

The Collective For Change On The Hill

Document of Support

May 4, 2017

To the Members of The Board of Regents,

Overt acts of racism and hate are symptomatic of institutional complacency and inaction. As marginalized students of color, multicultural and international students, we are acutely aware of the endemic nature of prejudice and racism in society. As such, we do not naively hope for the end of overt and explicit acts of racism. Instead, we believe that the need of the hour is to address institutional changes.

We aim that St. Olaf College will recognize that racially charged hate crimes — reported and unreported— are not simply driven by individual actors. These hate crimes occur in a context that takes advantage of the current administrative policies and therefore cannot be understood as isolated incidents. We understand that the Administration symbolically does not encourage racism but we wish for them to more actively discourage racism. Our mission is to hold the Administration and students of St. Olaf College accountable for the institutional problems that are embedded within the structures of this campus. We have confidence that, as a college community, we can do better.

On May 1, 2017, The Collective presented a document to the President's Leadership Team containing an extensive list of demands that reflects concerns raised by many students of color. The President of the college signed the “Terms and Conditions of Negotiations” in the document, marking a historic moment. On behalf of the President’s Leadership Team, President David Anderson showed his commitment to address concerns about institutional problems regarding race, diversity, and inclusion.

We hope that the members of the Board of Regents, by signing this Document of Support, validate the efforts of The Collective and the commitment of the President’s Leadership Team.

In Solidarity,
The Collective for Change on The Hill

I, _____, as a member of the Board of Regents for St. Olaf College, support the legitimacy of the issues raised by The Collective for Change on The Hill and support the initiatives and measures taken by the President’s Leadership Team to address institutional racism.

Signature and Date