

Be Better Bryant petition

Short-term Demands (1-3 years):

1. Appoint a Chief Diversity Officer (CDO)
 - a. The CDO will be responsible to coordinate all institution-wide efforts
 - b. The CDO will report to the President as a member of the President's Cabinet, the new CDO will determine that the consideration of equity and inclusion is built into all Bryant University structures and processes internally
 - c. The CDO will hold administration accountable to the demands in this petition
 - d. Other responsibilities will include but are not limited to: setting metrics for Diversity and Inclusion initiatives, tracking their implementation, and documenting the results on a regular basis.
2. Bias Incident Committee:
 - a. The Bias Incident Committee must release the bias report annually
 - i. This includes but is not limited to, numbers or annually relevant statistics on the amount of incidents that have occurred as well as their context (for example, in the last month)
 - b. The Bias Incident Committee will collaborate with the charging bodies of Human Resources and Student Affairs in drafting both recommendations and solutions
 - c. The Bias Incident Committee will release recommendations from ALL bias reports even if the President's Cabinet does not implement any recommendations given
 - d. The Bias Incident Committee will take full reign on investigating all incidents; full responsibility is placed on the committee for management of incidents, therefore mitigation is posed on other offices to prevent outward involvement from ResLife, DPS, etc.
 - e. ResLife and DPS should report to the committee
 - f. The Bias Incident Committee must make an explicit statement that they are handling all bias incidents and have full reign on investigations
 - g. The Bias Incident Committee will also review alongside Bryant HR and be responsible for incidents that involve staff and faculty (ie. if a staff member uses racial slurs or posts something discriminatory on social media)
 - h. Any and all online communication (i.e. email) from the Committee to the Bryant Community should come from a member of the committee and not the President
 - i. These updates should not be released as a Bryant Alert to prevent the message from being received as spam
3. Hiring and Retention Planning:
 - a. All Bryant staffing must intentionally seek out BIPOC when positions are available, effective immediately
 - b. There must be a change in the current hiring systems in order to more effectively hire BIPOC
 - c. Health Services, Counseling Services, the AMICA Center, and Human Resources must each hire a BIPOC
 - d. Athletics must hire more BIPOC within: the coaching staff, the training room, the strength and conditioning center, etc.
 - e. Better systems and specifically more academic and financial support must be in place to retain students, faculty, staff, etc.
4. Release the following information effective immediately and every year after:
 - a. The percentage of administration, staff, faculty, and students by demographics:

- i. Race, gender, sexual orientation
 - ii. Find out how many there currently are at Bryant, what departments do they work in and how long have they been working at Bryant.
 - iii. Find out how many have been hired in the last few years that might have left
 - b. Bias report and recommendations
 - c. Research other comparable prominent private universities and the scope of their multicultural studies departments
 - d. We urge the Special Assistant to the President or the President to release the recommendations that were presented to the President's Cabinet
- 5. Financial support:
 - a. Waive entrance fees and application fees for disadvantaged students
 - b. Students who can not do study abroad, SIE, etc., must be provided opportunities to be assisted financially to ensure potential participation of all Bryant students equally
- 6. Education and Training:
 - a. Mandatory yearly training for ALL of the Bryant community: including but not limited to students, faculty, staff, and administration
 - i. Anti-racist
 - ii. Bias
 - iii. Bystander
 - iv. Intersectionality
 - b. Mandatory yearly training for faculty on effective ways to properly teach anti-racism with the classroom
 - i. How to properly integrate and normalize diversity and inclusion conversations within the classroom
 - ii. Implement diversity and inclusion in every subject taught at the institution. Some examples may include:
 - 1. Explain redlining and how banks denied loans to Black people in finance classes
 - 2. Use case studies regarding diversity and inclusion in management classes
 - c. Incorporate more Black authors into writing/LCS classes (especially within intro classes)
 - d. Create more intentional diversity in the books and content that we are teaching (LCS classes have done this, continue it across the board)
 - e. Create a mandatory anti-racist, intersectional curriculum in addition to or integrated in GFOB and GFCL (similar to a Gateway requirement for all students)
 - f. Restructure all summer reading to include diversity and inclusion topics
 - g. This "Gateway" will be required to be both seminar and practicum (to include conversations in course work)
 - h. Require SPAC to have diversity training once a year
 - i. Can implement this training in the beginning of the year when all eboards come to campus early for other student org trainings
 - i. Restructure Course Evals
 - i. Include questions like:
 - 1. Did the course/professor include subjects of diversity and inclusion in their course work?
 - 2. Did you feel like your professor provided an inclusive environment?

7. Host a Town Hall with administration every year with a focus on racial equity and other important concerns, how Bryant can hold itself accountable, and updates from the last Town Hall
 - a. Students should be able to call upon particular department heads, admissions, Bryant employees etc to attend if necessary.
 - b. The President should be present at all town halls and they should be pre scheduled
 - c. So everyone is able to attend, we strongly urge a mandatory half-day for when the Town Hall is scheduled
8. Policy changes:
 - a. Add a clause in the student handbook that explicitly states a no tolerance policy for racism and how to foster an anti-racist environment
 - i. Ban all discriminatory language, racial slurs, and cultural appropriation
 - ii. Create specific course of actions for punishment
 1. For example: a requirement to complete community service/volunteer work or complete a learning program as an attempt to allow the person to grow, learn, and hopefully placed back into the institution as a student -- expulsion if necessary
 - b. Tenured staff and faculty must have a clause in their contracts stating that they must take bias training and/or they can be somehow held accountable if they are racist, sexist, homophobic, etc.
 - i. Faculty accountability in this area should be tied to the merit process, and tied to what Faculty report as accomplishments in the Faculty Annual Reports
 - ii. Head of each Department has oversight into deciding whether faculty has properly implemented anti-racist curriculum and that they are being held accountable
 1. Must be equipped with further training on these metrics
 - c. Do not take into consideration someone's ability to provide monetary or physical resources to the school when deciding on a punishment
 - d. Anyone considered part of Bryant's community can not be punished for any type of activism on or off campus
 - i. State explicitly that the members of Bryant community can have peaceful protests on campus as long as DPS is aware for safety precautions
9. President:
 - a. Mandatory training in order to be better equipped with how to properly address and make statements surrounding national racism and racial bias incidents in our community
 - i. How to handle AND diffuse issues surrounding race, homophobic comments, transphobic comments, etc.
10. Bridge the disconnect:
 - a. Faculty needs to know what students are being taught before entering Bryant so they can better understand how to teach them
 - i. Research the kinds of curriculums that students need
 - ii. Send out a survey to all incoming Freshman to figure out their proficiency in racial injustices and anti-racism
 - b. More communication between faculty, staff, administration, and President (countless incidents and emails were communicated to students without the whole Bryant community being aware)

Long-term Demands (3+ years):

1. Create an Office of Social Equity and Inclusion (SEI)
 - c. The departmental integration of SEI will be supported by all members of the President's Cabinet, the Associate Provost/Dean of Faculty, the Dean of Student Affairs, and the Vice President of Human Resources
 - d. Be Better Bryant Committee
 - i. Two alumni, two staff or faculty members, and four current students
 - ii. Meets twice a semester
 - iii. Holds administration accountable to these demands
 - iv. Makes sure there is full transparency from administration
2. Hire a representative percentage of the student population in every department- staff, faculty, athletics, and administration
 - a. Within five years, there must be at least an increase of 25% BIPOC