1. **Create an institutional regulation that strictly prohibits both visible and intangible presence of neo-nazis, white supremacists (as domestic terrorist organizations) on Grounds**.
    - These entities embody an ominous threat in its historical and contemporary trajectory to the safety of BIPOC people in Charlottesville. In order for you to guarantee the protection of Black people and POC at the University, this is one essential policy in regards to public performance measures that must be established and announced.
2. **Paying all workers, non-federal work-study, part-time, and providing full-time workers a living wage in relation to the area they reside in.**
    - Provide comprehensive hazard pay for all staff members.
3. **Hire more faculty and professors of color in the College, the School of Engineering, the School of Architecture, and the Graduate School of Arts & Sciences.**
4. **Reevaluate the University's relationship with the University Police and the Charlottesville Police Department.**
5. **Require all students to take a course on race and ethnic relations in America within their first year as a requirement to graduate.**
    - Incorporate Anti-racist teachings into the course curriculum.
6. **Increase the funding for African-American & African Studies and American Studies departments.**
7. **Increase both the availability and number of courses to underclassmen that specifically focus on the history of Black activism and Black politics at UVA.**

- i.e. “Black Fire” which is more likely that fourth-years will get in the class due to priority registration.

8. Free enrollment for students who are descendants of the enslaved laborers who built the University and Charlottesville/Albemarle area.

9. Examine and act on biases towards Black people within the Honor and University Judiciary Committees.

- Acknowledge the lack of minority representation in leadership positions within these organizations.

10. Enact matriculation for all, especially Black and People of Color, undocumented students at UVA.

- In contrast to other universities of the State that allow undocumented students to matriculate, the University of Virginia is reluctant to matriculate undocu+ students.

11. Create more professorships, fellowships, and tenure-track opportunities for Black faculty entering the McIntire School of Commerce and Batten School of Leadership and Public Policy.

12. Erect clear public signs on sidewalks and lawns to commemorate enslaved laborers in spaces such as the Gooch-Dillard Residential area.

- This action may be done to effectively increase awareness and pay homage.

13. Provide required, comprehensive programming at New Student Orientation regarding the University’s history of slavery and racial injustice.

- Facilitate conversations between Orientation Leaders and orientees surrounding white privilege and systemic racism as it pertains not only to institutions of higher education like the University but beyond it as well.

14. Effectively acknowledge and address the lack of minority staff members in Housing and Residence Life.

15. Reevaluate updated University of Virginia Athletics Logo to address the usage of racist imagery with the incorporation of Serpentine Walls into the Virginia Saber.

We want to emphasize these are not requests or suggestions, rather achievable ***demands*.**