, Equity, and Inclusion (DEI) requirement that include the following:
 - Implementation of specific mandatory end of term questions for registered Diversity, Equity, and Inclusion (DEI) courses to determine whether the learning outcomes of students being able to articulate and demonstrate an understanding of issues affecting marginalized communities as applied to past and current realities

- Ongoing evaluation of Diversity, Equity, and Inclusion (DEI) course syllabi and pedagogical methods

Faculty & Tenure

WE DEMAND

- The University initiates inclusive excellence searches for staff and faculty emphasizing demonstrated teaching and equity based research praxis, anti-racist and bias training, and engages in concentrated outreach and marketing for staff and faculty hiring across Historically Black Colleges and Universities (HBCUs), Predominately White Institutions (PWIs), and other private and public institutions.
- Creation of a Black Studies Department that would house the African American Studies Program with a guarantee of tenured faculty and tenure-track lines by 2030
- The creation of at least one UC San Diego Endowed Chair in every academic department with a demonstrated research and teaching focused on issues of relevance to Black folk with a structural analysis, and demonstrated experience of training, mentoring and service in these areas. The hires or appointments must be approved by a special committee of Black faculty that will be identified by the Black Student Union.
- An increase in the percentage of Black faculty to ten percent of the overall tenured/tenure track faculty by 2025. Again, ten percent is in accordance with both the statewide and national Black population. This target must include all departments, particularly STEM programs.
- Increase the numbers of Black Deans, Provosts, and UC San Diego Administrators across the spectrum of administration, not just in equity and diversity positions.
- Faculty who have committed extraordinary labor to the service of Black students, staff, faculty, or scholarship should be offered the option of course releases or additional sabbatical credit.
- An increase in consequences to tenured faculty members found to be repeated abusers of students in the areas of immoral behavior and ethical misconduct.
 - Here immoral behavior includes, but is not limited to, sexual misconduct, harassment, and dishonesty. Ethical misconduct includes, but is not limited to, exploitation, harassment, and discriminatory treatment of students, as described by the [American Association of Professors](#).

- In accordance with section 103.9 of the UCSD [Senate Manual](#), termination of tenured faculty may occur with “good cause.”
- We demand the conditions of “good cause” be made publicly quantifiable as well as the aggregated complaints against faculty members in efforts to improve transparency. The tracking of these complaints shall be well maintained. Anonymity of reporters shall be retained for student safety.
 - Such suggestions of increased consequences include demotion, reduction of lectured classes, and other essential responsibilities.
- Any faculty member found to be performing below the guidelines set by quantifying “good cause” or not completing enough essential responsibilities shall be terminated upon review and judgement of the complaints.

We demand a response to this statement by June 26, 2020. In your response identify a point of contact or primary person responsible for facilitating further conversation between the Black Student Union and campus leadership.

Sincerely,
Black Student Union at UC San Diego