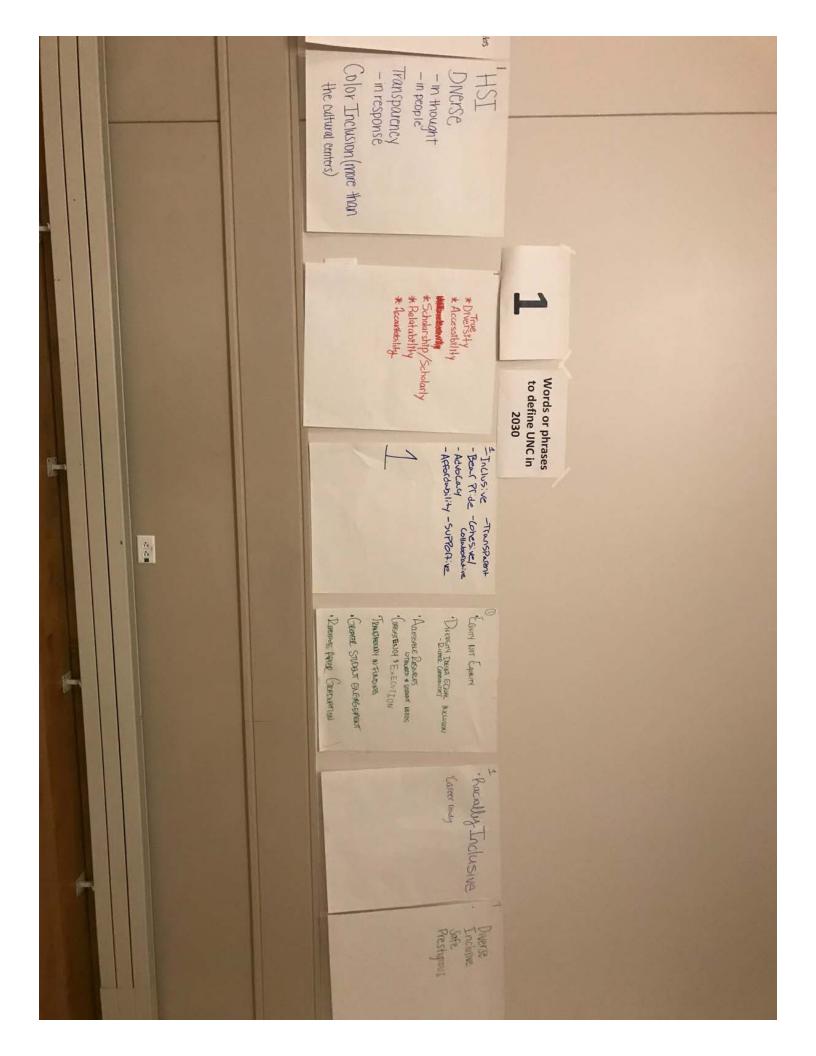
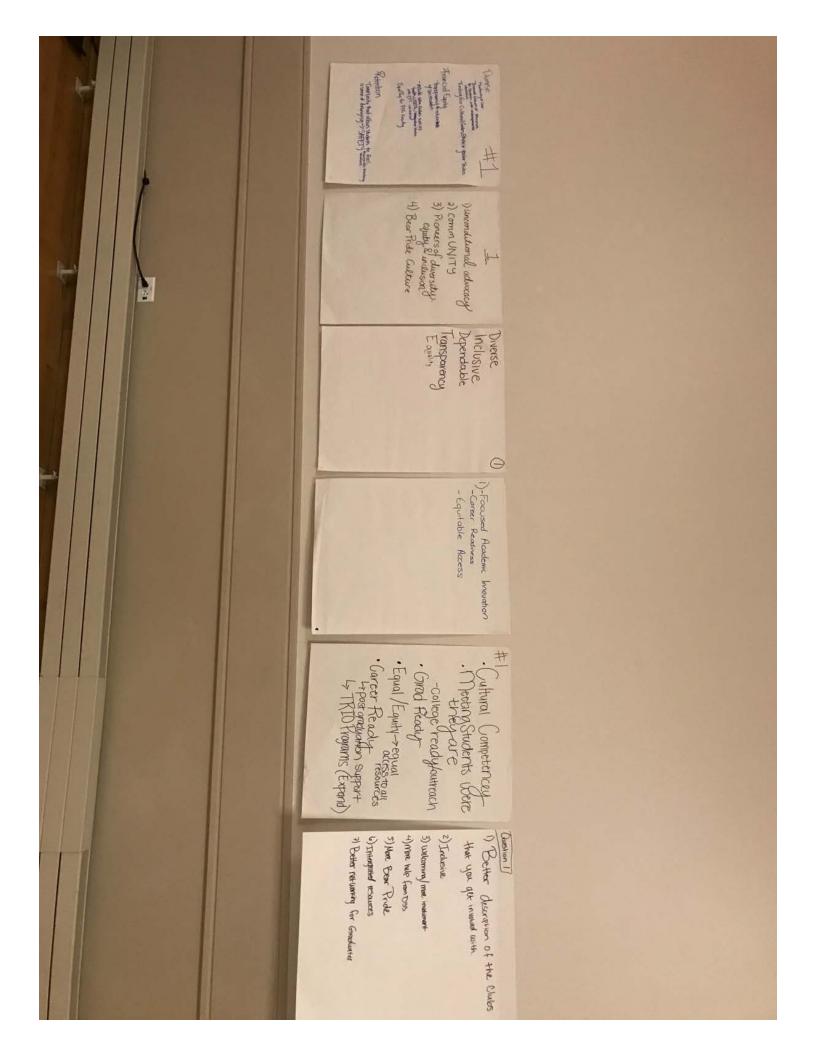
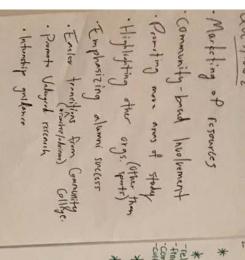
## September 11, 2019 Student Forum







