

A COLLECTIVE RESPONSE TO ANTI-BLACKNESS

To the UNC-Chapel Hill Administration, UNC-Chapel Hill Board of Trustees, UNC Board of Governors, North Carolina General Assembly, and other governing bodies:

UNC Chapel Hill is an unethical institution. From massive labor exploitation across campus to the athletic industrial complex, treating Black and Brown people as less than is essential to the everyday running of UNC. In 1968 the Black Student Movement issued 22 demands to the University. Almost 50 years have passed, but if you look at the demands you realize we are still dealing with exactly the same issues: little has changed. There is no institutional will to enact a shift away from white supremacist, patriarchal capitalism. There is no institutional will to recognize the anti-Blackness that stains the very roots of this University.

You include Black and Brown bodies in the institution, and mark them with the words “diversity,” “inclusion,” and “multiculturalism.” You throw us on brochures and tout us in statistics. You do this to hide the way UNC would not function were it not for the mass displacement, exploitation, slow death, and genocide of Black and Brown people. We are not trying to integrate into a violent system, while others among our people are suffering both inside and outside the University.

For this reason, it is high time that serious structural alterations be made to higher education. Our aspirations are untainted: free tuition via a University open to all, abolition of the police and prisons, free and collectivized housing and food, and more. There are many smaller steps needed to realize this, so here we set out a program to lay the groundwork for this vision. Many of these demands are not new. Hence, we honor the workers and students in groups such as Student Action with Workers, Students United for Immigrant Equality, Sierra Student Coalition, and the Board of Governors Democracy Coalition, among many others, and reiterate some of their demands to the University, too.

Critically, this is a living document that will be modified and added to, evolving over time. We invite you to join us in visioning and rebuilding education for the better. Our demands are as follows.

ACADEMICS AND UNIVERSITY-WIDE POLITICAL EDUCATION

1. We **DEMAND** that the University incorporate mandatory programming for all University constituents (students, faculty, staff, administrators, deans, chairs, etc.) that teaches the historical racial violence of this University and town as well as a historical and contemporary look at the ways in which racial capitalism, settler colonialism, and cisheteropatriarchy structure our world. This will come from an ungraded course created and facilitated by a coalition of students as part of a broader task force of workers, students and staff. There is an acceptance of oppression as the norm at this University that must be called out and addressed. The program will be vetted by a University professor of our choosing.
2. We **DEMAND** equitable funding allocated to the Department of African, African American, and Diaspora Studies and the Department of Women and Gender Studies at UNC-Chapel Hill. They perform a critical role at our University, creating spaces to engage in discussions and work against violent structures of privilege and oppression. In the wake of the Wainstein Report, Black Studies was scapegoated and pathologized on this campus — this was not only unacceptable, but something that was not addressed by the University at large.

ADMISSIONS AND RETENTION

3. We **DEMAND** that standardized tests such as the SAT, SAT II, and ACT no longer be considered during admissions process, as high scores on these tests correlate most closely with higher household income, disproportionately benefiting wealthier, white students. Following in the steps of [Wake Forest University](#), UNC-Chapel Hill must become accessible to students who are presently marginalized from attending.
4. We **DEMAND** the University publish data on the homepage of the UNC website on the graduation rates of Black, Indigenous, and Latina/o students at UNC that account for students who drop out or transfer, disaggregating data for race, gender, and class. Currently this information is well-hidden by the administration and we believe residents of North Carolina, especially students, deserve to see this data in order to hold this institution accountable to its mandate to educate the residents of North Carolina.
5. We **DEMAND** that the University publish data on the homepage of the UNC website on the admission rates of Black, Indigenous, and Latina/o students and disaggregates for race, gender, and class.
6. We **DEMAND** that the University follow-up with all students who have decided to withdraw from the University or transfer and determine why they left and publish this data. For instance, we find that Black and Indigenous men who leave are often academically eligible, meaning the issue is more nuanced and has structural determinants that are not being considered.

