

CONSTITUTION OF THE MOVEMENT

We The Movement, in order to create a more conscious and inclusive environment, lay these goals and demands before all members of the *Hamilton College Community*. It is our will that we take active steps towards becoming a true liberal arts institution, not only in name but also in action and advocacy. To ensure Equality, promote Agency, Serve and Protect all students, and foster Safe Spaces, we ordain this Constitution and ask others to stand in solidarity for the campus we strive to become.

Goal 1

We want to make Hamilton a home for everyone by increasing awareness and understanding of all marginalized groups on campus in hopes of establishing mutual respect and fostering a better sense of community.

Goal 2

We want to encourage an ongoing awareness of the growing diversity both on our campus and across the nation.

Goal 3

We want to spark open and honest dialogue that moves us towards a deeper understanding of differences.

Goal 4

We want to discourage ignorance and intolerance for people and/or issues which directly affect those belonging to the Hamilton College community.

Goal 5

We want to encourage the Hamilton community to find their voice, speak their truth, and stand for what they believe. No student should feel uncomfortable or silenced by their peers or other members of the Hamilton community.

Goal 6

We want to encourage faculty and staff to strive for change. Unlike Hamilton students, the faculty and staff are long-term members on the Hamilton campus. We ask that faculty and staff recognize their responsibility to not only support students, but actively display agency in the changes they themselves would like to make and see.

Goal 7

We encourage that every student at Hamilton College step outside of their comfort zone ensuring true growth of self and awareness of others. We believe in sharing experiences and understanding personal perspectives.

Demand 1

We request an institutional board comprised of both Hamilton students and faculty elected by the Student Diversity Council (a union of the diversity organizations), who will fight for the rights and requests of those belonging to historically marginalized groups on campus. This board would be charged with responding to campus outcries and crises involving the student body. They will have direct impact on the Hamilton community. These include, but are not limited to, monthly meetings with Multicultural Alumni Relations Committee (MARC) representatives, monthly meetings with the President of the College and Dean of Students, email privileges, and funding for events.

UPDATE: As of May 24th, 2014, President Stewart announced the creation of an institutional board titled *The Inclusion Task Force* whose purpose is “to assess the campus climate for students from historically underrepresented groups and identify specific ways to ensure that all students have equal opportunities to thrive at Hamilton, academically and socially.” We would like to commend President Stewart and the administration for the establishment of this task force.

Demand 2

We demand that our curriculum reflects Hamilton’s mission statement to develop “students as human beings, as [Hamilton] prepare[s] them to make choices and accept the responsibilities of citizenship in a democratic world of intellect and diversity.” Hamilton needs a curriculum that values the importance of understanding issues revolving around systemic power dynamics and inequities. We ask the Committee on Academic Policy (CAP) to continue to research ways in which diversity can be incorporated into the curriculum and present their findings to the faculty/administration by the end of this academic year. We propose that students be involved in establishing the diversity intensive course or determining whether or not the diversity intensive course that faculty come up with is appropriate for the student body.

We, the Movement, suggest exploring the following two options:

- § All students must take a semester long seminar at Hamilton, required for graduation where Students will learn about hierarchies long established throughout history covering, but not limited to: assimilation, privilege, intersectionality, systemic oppression, internalized racism, and cultural appropriation. Students must complete this course with a grade of 70% or higher.
- § All students must take two courses labeled “diversity intensive” (DI). Diversity intensive courses place a significant emphasis on issues including but not limited to: race, culture, gender, systemic oppression, sexual assault, and assimilation. Diversity intensive courses must demonstrate the crucial link between these issues and the subject. The rationale for DI courses is to ensure that students engage in related discussions regularly and across the curriculum. It is our hope that Diversity Intensive courses can be found throughout the academic departments, and will not limited to the humanities or social sciences. Students must complete these courses with a grade of 70% or higher.

Demand 3

We request that Hamilton College make one gender neutral restroom for every two gendered restrooms in all residential, academic, and administrative buildings. This will foster a more inclusive community as well as increase awareness and understanding of the experiences of Trans* people, those who do not fit into the gender binary.

Demand 4

We demand that Hamilton College becomes more accessible for people with physical disabilities. We demand that all future renovations to current and new academic, residential, and administrative buildings on campus make these facilities accessible by adding elevators, ramps, etc. For example, Root Hall, Benedict Hall, and Couper Hall are not accessible for persons with physical disabilities. These modifications would work to eliminate ableism and provide equal opportunity for everyone.

Demand 5

We demand that the history of the Social Justice Initiative (SJI), the student organization that was crucial in the establishment of the Days-Massolo Center, be published, memorialized, and visible at all times in the building it strove to create. We urge all students, staff, and faculty to be well-informed of the Hamilton community's history and struggles to create cultural awareness and affect positive change on campus.

Demand 6

We demand that a documentation of events, incidents, and relevant histories (i.e. "Mexican Night") be compiled and designated their own archive in the Burke Library. These archives will hold the community accountable for the knowledge of previous offensive incidents that have elucidated issues related, but not limited to race, gender, sexual orientation, social class and thus help prevent repetitions of such offenses.

Demand 7

We demand that all staff and faculty participate in diversity training to prepare them to effectively address issues of bias and inequity, such as systematic oppression, gender, race, social class, sexual orientation, privilege, etc. New staff and faculty should have diversity orientation prior to their first academic year. After orientation, all staff and faculty should continue training every three years to coincide with the changing student body and the cyclical nature of incidents on this campus. We suggest that this training is conducted by a qualified professional(s). Training should be tailored to Hamilton's campus by incorporating relevant experiences and perspectives of students and faculty. We hope that this training will encourage staff and faculty to incorporate more discussions about identity and diversity both in the workplace and in the classroom.

Demand 8

We demand that Hamilton provide financial assistance for:

- I. Transportation expenses for students who need it during school recesses: reduced or free shuttles to Utica, Albany, and Syracuse.
- II. Meal swipes or food stipends during breaks for students that are forced to remain on campus due to financial limitations.

We ask that this assistance is well publicized to Hamilton students. This would help alleviate the financial challenges and feelings of isolation experienced by students on the basis of socioeconomic status. Due to the complicity of this issue, we task financial aid and administration to investigate possible methods of distributing funds in an effective and timely manner.

Demand 9

We demand more transparency in Hamilton's efforts and actions to improve the campus through policies, academic courses, and the formation of committees specifically targeted to address diversity issues related but not limited to race, gender, sexual orientation, and socio-economic class. Increased transparency would serve to hold the respective parties accountable and alleviate sentiments that the administration is not taking active steps towards solving issues on campus.

Demand 10

We demand that Hamilton's Bias Incident Response Team (BIRT) become a more organized and formal committee in the following ways:

- I. That BIRT creates publications that provide information on how to report incidents and that showcase its chair and committee members in an effort to affirm itself as a viable resource for students who have experienced hate speech and other transgressions.
 - II. That BIRT creates a formal process to ensure that incidents will be addressed by the judicial procedure and that appropriate actions will be taken to discipline convicted students.
 - III. Stronger disciplinary action for hate speech of any kind, in order to deter future incidents.
 - IV. That BIRT maintains a running record of all incidents as well as publicize an organized list of previous reports and their outcomes since its establishment (2009). This will improve BIRT's credibility and its reputation as an effective resource for students with tangible results.
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Let this constitution be the start of the changes we want to see. We publish this as a call to action. Hamilton College, we encourage you to stand for what you want and fight for what you believe. Join us in solidarity to make Hamilton College OUR Hamilton.