\* Readmess post grad. life

\* UNC Faculty of color (MORE)

\* UNC Faculty of color (MORE)
-relatability
-francial support
-community Involvement/earlidment

\* Mone resources for ALL UNC Students \*
\* Establish University Foundation

2

How to ensure future students' success

to them

Empowerment = Transparency

Representation

Intentional Community

Engagement

Inclusive Resources

Chetting rid of unnecessary

feas

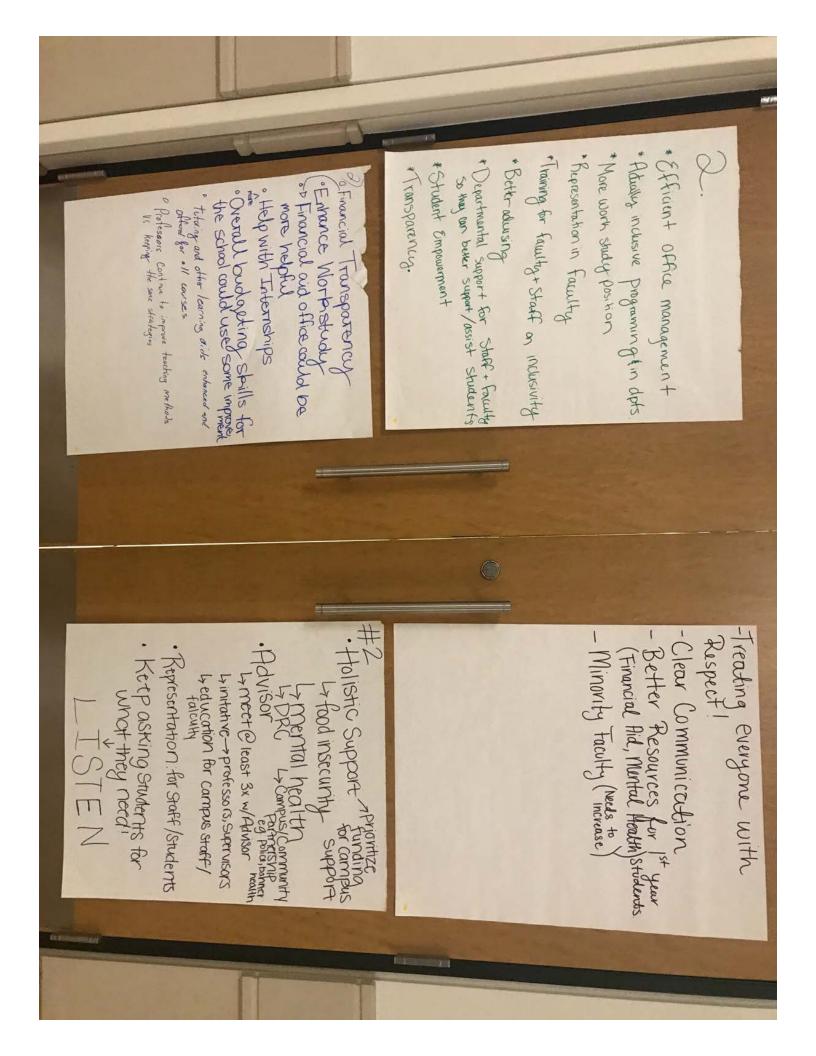
-EXPAND HEATHWARE
-SUPPORT CENTRAL CAMPUS
-BE EVERNE SUPPORT TO ISIGH
-ENCOVINGE CONSUMPLY
-COMMUNICATION ACTORS CAMPUS
-TRANSPORTALLY ON

a) - UNIFORM CULTURE

on campus to offices

on campus to professionalism

- real world preparate



1) more unclusive health 2) more communication 2) Clear Communication 3) more transparency & understanding of student needs, questions & perspectives transgender student (beyond HRT) health care plans for between student and faculty/staff/students Addressing Issues going on in the Nation and world-wide Inclusivity | Diversity
Intentional Training Making Students of color feel more important Challenging white students to be confortable with the unconfortable - Communication - Adequate Resources - Smpowermen + ( or municing or species) - 5 chool Spirt pride, excitement School App 100 Improved Advising
Thomas of Special and and sunf
Special for advising to ensure
a understand for advising of
a understanding of
Cadalog Streamlining Support Services Impaved Marketing of Resources Text Redires for Contraction Equitable distribution of addigments forder support

emerging trends advantage of How to take

3 \* Support for Student MENTAL 3 \* Recording ALL Students \* Anticipating Statest result \* More inclusive insurance & doctors \* Daing better at seeing outside furthing ~ Physical hoolth \* Be Har (malable financial advisors \* Bring aware of Hubrits that lack \* Bette (thrismtohin for first gen FIRMILIAI SUPPORT Of Services in apply and Scheduling (Support, advantaing of Services) \* Strengthen programs Work tokenizing \*POC'S in the room low income, minority students) \* Programs like MORA

\* Highlight PBC allumphismments 5 Mental Health Attendance DIVERSITY the TABLE Be honest about who we are Policy + Mental Health Fees - Properly preparing us for careers -Servicing ma majority first-gen Students and not symbolic degrees

3) - Budget equality Colored counterparts)

Equity GAP (white students graduate faster than their

Holistic Health ~ awarens of capital + Health and how it encom passes vorious health Contens

Value of the Degree
4 Vents -> take 15 creats

nux of funds across disophier (wil regards to resource developments) Better, Strang Spaces plans Mental Halth day

Better relationships wy federal resources trailing people staying School langer (disability)

Advertise/Educate about univerti resourcs (sunciarship farants,

More student voice happer technology should be everywhere Comportable
-Better lighting
-24 hour space - More uptoduke technology

· Educate statifical typon using Transparency Copying communication though observed

> Free programs -Better andings

Students who have marked that Microcern's Study allows, us to improve allowering theorems Guireling Services that one full-wellly response The vocase in the need to support of the

