RESOLUTION:  F2017-SR3

TITLE:  Support for Black and Minority Students

SPONSOR:  Rae Aaron, Feb Senator and Speaker
           Jin-Mi Sohn, President
           David Vargas, First Year Senator

DATE:  11 November 2017

Whereas addressing racial injustice and tension on campus is an ongoing priority of the SGA;

Whereas students started important conversations in Mead Chapel on November 9 that need to be acted on by the SGA and Administration;

Whereas students of color, particularly students who identify as black, and historically marginalized groups face unique challenges at Middlebury;

Whereas the Charles Murray talk and incidents following, such as graffiti targeting Addis Fouche-Channer, caused students of color to feel unsafe on campus;

Whereas there are many students who feel there have been unrecognized incidences of racial profiling toward black and Latinx students and professors at Middlebury;

Whereas there are still deep divisions between and a lack of further support on campus from the Administration to students of color,

Whereas the College recognizes there were only white individuals in the office determining the judicial decisions of Charles Murray protesters;

Whereas there has been a lack of information to the student body regarding the severity of the impact of racially-charged accusations and incidents (graffiti outside and in Munroe);

Whereas students of color should not be expected to carry the burden of educating members of the community on the prevalence of racism at Middlebury and addressing solutions;

Whereas cultural sensitivity and awareness are critical skills for all employees of Middlebury College to have;

Whereas the SGA sees this issue as a priority in improving student life—both academic and extracurricular—for racial minorities and everyone in the campus community;

Whereas policy changes that affect Judicial Board decisions are not applicable to cases which took place prior to those changes, which often impact students who come from minority backgrounds;

Whereas these issues of racism cannot be solved overnight, but must be addressed through joint statements and long-term efforts;

Therefore, be it resolved...
That the SGA encourages the Administration to begin or continue to communicate its recognition and prioritization on the following broad but tangible goals:

1. Issuing more immediate responses to specific instances of racism on Campus and
2. Creating a website accessible to Middlebury students dedicated to archiving these instances with specific and transparent goals and deadlines so the college can begin to have markers of data to track the current situation and for progress,
3. Hiring an outside conflict mediator to help heal community divides beyond what is mendable by restorative practices,
4. Placing a focus on the judicial system, with transparent implementation of AJB and CJB training in restorative justice,
5. Allowing students who committed actions the Judicial Board deemed policy violations to retroactively repeal the decision should the policies change (for example, cases in which students of color are more susceptible to violations based on their background);
6. Mandatory diversity training for all staff and faculty and de-escalation training for all security personnel who work on campus, including Public Safety and Green Mountain Security,
   a. De-escalation trainings should be updated, expanded, and transparent with the student body to ensure that public safety officers and other security personnel have more resources to de-escalate potentially confrontational scenarios without the use of force.
   b. The administration should clearly delineate that the role of public safety officers is not to serve as a police force or as informants, but rather to “deliver services that enhance and protect the college community.”
7. Establishing regular direct communication between the Administration and leadership of cultural orgs, beginning with but not limited to BSU, in order to provide the SLG with an understanding from minority students’ perspective,
8. Supporting higher representation of black and other students of color on advisory and decision-making bodies (e.g. Academic Integrity Committee) and emphasizing the importance of racial inclusivity in college programs, departments and initiatives,

Respectfully Submitted,

Rae Aaron, SGA Speaker
Jin-Mi Sohn, SGA President
Charles Rainey, BSU President
David Vargas, First Year Senator