BOARD OF GOVERNORS

7. We **DEMAND** the immediate firing of Margaret Spellings. And any future President of the UNC system must be decided collectively by students, staff, faculty, workers, and those living in North Carolina who are marginalized by the University space.
 - a. Margaret Spelling was chosen behind closed doors. The secretive firing of Tom Ross was done with the purpose of instituting someone invested in the corporatization of the University system.
 - b. She has shown herself to be homophobic, describing LGBTQIA+ people's lives as "those lifestyles."
 - c. She was one of the architects of the No Child Left Behind Act as Secretary of Education under George W. Bush, and thus was responsible for pushing standardized testing that has cemented institutionally racist practices into schools across the country.
8. We **DEMAND** that students and workers of our choosing will be included in all committees commissioned for the hiring of top tier administrators (i.e. Chancellor, Dean, President). The current president of ASG, the student body president, and president of GPSF are already involved in some of these processes, and clearly we cannot really on a few tokenized students.
9. We **DEMAND** that every Board of Governors meeting have a session for public comment and petition.
10. We **DEMAND** that students, non-academic workers, academic workers, and other North Carolina Constituents be given a vote on the Board of Governors. As it currently stands, even issuing a single student vote is insufficient to shift the balance of power.
11. We **DEMAND** that University cafeterias, gym memberships, libraries, and class registration be free to all residents of North Carolina regardless of admittance into the institution.
12. We **DEMAND** increased funding for historically Black colleges and universities (HBCUs). Throughout North Carolina, the majority of HBCUs have experienced decreased enrollment over the past few years as a result of precarious state and federal support.

ENDOWMENT

13. We **DEMAND** that the UNC Management Company and the Board of Trustees should begin researching and carrying out an immediate divestment from:
 - a. Private jails, prisons, and detention centers
 - b. Israeli Apartheid
 - c. Coal

14. We **DEMAND** that the investments made on behalf of the University should be made with more transparency to ensure the endowment of the University can be tracked according to the industry, company, and funds that are being invested in. This information should be made available to the public via an online database.

15. We **DEMAND** an endowment oversight committee of students and workers of our choosing be immediately instituted in order to create a framework for ethical guidelines that will facilitate University investment decisions.

FINANCIAL TIES

16. We **DEMAND** the University stop contracting with Aramark and all other corporate entities. Aramark is a corporation [deeply invested in the expansion of the prison industrial complex](#) (PIC) and hence the massively growing prison economy, which is targeted at criminalizing and caging working class Black people.
 - a. The University should re-hire all current employees of Aramark.
 - b. We know the history of the 1970 Lenoir Workers Strike, where 200 Black cafeteria workers went on strike in response to management attempts to crush union organizing. UNC privatized food services in 1971, just one year after the strikes. We know that UNC contracts with Aramark in order to avoid providing decent working conditions, benefits and pay for Black and Brown workers, while undermining their ability to unionize and collectively bargain.
 - c. All other current contracts should adhere to the same or better standards of labor as the University and UNC Hospitals until these institutions stop contracting with other corporations and begin employing workers directly.

17. We **DEMAND** that the University NOT privatize UNC Student Stores, whether with Follett Corporation or another group. We stand with the workers who have given years of service to the campus and [have demanded UNC reevaluate its push for privatization](#).

18. We **DEMAND** that the University evaluate all companies it is currently licensing with, and make decisions to cut contracting with corporations proven to have deeply exploitative and abusive track records toward workers. Given that, we **DEMAND** UNC cut its current licensing with:
 - a. VF Corporation
 - i. Signing the Accord on Fire and Building Safety in Bangladesh is insufficient, because VF Corporation, which makes UNC apparel, has moved their sites of production outside of Bangladesh, effectively nullifying the Accord.
 - b. Nike
 - i. The University signed a near \$40 million 10-year contract with the corporation in 2009. Follow the lead of the University of Wisconsin, which [cut ties amid labor concerns](#).

HEALTH AND WELL-BEING OF STUDENT OF COLOR

19. We **DEMAND** that the University's Counseling and Psychiatric Services (CAPS) be directed by a taskforce of our choosing which would oversee the hiring of mental health care providers, with a strong mandate to aggressively recruit and hire mental health professionals of marginalized backgrounds, especially people of color. We **DEMAND** that all hiring of therapists should make the utmost priority to hire people of color with a strong structural analysis of mental health and anti-oppression. Students should be able to attend counseling sessions that do not reinforce and antagonize them based on oppression that is already forcing them into the counseling session in the first place.

20. We **DEMAND** that the limit of 6-8 individual counseling sessions be lifted and that all students regardless of full-time or part-time enrollment may receive mental healthcare services through CAPS according to their needs. All outside referrals should ensure that the cost of care will be truly affordable or free to the student.

