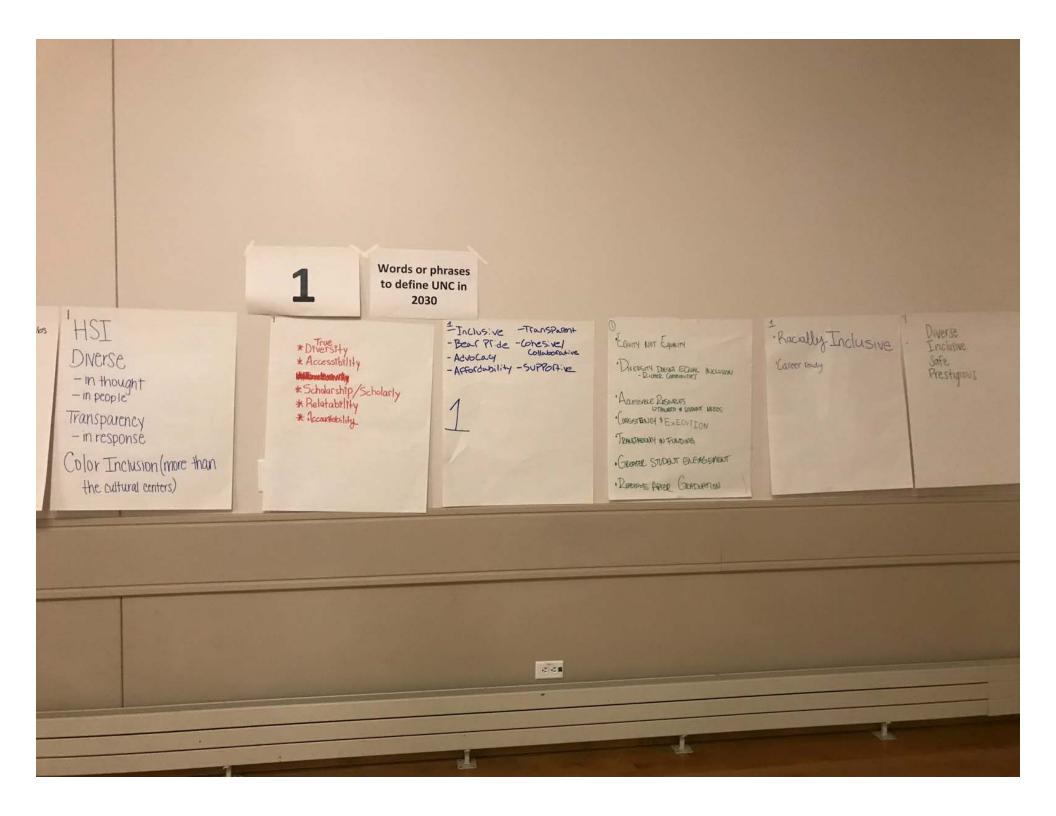
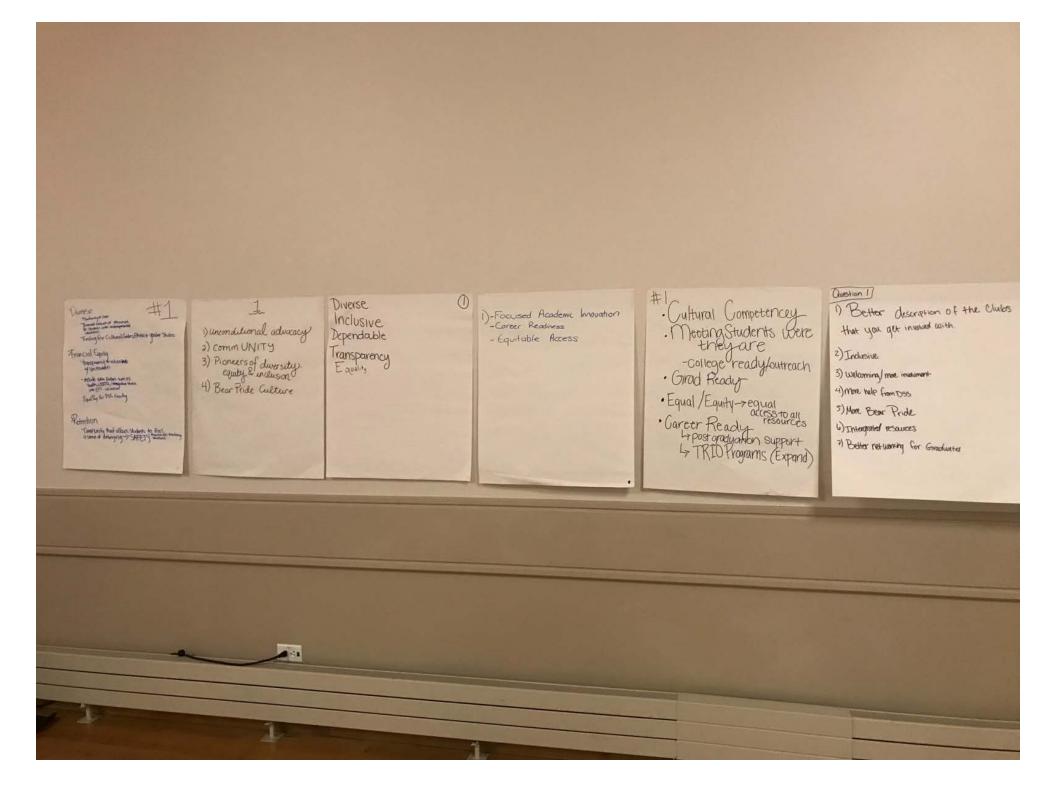
