

## **Cal Poly Students' Demands**

On behalf of the students rising to the occasion by working to do better, and all those who need instruction:

We want all Cal Poly Interfraternity Council, Panhellenic Association, and United Sorority & Fraternity Council organizations to undergo extensive and ongoing trainings regarding Social and Structural Inequality, Sexual Consent, and Cultural Awareness. We demand that these trainings be facilitated by RISE and Just Communities, independent Central Coast organizations with demonstrated excellence in providing these types of trainings with no ethically questionable ties to the university.

We want every new pledge class to undergo these trainings to ensure that this training process is ongoing and not a quick fix to Cal Poly's deep-seated racial issues.

We call for accountability from Cal Poly fraternal organizations with respect to their perpetuation of rape culture. Women-identified students in the Cal Poly community are too often targeted and preyed upon by these organizations, and when sexual violence occurs, the university's response is minimal at best. If Women-identified students on Cal Poly's campus and in its surrounding areas do not feel safe, the university is failing its students! Immediate action must be taken.

We want Administration to match the \$55,000+ spent on security for Milo Yiannopoulos's 2017 visit to the Cal Poly San Luis Obispo campus - in addition to the estimated costs for his upcoming 2018 trip - and devote these funds toward resources for the Black Academic Excellence Center, Cross Cultural Centers, Ethnic Studies Department, Women's & Gender Studies Department, Queer Studies Minor, and Science, Technology, & Society Department. The funds will be utilized - as these entities see fit - for resources that include, but are not limited to, staff, space upgrades, programming, etc.

We want Cal Poly Administration to publicly state their actions towards ending these offensive events and maintaining public records of their progress towards these endeavors. A newsletter

from The Office of University Diversity and Inclusivity will not suffice. By definition, this format does not begin to convey the gravitas of these issues.

We want an endowed professorship to be established in the Ethnic Studies Department.

We want the creation and maintenance of public records regarding action plans and steps taken for the hiring and retention of Faculty and Staff of Color.

We want cluster faculty diversity hires in the Ethnic Studies, Queer Studies, Women & Gender Studies, Environmental Management and Protection, and Science, Technology and Society Departments. These cluster hires must include tenure track positions; if they are merely the appointment of lecturers or other temporary staff, the hires will be solely symbolic.

We want an increase in ASI funding for *ALL* cultural clubs, with the exception of organizations that are aligned with Zionist ideology.

We want Ethnic Studies to be a graduation requirement for *EVERY* Cal Poly student. It is as important that students learn about race and ethnicity from Ethnic Studies scholars as it is that students learn composition and rhetoric from English scholars. California assembly member Dr. Shirley Weber has proposed Assembly Bill 2480, and this is an opportunity for Cal Poly to spearhead this academic trend. Governor Brown has already made clear his plan to mandate Ethnic Studies as a requirement at the high school level for public schools and it is important that Cal Poly further pathways for intellectual growth and development, if Cal Poly strives to live up to its academic reputation.

We want further and continuous funding from NSTP be allocated towards programming for students of diverse ethnic background.

We want Kyler Watkins expelled from Cal Poly. Allowing this student to receive a diploma from this institution devalues the diplomas of students who actively work toward a diverse and

inclusive campus community, undermines the collective efforts of the university, and tarnishes our institutional reputation.

We call for the expulsion of Ryan Vierra and all Lambda Chi Alpha Fraternity members featured in the Instagram photo with the caption “She want a gangster not a pretty boy.”

We call for the expulsion of Logan Boersma, the President of Lambda Chi Alpha, for falsifying reports to the press and the University. This type of deceit is inexcusable and is grounds for expulsion. Rather than living up to the rhetoric espoused on the Lambda Chi Alpha website, when faced with the opportunity to take ownership of his (and by extension the fraternity’s) behavior, Mr. Boersma chose to lie. In fabricating an explanation for the photograph of Mr. Watkins and Mr. Vierra, Mr. Boersma made a mockery of the university’s policies and procedures, and insulted the intelligence of the entire campus community.

We call for the suspension of Lambda Chi Alpha Fraternity to last for a time period of at least four years.

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This administration has repeatedly expressed that they are at a loss for ways to ameliorate the pervasive racism that permeates our campus climate. Given the collective experience and expertise of our administrators, the steps that follow should have been devised and implemented years ago. However, as is so often the case, the onus is on students of color to do the work of administrators - in addition to our actual job of being students at a “prestigious” institution of higher education. If the administration wants to be explicit in its commitment to a diverse and inclusive campus community, it must:

1. Hire and retain more faculty and staff of color.
2. Require and reward meaningful work around diversity, equity, and inclusion in hiring, retention, and promotion policies so that white faculty are required to do some work around self education and educating white students. Right now it falls heavily on our faculty of color and this labor is not rewarded, and in some cases not even tolerated. This is wrong.

3. Make it the responsibility of *EVERY* College and Department (not just CLA and Ethnic Studies) to demonstrate meaningful curriculum reform to include the scholarship of people of color and to call attention to the historical and contemporary forces that have excluded and/or disappeared these voices.
4. Require training for faculty and staff about diversity, equity, and inclusion issues and how they can integrate these issues into their classes. Don't just tell faculty they have to do something this important and then fail to provide instruction on how to do it well.
5. Have *EXPLICIT* consequences for behaviors that clearly go against the values of our institution so that a response can be quick.

We encourage you to take some time and sit with our list of demands. Hastily made decisions are not always the best decisions. If our demands are not met, or an acceptable solution is not offered by the administration, we will be left with no choice but to continue our efforts to seek out guidance and solidarity at the national level.

Signed,

**The Drylongso Collective**

Contact: [Drylongso.cp@gmail.com](mailto:Drylongso.cp@gmail.com)