HOUSING

21. We **DEMAND** Gender Non-Specific housing and bathrooms across UNC's campus.
22. We **DEMAND** that the University take responsibility in stopping and reversing the ongoing displacement of working class Black people out of Chapel Hill and Carrboro and demonstrate this through investment in collectively-owned housing projects.
23. We **DEMAND** that the University decriminalize sleeping on campus or being on campus after midnight for non-students. We know these policies are primarily meant to police poor, Black, and Brown bodies on supposedly "public" space.

POLICE AND PRISON ABOLITION

24. We **DEMAND** a task force of students and workers of our choosing be immediately instituted in order to create a timeline and action plan to address the University's relation to policing and penal institutions. The first initiative of this taskforce is for the University to provide a statement calling for a moratorium on jail and prison construction in North Carolina. We say this in the wake of a new, larger jail being planned for Hillsborough, NC, which will continue the practice of holding Black, brown, undocumented, poor, queer, trans folks and people with mental illness in captivity.
25. We **DEMAND** that cameras surveilling students, workers, and white supremacist monuments on campus be deactivated and removed.
26. We **DEMAND** that police are trained on de-escalation techniques, so that they avoid the use of force in seemingly antagonistic encounters. Similarly, we **DEMAND** that campus police participate in the University-wide political education in order to learn about how our institutions of policing, prisons, and the courts have their roots in racism.
27. We **DEMAND** an end to the list of people banned from the University campus, who we are certain are disproportionately poor and homeless people of color.
28. We **DEMAND** that UNC not privatize its police force and/or contract with other security or surveillance firms now or in the future. Still, a public police is no better, if not worse. Policing as an institution must be abolished, and must be replaced with restorative and transformative justice practices, rather than functioning as a mouth into our penal system.
29. We **DEMAND** that no additional funding be provided to the UNC Department of Public Safety and call for a divestment from policing on our campus.
30. We **DEMAND** the complete disarming of the UNC Department of Public Safety (UNC Police) and UNC Hospital Police.
31. We **DEMAND** that the University take it upon itself to take demonstrable actions to decrease police harassment, arrests, and general police contact with working-class, poor, and homeless Black and Brown people. The University as a form of white space necessitates intensified policing and surveillance in all of Chapel Hill and Carrboro, particularly on campus and on Franklin Street.

RACIALIZED GEOGRAPHY

32. We **DEMAND** public condemnation of the anti-Black Confederate rally that occurred on this campus and their terroristic intimidation of Black students at UNC.
33. We **DEMAND** the removal of the racist Confederate monument Silent Sam and ALL confederate monuments on campuses in the UNC-system.
34. We **DEMAND** that Carolina Hall, a whitewashing of Saunders Hall, be renamed Hurston Hall. A plaque on the exterior of the building should make clear that William Saunders was a chief architect of white supremacy in North Carolina as a Grand Dragon of the Ku Klux Klan.
35. We **DEMAND** a space on campus to highlight the many Black leaders who were and are Greek on this campus. This space will honor their contributions to this campus, the surrounding community, and this country. The importance of plots transcends Greek life and crosses into the territory of Black history and legacies that have been erased from the University, particularly since the University has felt the need to allow the Silent Sam statue to remain intact.
36. We **DEMAND** that the Black Student Movement (BSM) reclaim control of the Upendo Lounge in the Student and Academic Services Building. As early as 1972, BSM had its own space in Chase Hall, called the Upendo Lounge; however, Chase Hall was demolished in 2003, and BSM currently does not have a meeting place under their complete jurisdiction.

TUITION AND FINANCIAL AID

37. We **DEMAND** the elimination of tuition and fees for all students. In achieving this, we call for an immediate moratorium on tuition and fee increases, decreases until all students are graduating without student debt, and the establishment of financial aid that is loan-free and labor-free (no work study). These demands cut across study abroad programs outside of UNC and need-based initiatives such as the Covenant Scholars Program. We know that merit scholarships reproduce inequality as they primarily benefit wealthier, white students. Hence, we aim to end the mythology of meritocracy that is pervasive in higher education.
38. We **DEMAND** in-state tuition and full financial aid for all residents of North Carolina, regardless of immigration status.
39. We **DEMAND** a tuition task force of students and workers of our choosing be immediately instituted in order to create a timeline and action plan to create this reality.

