

For over half a century, Black students at the University of Virginia have worked tirelessly to improve the Black Student experience and voice their concerns over a lack of support. The constant failure of the University to turn verbal affirmations of its dedication to diversity into genuine efforts to address the history of racial discrimination at UVA is more than telling. **It is not enough to solely acknowledge the systemic inequality and racism facing and killing Black Americans.** If the University of Virginia is truly committed to cultivating an inclusive community, it would take immediate action to fulfill the numerous demands of students seeking liberation from the past.

Once again, we urge the administration of the University of Virginia to do the following:

Increase the number of Black Undergraduate and Graduate students, faculty, and administration

- In 2019, the percentage of African-American Undergraduates was 6.61%
  "We demand that the University of Virginia publicly commit itself to accepting 20% as a goal for the enrollment of Black students throughout the University; and further, that $100,000 be allocated for Black admissions programs" (VA Strike Committee May Day Demands, 1970)
- For the past ten years, only 3% of UVA faculty has been African-American. "This percentage is unacceptable and disproportionate to the number of African-American students. The disparity exists across all minority groups. Thus, the proportion of faculty for an underrepresented group should strive to match the proportion of the student population of that group at minimum." (Demands of the "march to Reclaim Our Grounds", 2017)

Follow the example, of divestment and demilitarization of the police, set by the University of Minnesota

- "We demand that you, as President of the University, prohibit its security police force from carrying firearms, and the University not allow any outside law enforcement officers on its property – FBI, CIA, National Guard, Virginia State Police, Charlottesville-Albemarle County Police, etc." (VA Strike Committee May Day Demands, 1970)

Expand the current curriculum and increase funding of initiatives committed to combating racism

- "All students, regardless of area of study, should have required education (either inside or outside the classroom) on white supremacy, colonization, and slavery as they directly relate to Thomas Jefferson, the University, and the city of Charlottesville. The current curriculum changes only affect the College of Arts and Sciences and allow students to focus in on aspects of difference of their choice" (Demands of the "March to Reclaim our Grounds", 2017)
- "Establish mandatory annual adjustments [on anti-racism] for Summer and Fall Orientation" and Housing and Residence Life programs (Towards a Better University, 2015)
- Ensure that there is "recurring study of the Black condition at UVA" (Towards a Better University, 2015)
- Increase funding for the Carter G. Woodson Institute for African-American and African Studies, the Office of African-American Affairs, and Black student organizations (Countless demands since the mid 1900's)

Acknowledge UVA's dependence on the Black Charlottesville community "as a labor resource" without "fully [committing] itself to the full development and support of this community" (An Audacious Faith II, 2007)

- "The University, with the exception of several Black student organizations, does little to welcome the Black community of Charlottesville-Albemarle to participate in the intellectual, cultural, social life of the University" (An Audacious Faith I, 1987)
- "Commit to public service through the establishment of fellowships, internships, public service courses, tuition waivers for employees, and tutoring/mentoring and other education programs for the Black youth of Charlottesville" (An Audacious Faith II, 2007)

Rename all buildings and remove all monuments, plaques, and memorials in remembrance of white supremacists, eugenicists, and slave-holders on Grounds, while simultaneously rededicating and erecting memorials in honor of UVA and Charlottesville's Black history

- "UVA's historical landscape must be balanced. The statue of Jefferson serves as an emblem of white supremacy, and should be re-contextualized with a plaque to include that history. Additionally, more buildings named after prominent white supremacists, eugenicists, or slaveholders should be renamed after people of marginalized groups." (Demands of the "March to Reclaim Our Grounds", 2017)

Increase Transparency and Develop a Student Liaison Committee in response to the disproportionate effects of COVID-19 on the Black community

- "We demand the University include students in the decision-making process regarding COVID-19 responses that impact students," with special attention directed towards ensuring the voices of marginalized communities are heard. "We demand this committee include low-income, first-generation, international, workers, and/or students with disabilities – all of whom are most impacted by the University's decisions." (Community Petition for UVA COVID-19 Response, 2020)

In Solidarity,
The Black Student Alliance at the University of Virginia