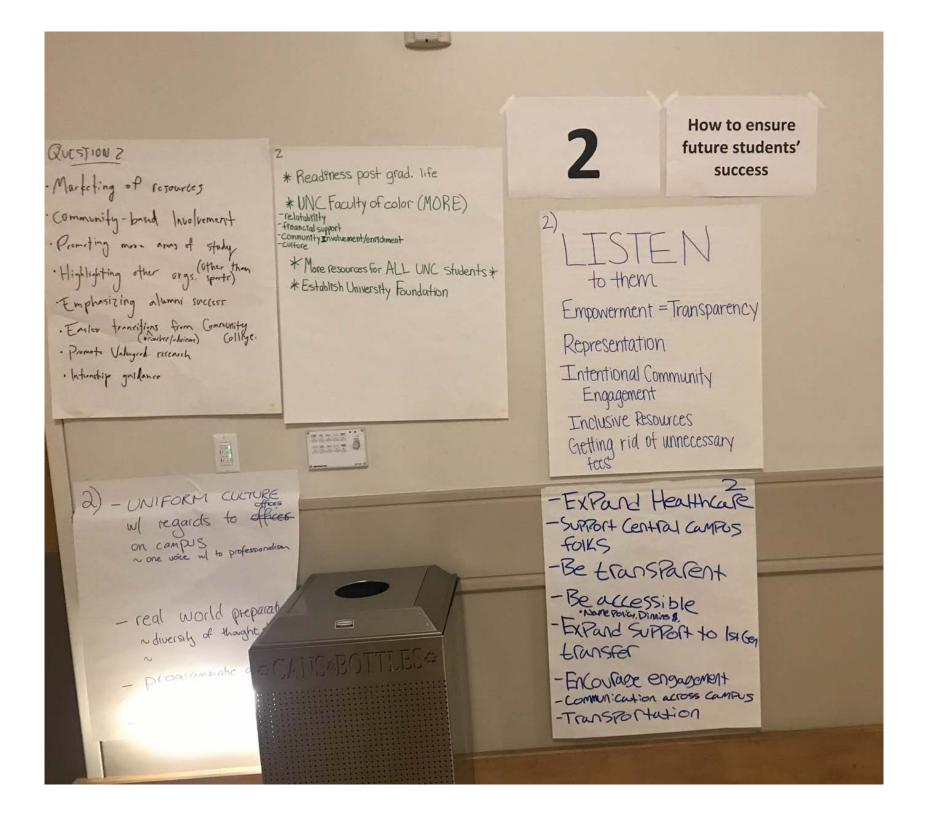
September 11, 2019 Student Forum



