

	Original Demands: 11/13/15	Administration Response on 11/20	Summary of Action(s) Taken Since Then	Latest Status
1	Immediate removal of President Veitch.	No. The President is committed to addressing the critical issues of diversity and cultural sensitivity at Occidental.	No further action required.	No further action required.
2	Promotion of the chief diversity officer (CDO) to a vice president level.	Yes.	Agreed on 11/20/15	COMPLETE
3	Increase the budget of the CDO's office by 50 percent.	Yes, operating budget will be increased by 50%.	VP of Finance reallocated dollars on 11/25/15.	COMPLETE
4	Provide \$60,000 in funding to the student Diversity and Equity Board to fund programming and provide resources for black and other marginalized students.	Funding for DEB is decided by ASOC.	By student vote on 3/28/16, DEB is now funded by student body fee. CDO provided gap funding.	COMPLETE
		ICA budget will be doubled (from \$13,000 to \$26,000).	VP of Finance reallocated dollars on 11/25/15.	
5	Creation of a fully funded and staffed Black Studies program, a demand that has not been met for over 40 years.	Hiring of associate professor of African American Studies is already underway. This scholar will lead the development of a new minor in Black Studies. We expect that this minor will lead to the creation of a new major.	Two senior level faculty specializing in African American Studies were hired by the American Studies department. This doubles the initial commitment and will help advance the process more efficiently.	COMPLETE on commitment to hire new faculty. ON-TRACK to continue progress toward a minor and depending upon student response, a major in Black Studies.
6	Increase the percentage of tenured faculty of color by 20 percent by the 2017-18 school year and by 100 percent in the next five years.	The Dean will work closely with the CDO and faculty to ensure a robust and diverse search process.	As a result of outstanding work by faculty hiring committees, the majority (7 of 8) of the incoming cohort of tenured or tenure track faculty are people of color. Four African American women will join us this fall and one African American man will start the following fall. Protocols are being developed for the faculty Affirmative Action Committee. Hiring practices are under review to effectively use the Affirmative Action Committee and develop the role of the CDO.	ON TRACK FOR COMPLETION. Of the seven new hires, six will start in 2016 and one will start in fall 2017.
7	Provide funding for Harambee, the student group for black men which has not received funding in five years.	Yes. Funding is available through increased budget of ICA.	Harambee's members decided to become a part of ICA. Harambee will be funded in the future through ICA.	COMPLETE

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8	Institute mandatory training for all college employees, especially Residential Education, Student Affairs, and Campus Safety, that provides tools to properly assist people from marginalized backgrounds.	Yes.	Student Affairs completed on 2/9/16. Summer training for Campus Safety, Fall Training for Academic Departments. Spring/ Summer Training for hiring departments. The Center for Teaching Excellence has continued to sponsor programs related to the College Mission. The following programs took place during the 2015-16 academic year: Faculty Working Groups on "Equity at Occidental," "Diversity in the STEM Classroom," and "Teaching in, through, and with Social Movements" and "Diversifying your Syllabus" Faculty Workshop.	ON TRACK FOR COMPLETION FALL 2016
9	Immediate demilitarization of Campus Safety, which includes, but is not limited to, removal of bulletproof vests from uniform, exclusion of military and external policy rhetoric from all documents and daily discourse, and increased transparency and positive direct connection to the student body.	Chief's Advisory Group (including students) will review campus safety policy and protocols and provide appropriate recommendations.	Campus Safety Advisory Committee (CSAC) was formed and announced to campus on 12/15/15. A Campus Safety Town Hall was held for members of the Occidental community on 3/16. CSAC submitted final recommendations on 4/19 and the campus will be informed before the close of the semester.	ON TRACK for recommendations to be shared with the community before the end of the semester. Implementation likely to take place in following months.
10	Immediate removal of LAPD's presence on campus.	Yes, absent emergency or required police business.	Police league continued to use campus facilities per an existing contract. Contract expired in 3/16 and has not been renewed.	COMPLETE
11	Ensure the continued existence of the ICA as a longstanding office on campus	Yes.	On 12/15/15 J. Grady was named the Director of ICC	COMPLETE
12	Elimination of the first-year education program. In its place, restructure CSP classes to fulfill the original purpose of the CSP, which was to focus on issues around identity.	Student Affairs will restructure FYRE to effectively address issues of diversity and cultural sensitivity. The Academic Planning Committee will review CSP and recommend appropriate changes to the faculty, Dean and President during the Spring 2016 semester.	FYRE has been eliminated and elements have been incorporated into first year orientation. There will not be a required course for Fall 2016. The replacement program is being designed with input from faculty and administrators. The redesigned program will incorporate different learning models and be implemented in Fall 2017.	ON TRACK: Curriculum changes will be discussed by the faculty during the 2016-17 academic year for implementation Fall 2017

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13	Hire much-needed physicians of color at Emmons Student Wellness Center to treat physical and emotional trauma associated with issues of identity.	The College is committed to hiring diverse professionals to treat physical and emotional trauma associated with issues of identity.	The College does not hire physicians but diversity is always considered when evaluating the practitioners and clinicians who support our students.	COMPLETE
14	Meet the demands that CODE made following the arrest of a community member on Sept. 5.	Chief's Advisory Group (including students) will review campus safety policy and protocols and provide appropriate recommendations.	Campus Safety Advisory Committee (CSAC) was formed and announced to campus on 12/15/15. CSAC submitted final recommendations on 4/19 and the campus will be informed before the close of the semester.	ON TRACK for recommendations to be shared with the community before the end of the semester. Implementation likely to take place in following months.