

Dear Oxy Community,

Over the past several weeks, we have witnessed the power of this community to be a part of a national dialogue on issues of diversity and inclusion – values that lie at the heart of Oxy's mission. While that dialogue is often a difficult one, it is necessary if our College – and our society as a whole – is to move ahead in a way that embodies and expresses those values.

We have heard you, and we welcome the opportunity to join you in taking action. We want you to know that we are all committed to working for change. The president and Board of Trustees, in collaboration with the faculty, are committed to moving ahead.

Let us begin with a recitation of where we currently stand:

- 42 percent of Oxy students are of color, an increase from 36 percent in 2009.
- 45 percent of the Class of 2019 is made up of students of color.
- Occidental ranks sixth in faculty diversity among the top 50 liberal arts colleges, according to the latest statistics published by the *Chronicle of Higher Education*.
- Occidental has one of the highest percentages of Pell Grant recipients (21 percent) among top-ranked liberal arts colleges. Pell Grants are a proven resource to helping low and moderate income students enroll and complete college.
- For the past two years, *The New York Times* has rated Occidental as one of the country's most economically diverse colleges. With more than 70 percent of our students on financial aid, we provide \$42 million in financial support for students each year.

But these statistics alone are not enough.

At Occidental, our mission of equity and excellence demands that we hold ourselves to a higher standard. We must create a community where every member feels equally valued and at home on a campus rooted in mutual respect. We have heard the pain experienced by our students and witnessed their courage in sharing these experiences. We also have heard and are prepared to respond to their calls for change. Below, we have outlined an action plan, campus leader, and timeline to address demands 2-14 outlined by campus activists.

While there remains significant work ahead, we believe we will best be able to accomplish it together. The Board, faculty, administration, staff and students all must play an important role in transforming and improving our community. We look forward to direct and meaningful engagement in the near term. To accomplish this, we propose to invite a neutral mediator to work with administration, faculty, and student representatives to help restore trust and pathways for dialogue. We welcome your active participation in that process.

Sincerely,

Chris Calkins
Chair of the Board

Jonathan Veitch
President

Jorge Gonzalez
Dean of Faculty

Response to November 2015 Demands

#	Demand	Response	Campus Leader	Projected Time Frame
1	Immediate removal of President Veitch	No. The President is committed to addressing the critical issues of diversity and cultural sensitivity at Occidental.		
2	Promotion of the chief diversity officer (CDO) to a vice president level	Yes.	President	Immediately.
3	Increase the budget of the CDO's office by 50 percent	Yes, operating budget will be increased by 50%.	VP for Finance & Planning	Immediately.
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.	ASOC	Immediately.
		ICA budget will be doubled (from \$13,000 to \$26,000).	VP for Student Affairs/Dean of Students	
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.	Dean & APC	Immediately.
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.	Dean, CDO & Faculty	Upon hire of CDO.
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.	Vice President for Student Affairs—Dean of Students	Immediately.
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.	CDO	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.	VP for Finance & Planning	Immediately.
10	Immediate removal of LAPD's presence on campus	Yes, absent emergency or required police business.	Chief of Campus Safety	Immediately.
11	Ensure the continued existence of the ICA as a longstanding office on campus	Yes.	VP for Student Affairs—Dean of Students	Immediately.

#	Demand	Response	Campus Leader	Projected Time Frame
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.	VP for Student Affairs–Dean of Students	Implement Fall 2016
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.	VP for Student Affairs–Dean of Students	Spring 2016
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.	VP for Finance & Planning	Immediately.