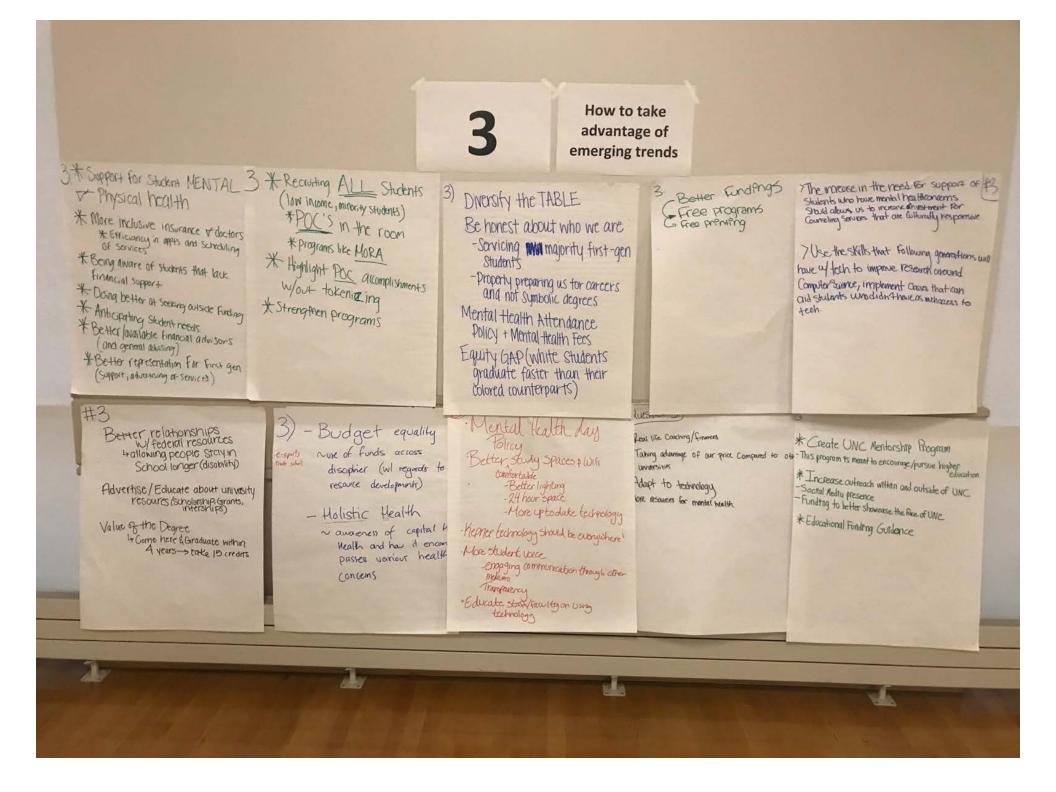




* Efficient Office management * Alticulty inclusive programing & in dots * More work study position * Representation in Faculty +Training for faculty + Staff on Inclusivity * Better adjusing * Departmental support for Staff + Faculty So they can better support/assist students *Student Empowerment * Transparency. Financial Transportency ·Enhance Workistudy +> Financial aid office could be more helpful · Help with Internships · Overall budgeting shills for the school could use some improved titoring and other learning dids enhanced and official for all courses · Professors Contrue to improve teaching methods Vs keeping the same strategies

-Treating everyone with Respect! -Clear Communication - Better Resources for 1st year (Financial Aid, Mental Health) students - Minority Faculty (Needs to) #2 +2 ·Holistic Support - Prioritize funding for campus Ly food insecurity support Hontal health HDRG HCampus/Community dvisor Bartnership eg polici, banner Honect@least 3x w/Advisor ·Hdvisor 4 initative -> professors, Supervisors Leducation for campus staff/ falculty · Representation for staff/students · Ketp asking Students for what they need! TSTEN

- Adequate Resources 2. d - Empowerment (creating control respect) 1) more inclusive health - School Spirit, Pride, excitement) health care plans for transgender student - Communication (events (involvement (beyond HRT) 2) more communication - Update between student and School App faculty/staff/students 3) more transparency & understanding of student needs, questions & perspectives Improved Advising Training or Specialized and shaff Spectrally for advising to ensure a well-rolanded understanding of Catalog 2) Clear Communication Equitable distribution of aid(guntist sodorsma) Addressing Issues going on in the Nation Test-Bealiness for Certifications -USAT (SEE Proving NULLEY and world-wide Streamlining Support Services Inclusivity Diversity Imposed Marketing of Resources Intentional Training Making students of color feel (Here) more important Challenging white students to be comfortable with the uncomfortable



3 mental health

 Professor trust in students regarding absences
extended clinic & counseling Center hours
open educational resorces Lo sustainable 3) Focusing on the biases of technoology and medical fields Accessibility intechnology Recycling !!! (ACTUALLY NO Recycling !!! (ACTUALLY NO CAP) Unnecessary fees that aren't used "correctly" Where does our money go? Using Monay Wisely Create more scholarships Cut out involutionary 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 accassible and Completion achieve-able

