

June 15th, 2020

Dear Dean Reddy and Dental Administration,

The Black students of UCSF SOD would like to thank you for the meeting organized on June 12th, 2020. We hope our shared experiences at UCSF SOD have shed light on the negative cultural climate. It is our goal to be steadfast in empowering the administration to uphold our mission statement for the betterment of current and future Black students.

Below is the list of feasible demands expressed:

- WE DEMAND commitment to the recruitment of Black Faculty, Staff and Students
- WE DEMAND prioritization and the great increase in transparency about the steps the SoD is taking to create tangible and structural long term changes, and publish this information on the SoD website in an easily accessible and maintainable manner. For example, regular email updates regarding:
 - Hiring practices and how they ensure representation from communities that are under-represented in academia
 - How funding and spending are aligned with anti-racists values
 - Publish recent and upcoming implicit bias equity and social justice training that faculty students and staff are required to attend
- WE DEMAND commitment to initiatives (i.e. Pipeline Program) which directly focuses on the recruitment of black students
- WE DEMAND an expert (with student input) be hired to design and implement mandatory faculty and staff training addressing systemic and institutionalized racism in higher education on a **yearly** basis. Both Faculty and staff must be held accountable for their progress in implementing said training by the SoD and the Dean.
 - Commit to hiring more support staff in The Office of Diversity and Inclusion to specifically address the needs of black students in the SoD
 - Faculty and/or students should **NOT** be expected to carry the burden of designing and leading a course in which they have no expertise and do not receive compensation.
- WE DEMAND a requirement mandated for current and incoming students to attend an academic training course at the start of the academic fall quarter on race, racism, and social justice including curricula on white supremacy, white privilege, and implicit bias.

- Until this course can be devised, this material should be incorporated into all first-year orientations
- WE DEMAND the school to compile and continually update a list of resources related to local anti-racist organizations, events, and resources. If the current staff are at capacity or not involved in such efforts, create a paid position for a student who is already involved in this work to be formally recognized.
- WE DEMAND an increase in SoD sponsored/funded events (i.e. Black and Brown Retreat proposed in the Diversity and inclusion committee) to provide spaces for networking, community building and mitigate feelings of alienation, sensed hostility, racial discrimination, and lack of integration.
 - As mentioned in the prior bullet point, these events should largely be held at the beginning of the academic school year when black students are most vulnerable to feelings of not belonging (i.e. imposter syndrome)
 - Reinstate week or weekend-long programming for minority students prior to matriculation. Funding and Resources should be provided from the Diversity and Inclusion Office.

Article referenced:

This Is What I Want To Tell My White Professors When They Ask, 'How Are You Today?'
by LaShyra “Lash” Nolen

In solidarity,
The Black Students of UCSF SOD