Computer Science, implement classes that can aid students who add not have as multipleas to have 4 tech to improve research around We the skills that following government

one resources for mental health Taking advantage of our gree Compand to off-This program is meant to encourage pursue higher education \* Create UNIC Mentorship Rogram

-Social Adia presence
-Funding to better showease the face of UNC \* Increase outreach within and outside of UNC

dapt to technology

Lost like Cooking/finances

\* Educational Funding Guidance

mental health

· Professor trust in students regarding absences
· extended clinic & counseling center hours
. open educational resorces
. open educationable

Tocusing on the biases of technology and medical fields Accessibility in technology Recycling III (ACTWALLY NO "correctly" tes that aren't used "correctly"

Create more scholarships
Cut out involuntary fees on Student Bills
That will benefit Students
Of color as well.

3. Actually have staff use technology as an aid for Students explain the cost of degree compared to expected Income

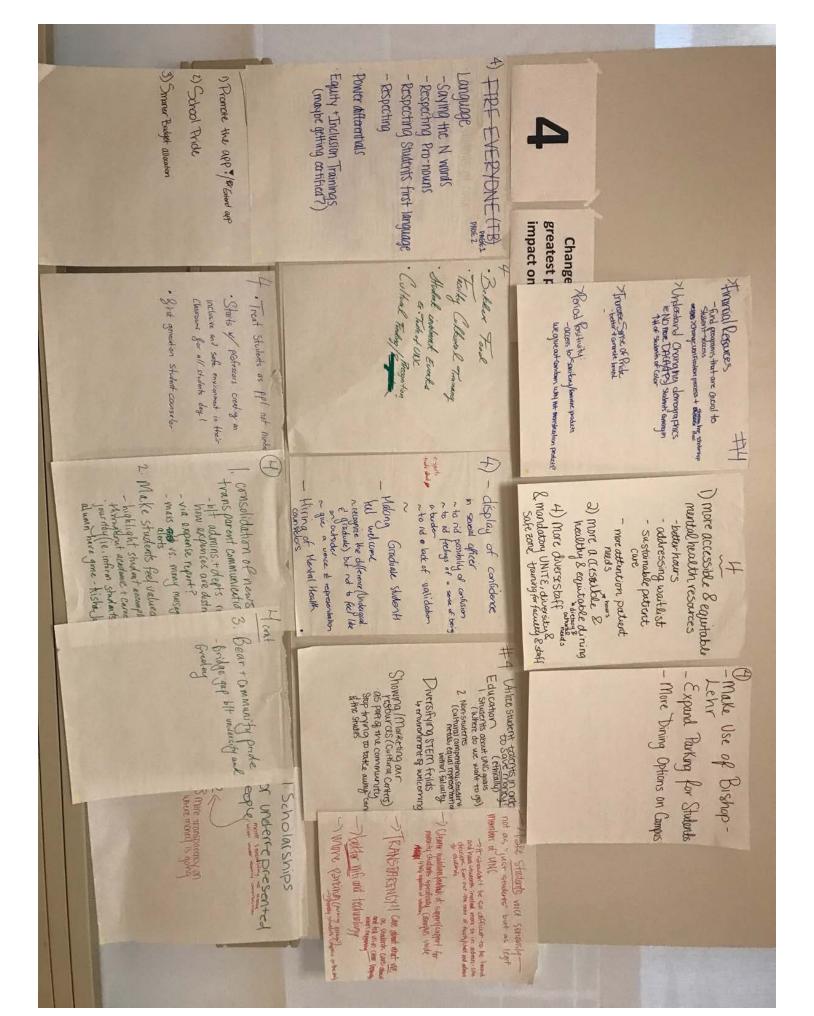
Value of a BA has decreased so maximize current level of undergrad students by making graduate programs more accousible and complication archieve-whole

4

changes for greatest positive impact on future

RF EVERYONE (T.B.