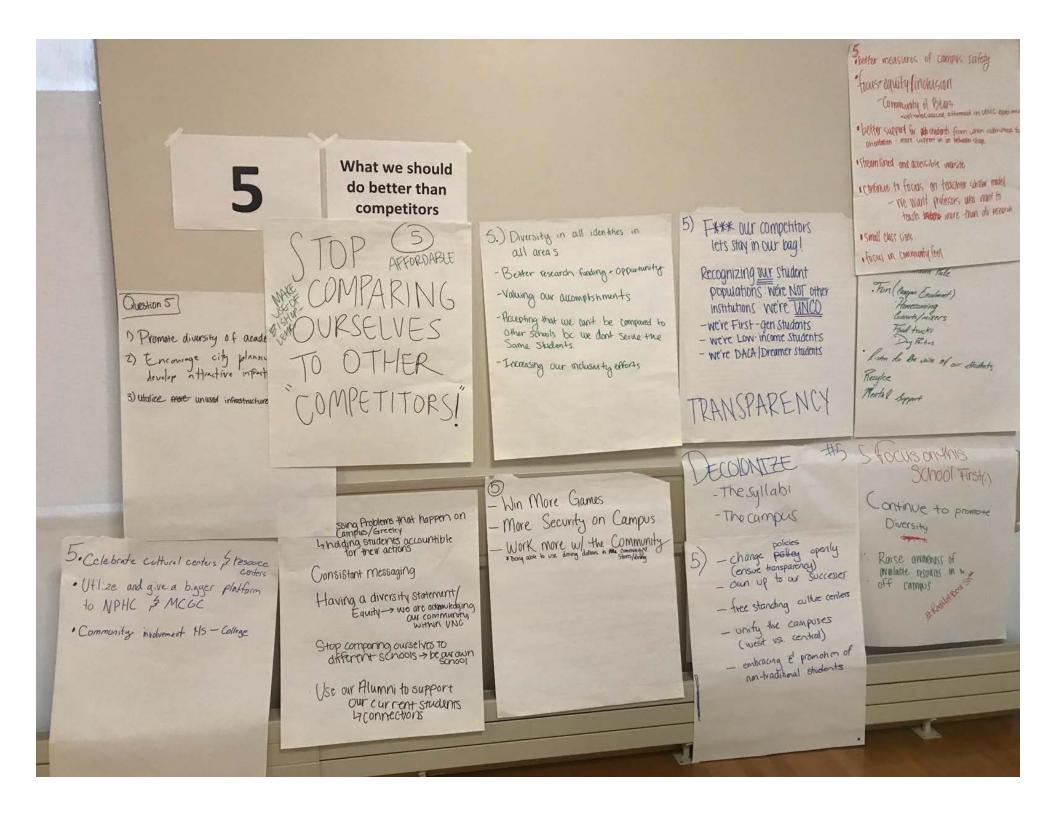
Changes for greatest positive impact on future

Reffer

ANAILAAA

4

-Make Use of Bishop-74 Financial Resources - Fund preasants that are aucial to Student-sourcess Lehr D more accessible & equitable 1000 Xhangcuan Fration process + Branchine scholarship mental health resources - Expand Parking for Students >Understand Chaina hey demographics is No more CARATPS southout aming in the of southout color -better hours - More Dining Options on Campus - addressing waithist - Sustainable patient care Trueste Sonse of Pride more attention patient needs hours 2) more a desauble & healthy & equitable diving 4) More diversistaff Reriod Bastivity - access to Saniting/formine products Change we give ait condows why not monstration products? & mandatory UNITE, diversity & Safe zone training for faculty & staff greatest r impact on Take Students voice seriously-Utilize student talents in ade not as "just students" but as legit FIRF EVERYONE (TB) 4) - display of confidence (ethically) Education members of UNC · Betler Food 1 Students about UNC goals (Where do we want to go) -off-shouldn't be so difficult to be hand and have strateme involved more as in administration of the methods decourses from out the rank of the thylotet and above the challeness Tacky Collins Training Hudant instant Events a Tick of UNC Collinal Tending / 2. Non-students (cultural compentancy, student netds, equal representation vithin falculty in several officer Language ~ to rid possibility of confusion n to ad feelings of a sense of being -Saying the N words Cleaner opublines brethelis of support support for ministy Gudants specifically Campile under esparts a burden n to rid a lack of validation Diversifying STEM feilds 4 environment of welcoming - Respecting Pro-nowns trade stand for - Respecting Students first language Showing (Marketing our resources (cultural Centers) Graduale students RANSPARENCY !! Care direct what we Malang - Respecting or students care alour as paper of the community feel welcome and tex us in other literation Stop trying to take awing considered the studies n recognize the difference (Undergrad. & graduale) but not to feel like HINT PERMITEN Power differentials -Thekter with and technology Equity + Inclusion Trainings. an outsider - Whore partitual (many sound) and and ~ give a voice é representation (maybe getting cartified?) Hiring of Hental Health counselors 1 Scholarships ·Treat Students as ppl not number (1) Hcont or underfe presented Bear + Community pride -bridge gap bit university and Gridley consolidation of news eople · Starts W/ professors creeting an transparent communicatio 1) Promote the app "/ " Estend app inclusive and safe environment in their -bit admins + depts ri how expenses are distri Classrooms for all students day 1 2) School Pride S more mansparency on where maney is going - via expense report? - mass alerts many masses · Stat generation student courselor 3) Smarrer Budget allocation 2. Make students feel values - highlight student accomple throughout academic + caree journey (ie. inform students alumin have gone - tished



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.

1

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 1st 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 and here to determine 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.