

know if you want to sign on to this

I know that some or most of you will react in fear - what will happen to me, could I be fired, could I be reprimanded, might I have violence directed at me, do I have a place in this. The answer to all of those are yes.

But I want to remind you that for our black family members the answer to those questions are yes - EVERY SINGLE DAY - by virtue of the anti-black racism that is abetted by all the power structures currently in place.

At the end of the day, you are either on the side of justice or on the side of injustice. I am asking you right now to choose.

**Demands:**

1. Complete adoption of all student demands from #nonamesforjustice
2. Installation of a fourth flag pole at the Davis Center to permanently fly a Black Lives Matter Flag
3. Tripling the staff of the Mosaic Center for Students of Color and its operating budget
4. Board of Trustees to announce UVM's endorsement of the Movement for Black Lives platform as an institutional supporter
5. Submit an application in collaboration with the City of Burlington to the Kellogg Foundation for the implementation of their \$4 million grant for Truth, Racial Healing & Transformation and the formation of a Racial Justice Center at UVM
6. Ongoing and intensive training of UVM police in anti-racism and implicit bias on a semester basis. The permanent installation of a Black Lives Matter flag installed at UVM police headquarters
7. Increased funding for anti-racist events on campus from all sources including but not limited to Training & Professional Development, University Program Board, all named lecture series, etc.
8. Committing to becoming a Restorative Institution and city within 5 years.
9. Funding for 4 full-time positions to offer ongoing Examining White Identity and Racial Aikido Trainings for all interested staff and faculty. Increase capacity so that these trainings are offered to ALL NEW EMPLOYEES.

I leave you with just two thoughts from from Rev. Dr. Martin Luther King, Jr., Audre Lorde, and James Baldwin

"A threat to justice anywhere is a threat to justice everywhere."

"...when we speak we are afraid  
our words will not be heard