Bekken



5. Colebrate cultural centurs & l'esseuce +0 NPHC & MCGC Photom · Community involvement HS - College 1) Promote diversity of acade & Sido URSEI 11 APPORDABLE
2) Encourage city bland 3) utilize fract unused infrastructure (JOMPETITORS) TOP AKKORDAPHE Ssing Problems that happen on Camples Generally Line daing soudents accountible for their actions Stop comparing ourselves to different schools > be gurown Consistant messaging Usc our Alumni to support Having a diversity statementy

Equity—> we are accommenty
our community
when unc What we should do better than 14 Connections competitors 5.) Drursity in all identities in - Win More Games - Work more will the Community - More Security on Campus - Bester research funding - oppursunty -Accepting that we pant be compared to other schools be we don't serve the Same Students - Valuing our autompts hments traceasing our inclusinty efforts all areas 5) - change poties openly (ensure transparency) 1 Ecolontize 5 TRANSPARENCY - Me're DAGA | Dreamer students - we're First-gen Students 1\*\* Our competitions Recognizing our student populations were NOT other INCO -The Syllabi ( west us central) lets stay in our bag! - The campus - tree standing culture centers non-traditional students #5 Shocus on mis botter measures of compus sates Mustal Sugar unismouth funda small, "Stream inted and accessible viewalls bother support to advantages from when oderwise opposition - more support in an industrial stage. ichitative to focus on toucher suite most focus in community tool - Small Cass Sides Later to the sain of on Mathety Ranse analysis in the provided campus - Onlinue to promote ten ( Caspo Cadad Community of Ocurs Diversity - tile want projectors with man to Homesoming lowers / mixers words to truly story days, upon School Firsh

It is with great honor and humility that I speak before you: As a scholar, an activist, and a student here at the University of Northern Colorado (UNC). I am profoundly interested in the success of historically marginalized students at UNC. As well as the broader ethical, moral, and political implications of their presence on historically White Campuses and Universities (HWCUs) such as this one.

UNC, like many other universities and colleges, declared itself to be concerned about the variations of diversity-in culture and thought, and inclusivity. But like many other universities, UNC has failed to execute or properly define what these buzz words mean. UNC has framed success, diversity, and inclusivity through the lens of White-able-bodied-heterosexual men and women alike. To simply put it, Whiteness has failed to acknowledge and empower the folks who live in the margins. Both in society and the microcosms that are universities and colleges.

I'll be going through two examples of how UNC has failed to see their historically marginalized students as themselves. However, I will also detail on how we can be better.

1) As a McNair scholar I had the opportunity to conduct a research project with the guidance of a faculty mentor this past year. My research was about the racialized stressors faced at an HWCU by Black students. One of my focus groups discussed Trump coming to the campus. A participant of my study noted how she believed the university was racist because they allowed a racist to come to campus and embolden students, faculty, and residents to both verbally and physically assault and harass the students of color.

When Donald trump came to campus in 2016, though many administrators, professors, and students here may not have been here, students were not properly prepared for his presence on a campus that swears by inclusivity. 45's presence on campus negatively affected the campus racial climate: to the point where folks of color were being screamed at while having trash thrown at them to go back to places like Africa, Saudi Arabia, & Mexico. To the point where our students of color did not feel safe to be here. To the point where our students didn't know who to trust any longer because their school failed to see their humanity- and left them to fend for themselves amongst the irrational and resentful trump supporters.

Let me be clear, not every supporter for trump is this way. But the ones who seemed to have courage to show their face on campus were comparable to how society sees Black & Brownness - senseless savages.

We could have been better by properly preparing our students of color for the tough encounter, and then offering a follow up discussion of sorts with the campus to see how they were doing.

Moreover, the past president should have **physically** went to each cultural center and department and offered any services or help to students and staff – show actual sympathy, and not send an email and video, and chalk it up to the trumps 1<sup>st</sup> amendment right to be here.

2) The university has failed to acknowledge the equity gap properly. UNC has a habit, which is similar to politics, of lumping every person together as one. Expressing that a rising tide lifts all boats. But what if some have holes in their boats? What if some are adrift on rubble? What if some have no boats at all? How will these individuals be lifted?

