

Pitzer College President, Board of Trustees, Faculty Executive Committee, & Alumni,

We, students of color at Pitzer College, experience marginalization by this institution through manifestations of White supremacy in the form of hate crimes, lack of diversity, power structures within academia, and racial policing on our campus, etc.

We, a group of marginalized students who have not been adequately served by Pitzer College, demand that the Pitzer President and Board of Trustees support and implement the following:

I. Statement of Solidarity

We demand a statement of solidarity with CMCers of Color, students of color at the Claremont University Consortium, and students of color enrolled in historically White institutions across the nation from Pitzer College's President and Board of Trustees. We demand that this statement of support and solidarity be released to Pitzer and the Claremont College communities, the Pitzer College website, and alumni of the college.

We demand that Pitzer College publicly state that campus protests, in all forms, are legitimate and any policy outlawing protest and student demonstrations invalidates the legitimacy of challenging established power structures. In addition, we demand that the Pitzer President meet with marginalized students of Pitzer College upon the request of individuals and/or organizations.

II. Resources for Affinity Groups

We demand that each affinity group be respected as a student organization that promotes safe spaces, solidarity, and support for marginalized students, which Pitzer College is failing to provide. Within our organizations, we embody intersectional and complex identities (race, gender, class, sexuality, etc).

These affinity groups are defined as:

- Low-income students
- First-generation students
- Undocumented students
- Black and African Diaspora students
- Queer/Trans/Gender Nonconforming students
- Chicax/Latinx students
- Asian, Asian American, Native Hawaiian, and Pacific Islander (A/ANHPI) students
- Native and Indigenous students

We demand that current and future affinity organizations should not have to apply for funding each year. We will not be degraded, scrutinized, and have the purpose of the organization questioned or debated. We demand secure and sustainable funding. We demand work-study positions be made available for marginalized students within student organizations to ensure our well-being.

III. Diversity of Faculty, Staff, and Curriculum

We demand that diversity be properly reflected in Pitzer's student body, faculty, and curriculum.

As an institution whose core values are *Intercultural Understanding*, *Social Responsibility*, *Interdisciplinary Learning*, *Environmental Sustainability*, and *Student Engagement*, Pitzer should be held accountable for the institutionalization of these values.

We demand that Pitzer College hire more faculty and staff members of color and other marginalized backgrounds in each department. We demand that there is representation of students of color and marginalized students in the hiring process. In addition, we demand a commitment to offer more tenure track positions to faculty of marginalized backgrounds in order to sustain and develop the diversity at Pitzer College.

We demand that Ethnic Studies (IDLCS, IDAAS, IDAS) courses become a general graduation requirement for all Pitzer students. As members of the Pitzer and 5C community, students should be required to educate themselves and learn from the voices and histories of marginalized groups.

We demand the training of faculty, students leaders, and staff that focuses on the manifestations of oppressive structures that marginalize students (capitalism, classism, white supremacy, patriarchy, racism, homophobia, transphobia, sexism colonialism, etc).

IV. Police State on Campus

We demand an urgent commitment to hire an outside professional for Pitzer College in order to handle all judiciary and Title IX cases.

We demand that Campus Safety and other officials be held accountable for the racial profiling and criminalization of people of color on our campuses. In addition, we demand the dismantling of the College Judicial Council. The College Judicial Council, Campus Safety, and other officials have historically targeted men of color, queer people of color, and trans people of color, indiscriminately creating a police state on campus.

We present to you these demands in order to promote and ensure the academic success and mental, emotional, social, and physical well-being of current and future marginalized students at Pitzer College.

Signed,

Concerned Students of Color, Asian Pacific American Coalition (APAC), Latinx Student Union (LSU), Black Student Union (BSU), and First-Generation Mentor Program