WORKERS: ACADEMIC AND NON-ACADEMIC

40. We **DEMAND** more aggressive recruitment of Black faculty and faculty of color. This includes positions in CAPS and Campus Health practitioners.
 - a. For all faculty, administrative, and staff positions, make formal priority to hire formerly incarcerated people, refugees, Black, Indigenous, and Latina/o people.
 - b. We **DEMAND** a faculty-hiring and tenure task force of students and workers of our choosing with full decision-making authority be immediately instituted in order to create a timeline and action plan for hiring procedures and practices.
 - c. We **DEMAND** all department heads and deans of African, African American and Diaspora Studies, Asian Studies, American Indian Studies, Latin American Studies, and other similar departments and programs **MUST** be faculty of color.
 - i. We **DEMAND** that priority must be given to hiring and tenuring of faculty of color over white faculty in those departments, to the extent that 80% of the faculty of said departments must be made up of faculty of color. White professors must be discouraged from leading and teaching departments about demographics and societies colonized, massacred, or enslaved under white supremacy.
41. We **DEMAND** a University and hospital-wide minimum wage of at least \$25.00/hour that is commensurate with the living costs of downtown Chapel Hill plus full benefits for all workers regardless of temporary, permanent, part-time, full-time, or contracted status. For a household with a single working adult and three children \$32.86 is the full-time [minimum wage required for a family to live decently](#) in Durham/Chapel Hill. People should not be compensated for their labor so that they can merely get by, but so that they can thrive. We **DEMAND** that an increase in wages should never result in a cutting of hours. Workers must be paid enough to live, work, and care for family in Chapel Hill, as white supremacist, patriarchal capitalism has made housing prices skyrocket and rendered the town unaffordable to one too many.
42. We **DEMAND** that all administrators be compensated at the same rate as workers. UNC-Chapel Hill Chancellor Carol Folt currently receives a base salary of \$570,000. Her pay is symptomatic of the way universities have a bloated administrative system with numerous over-paid workers in executive positions.
43. We **DEMAND** that all workers at the UNC system & UNC Hospitals have the right to unionize and collectively bargain. We **DEMAND** that the UNC-System and UNC-Chapel

Hill advocate for the right to unionize and collectively bargain for workers on a state and national level.

44. We **DEMAND** a minimum compensation of \$15,000 per course for all adjunct faculty.
45. We **DEMAND** that the University and UNC Hospitals stop employment discrimination against formerly incarcerated people. Numerous scholars and activists have pointed out how the U.S. criminal punishment system has racism ingrained in its roots, as it has been tasked with the duty of criminalizing and caging primarily working class Black people.
 - a. “Ban the box” on University and UNC Hospitals job applications.
 - b. Stop criminal background checks for all faculty, staff, and administration.
46. We **DEMAND** that free childcare and afterschool care is provided to all staff, students, and faculty at UNC and UNC-Hospitals. We **DEMAND** transportation from Chapel Hill-Carrboro City Schools to afterschool programs at UNC. We **DEMAND** that the University and hospital actively advocate for all staff, students, and faculty be eligible to enroll their children in Chapel Hill-Carrboro City Schools.
47. We **DEMAND** that student-athletes are recognized as University employees, paid a base salary \$25.00/hour with benefits, and, further, compensated in accordance with the level of revenue that they bring to the University. We recognize that men’s basketball and football, via the exploitation of Black men, are central to the athletics industrial complex (AIC) that runs the University. Hence, we **DEMAND** a complete dismantling of the AIC in the long term — education should not be a mode of racist, capitalist accumulation.
48. We **DEMAND** that sexual violence and all forms of racist, gendered violence should be seriously addressed in employment practices on this campus, particularly against women of color in the Housekeeping Department.
 - a. Former Housekeeping Director Bill Burston [sexually abused](#) refugee women from Burma: they traded sex for jobs and he actively tried to hire these women in place of Black women.
 - b. UNC [failed to protect](#) María Isabel Prudencio-Arias from retaliation for speaking out against the case.
49. We **DEMAND** that all workers receive free monthly GO Passes and free parking through employment with UNC or UNC-Hospitals. We know that workers in the Triangle and particularly in Chapel Hill are forced to live far away in order to afford housing and pay astronomical costs for transportation.

50. We **DEMAND** language justice for all workers at UNC. Trainings, materials, and all communication should be made available in all languages that workers prefer. We recognize that the University relies on the labor of a large number of refugee workers and Latin American immigrants, and these workers should be provided with the same access to information and communication as English-speaking workers. Additionally, verbal instructions and communication should be made available in addition to written materials for all workers, as we recognize that workers are often denied proper education, even for English-speakers born in the U.S.

*Gone are the days where we **ask** for what is past due to us: we are here to take what is ours.*

Tear it down, or we shut you down.