I understand the idea behind saying all students - but all students specifically indicates the majority... which is White.

When there are discussions around improving the experience for first generation students, 50% are White. When there are discussions around getting more students to graduate on time - why are we not addressing the achievement gap that has White students graduating at significantly higher rates than their peers of color?

These policies and initiatives need to be intersectional and adjust to the proper ethnic group, and not based on reganomics; believing that if you give more resources to the folks at the top it will trickle down to those at the bottom. That's not realistic. We need to address each ethnic group with specific policies that empower them in a specific way. Not just saying we want all students to have a great college experience, though this may be true. But intentionally addressing and stating for Black, LatinX, Trans, gay, and other students with oppressed identities as well.

There are many things I need to address.

Like how the university is barley accessible to our students who have disabilities. Like the lack of representation in professors, faculty, and administrators. How there is a lack of tenured professors of color.

Like the continuous threat by faculty to erase Africana studies, Mexican American studies, and gender studies.

My belief is that if we have to learn **with** one another, we should also have to learn **about** one another so we can bring each other up. It's not fun having to wonder if your White classmate is racist, or if your professor will render your existence invisible, or if you go to a party are you going to have to defend yourself amongst ignorant White students who say the N word because it's in a song. Students of color deserve more than to be showcased in college brochures as smiling faces – wearing shirts expressing "First gen and Proud" in curated videos and photos.

I need to address the acute disappointment I have in UNC to not address the mass terrorist shooting in El Paso where the terrorist deliberately targeted our Mexican brothers and sisters: As the Black Student Union President, BSU was the only organization to make a personal statement on the matter - offering our LatinX students places of resources they can go to seek counseling and community. UNC expresses that our goal is to be an HSI (Hispanic Serving Institute), but how can we when we are not concerned about the mental well-being of our LatinX students. Do

we not think this will not affect their graduation rates the way it does our Black, Native, and LGBTQIA students, (which is not mutually exclusive to other identities), who endure the constant pressures of being verbally & physically assaulted. And of being disregarded by the institution yet again? We have to be mindful of distressing events that effect a slice of the student population. These are opportunities where we can band together as a university, and offer services from counseling to food and toiletries at bear pantry, to friendship and safety.

For the sake of time I will end it with this.

James Baldwin once said,

"I love America more than any other country in the world, and, exactly for this reason, I insist on the right to criticize her perpetually."

I share this sentiment with Baldwin, not only for the U.S., but also for UNC. I know what we can be which is why I'm here, which is why I appreciate this conversation. But we have to be real and honest with ourselves and our history. If we want to be better, we gotta create more space at the table and invite folks of different backgrounds to give us a different perspective to help out those with **different perspectives**.

I'll use myself as an example. As a Black cisgender man, I'm limited in my knowledge and my perspective. But I have friends from different backgrounds to help me out so I can properly

speak with and engage, **not speak for**, the communities that I do not represent but are equally passionate about.

We have an opportunity to not just offer symbolic gestures and talk of diversity and inclusivity. But to commit to political and social action. If we want to define ourselves by our own standards, and not the standards of CU or CSU or Stanford we gotta commit to include those forgotten. We have to commit to have intersectional policies. We have to commit to empower our students. We have to commit to be in community with one another and not get caught up in ego. We have to commit to solidarity, equity, and justice. And to be honest these are things that the Cesar Chavez, Marcus Garvey, APASS, Native American Student Services, the center for women's and gender equity, the gender and sexuality resource center, Stryker, CHE, and The McNairs scholars program are and have been doing. We just need the rest of the university to catch on, and not take credit for the immensely outstanding work they do. They deserve more.

What I want to see for UNC in 2030, but also more immediately, is building our community through collaboration and **honest** communication. I've touched on various opportunities we've had as a university to intentionally define who we were going to be, and failed to rise to the occasion. We have great potential individually. There are many folks who work on this campus with integrity from different backgrounds and who are different shades, especially the earnest janitors. But we **have** to come together in order to reach that potential.

Thank you for you time.