President Mark Schlissel, the Administration, and the Central Student Government of the University of Michigan:

We wish to address you all with a re-drafted version of our letter from September 29th, 2016. It is with a heavy heart that we are addressing you all with the same concerns that we had last year at the time the racist flyers were found on our campus. Since then, our campus climate has only worsened; we have seen a polarized student body against marginalized students on our campus. Explicit acts of racism and oppression have gone continuously unaddressed, or have been addressed with a sort of helplessness.

The University has continuously shown its allegiance and dedication to "defend" the right to Freedom of Speech, but fails at providing and promising safety for students of color. The safety of students should not come as an afterthought, it should be a priority. The active stance that the University has taken to ensure others' their right to Freedom of Speech, such as refusing to erase the harmful islamophobic messaging, should be comparable to the active measures the university is taking to protect its students of color.

Frankly, actions by the administration have felt disingenuous. They often are reactionary to student mobilization, including the most recent efforts by the administration to release statements. There are issues that are impacting us right now, every day, and yet the University has remained stagnant in waiting on a strategic plan that isn't doing anything for us right now. There are students that are impacted by the hateful actions of other students and others on our campus, and there is no concrete addresses from the administration. You have yet to make a statement about multiple racist, islamophobic, and anti-Semitic incidents on campus. **You also failed to acknowledge the recent bias incidents in the Union and the UGLI, where the prayer rugs in the reflection rooms were defiled. Muslim students must rely on their own communities to be informed about these incidents.**

We are the top public school in the country, yet we lag when it comes to truly creating an environment that engages in diversity, equity and inclusion. These words mean more than a few statements, open dialogues for all students to attend, and a promise to give money to the cause.

These are our concrete demands as Students4Justice for President Schlissel and Administrators of the University of Michigan, Ann Arbor. This is not an exhaustive list. As Students4Justice, our goal has always been to uplift the voices of the most marginalized, and create more avenues for advocacy. This is only a first step into holding our administration accountable:

1. Acknowledge our humanity and address us-- Muslim, Jewish, Black, Arab, LGBTQ+, and other marginalized students on campus-- in person on Thursday, February 9, 2017 at the Michigan Union.
    a. There needs to be more support from the administration when oppressive attacks occur
        i. Support looks like:
            1. Reaching out to students that have been affected, or could have been affected, to identify their needs and work to fulfill those.

2. Any current or prospective student that engages in any form of oppressive speech should be sanctioned with "a specified period of disciplinary probation with a notation to that effect on the student's transcript and a specified number of hours of approved community service." (http://www.lsa.umich.edu/academicintegrity/students/index.htm). Similar to the punishment for academic misconduct, the disciplinary process should be both adequate and educational.
3. Increasing the number of Black, Arab, and other PoC tenured faculty. Students need to have faculty who come from their backgrounds, look, sound, and talk like them to support them.

2. Declare solidarity with students of color and marginalized students, as well as with those same students at Eastern Michigan University and other schools in the nation who experience racism and anti-Blackness on campus.
    a. Address the current events regarding police brutality and recognize how that impacts Black students, faculty and staff in our personal, professional and academic lives.
    b. Rename buildings to reflect and acknowledge student activism on campus and additionally acknowledge the legacies of oppression that the people the buildings are currently named after have caused. This university has been constructed on land that was cleaned of its indigenous communities and this violent history should be acknowledged publicly.
    c. Construct more office hours and time for students to voice their concerns to the President directly.
        i. Hours are often during classes and only held once or twice a month.
3. Create a protocol that is more accessible for the entire campus community to be informed about bias incidents. We have the right to know about these incidents.
    a. http://publicaffairs.vpcomm.umich.edu/: Statements on this website should be sent as emails to the entire campus community.
    b. Statements need to be timely (within 24 hours). If student safety is a primary concern, then informing students would be a primary concern as well.
4. Fulfill the remaining demands of the #BBUM Movement that was presented in 2013, as following:
    a. "We demand the University available housing on central campus for those of lower socioeconomic status at a rate that students can afford to be a part of university life, and not just on the periphery."
        i. The quality of living in these areas should be comparable to other university housing, and rates should be comparable to those of the Inter-Cooperative Council Housing (but does not exceed $450.00/ month).
        ii. An inclusive space that addresses financial need
    b. "We demand an opportunity to educate and be educated about America's historical treatment and marginalization of colored groups through race and ethnicity requirements throughout all schools and colleges within the University."
        i. The Race and Ethnicity requirement should be required for all students at the University, and the requirement should be more selective. It should be

fulfilled by courses that focus on a contemporary view of race and race relations in the United States, and/or U.S.-international relations. The course should not have a "topic" on diversity, but rather the dynamics of race and power must be integrated into the curriculum of the course.

c. "We demand the equal opportunity to succeed with emergency scholarships for Black students in need of financial support, without the mental anxiety of not being able to focus on and afford the University's academic life."
    i. This must be a scholarship, and not a loan. This information also should be more accessible so that all students are aware that it exists. It must be on the University DEI websites, department websites, and at the bottom of all department newsletters.
d. "We demand for increased exposure of all documents within the Bentley (Historical) Library. There should be transparency about the University and its past dealings with race relations."
    i. The university has only grown because of the student activism that black students and other students of color have done
    ii. The university needs to be transparent about the ways in which it has participated in a legacy of oppression against Black people, Indigenous people, and other people of color
e. "We demand an increase in Black representation on this campus equal to 10 percent."
    i. We demand that there are efforts to also increase the enrollment numbers of Indigenous and Latinx students.

5. Create a permanent designated space on central campus for Black students and students of color to organize, and do social justice work. This is not the same as Trotter Multicultural Center, because we want a space solely dedicated to community organizing and social justice work specifically for people of color.
    a. We want documentation of past, current, and future student activism and this should be a permanent space that is staffed, and has resources for students to organize and share resources.