

TERMS AND CONDITIONS OF NEGOTIATIONS:

This document contains an extensive list of demands for institutional changes that we believe will address our concerns regarding our marginalization on campus. Prior to disclosing the demands, we would like to establish the terms and conditions of our negotiations to make sure that our negotiations are publicly disclosed¹. We hope that the President of the College, on behalf of the President's Leadership Team², will accept these terms.

Our conditions are the following:

1. The Administration, by which we specifically refer to the President's Leadership Team, will publicly acknowledge the receipt of this list of demands and acceptance of the terms and conditions as soon as possible.
 - a. The public acknowledgement has to be in the form of an email to all the constituents of St. Olaf, St. Olaf parents, and Alumni.
2. The President's Leadership Team has shared these documents with the Board of Regents, and has provided for members of the Drafting Committee³ to meet with the Board of Regents⁴ in person.
 - a. The Administration should try to organize this meeting so that it is public. The Board of Regents should be approached by the President's leadership team to consider the above.
 - b. This meeting will be open to the public, and streamed online by the Broadcasting Media Services if the consent of the Board is granted.
3. The Administration will release a public document addressing all the demands expressed in the following sections and disclose in this document, their understanding of the demands, and their plan of action, or lack thereof, regarding each demand. This undertaking has to be concluded before May 20, 2017.
 - a. The public disclosure will be a document signed by the members of the President's Leadership Team.
 - b. The document must address each demand separately. For each demand, the document should contain a statement of understanding, outlining how the administration perceives the nature of the demand, and correspondingly a statement of undertaking, outlining how the administration wishes to act or respond to the demand.

¹ By public disclosure, we mean emails to the student body, the alumni, and St. Olaf Parents

² *President's Leadership Team*. St. Olaf College Website. Accessed: April 30, 2017.

<https://wp.stolaf.edu/president/leadership/>

³ This is a core group of 5 members who drafted this document in The Collective for Change on the Hill

⁴ *Board of Regents*. St. Olaf College Website. Accessed: April 30, 2017.

<https://wp.stolaf.edu/president/board-of-regents/>

4. Once the document with the official response of the Administration is released, the Administration will set up an autonomous Task Force, no later than May 24, 2017, with the approval of the Drafting Committee to research the topics raised in this list of demands and the Administration's response to it.
 - a. The Task Force will consist of at least 7 members of the institution, including alumni, and 2 external members nominated by the administration and the Drafting Committee.
 - b. The Task Force will be led by two faculty members of color who will be nominated by the Drafting Committee and agreed upon by the Administration.
 - c. The Task Force will contain a lawyer who works with racial discrimination. This member will be nominated by the Drafting Committee and will have to be agreed upon by the Administration. The other member not of the institution will be nominated by the Administration and agreed upon by the Drafting Committee..
 - d. The Task Force will contain three students and one alumni member of color. These students should not be a part of the SGA executive team and senate⁵.
 - e. The Task Force will have one member of the President's Leadership Team. They will be nominated by the President.
 - f. The Team will publicly report their findings. This document will be published in the Fall of 2017.

5. The Administration will consider the report published by the Task Force seriously and will publicly disclose their plan of action. This disclosure has to occur within 30 days of the report of Task Force becoming public.

I, David Anderson, President of St. Olaf College, on behalf of the President's Leadership Team, hereby agree to the terms and conditions of negotiations outlined above.

(Signature and Date)

⁵ The President of the Student Government Association has agreed to these terms and supports the decision of the Drafting Committee.