

DEMANDS

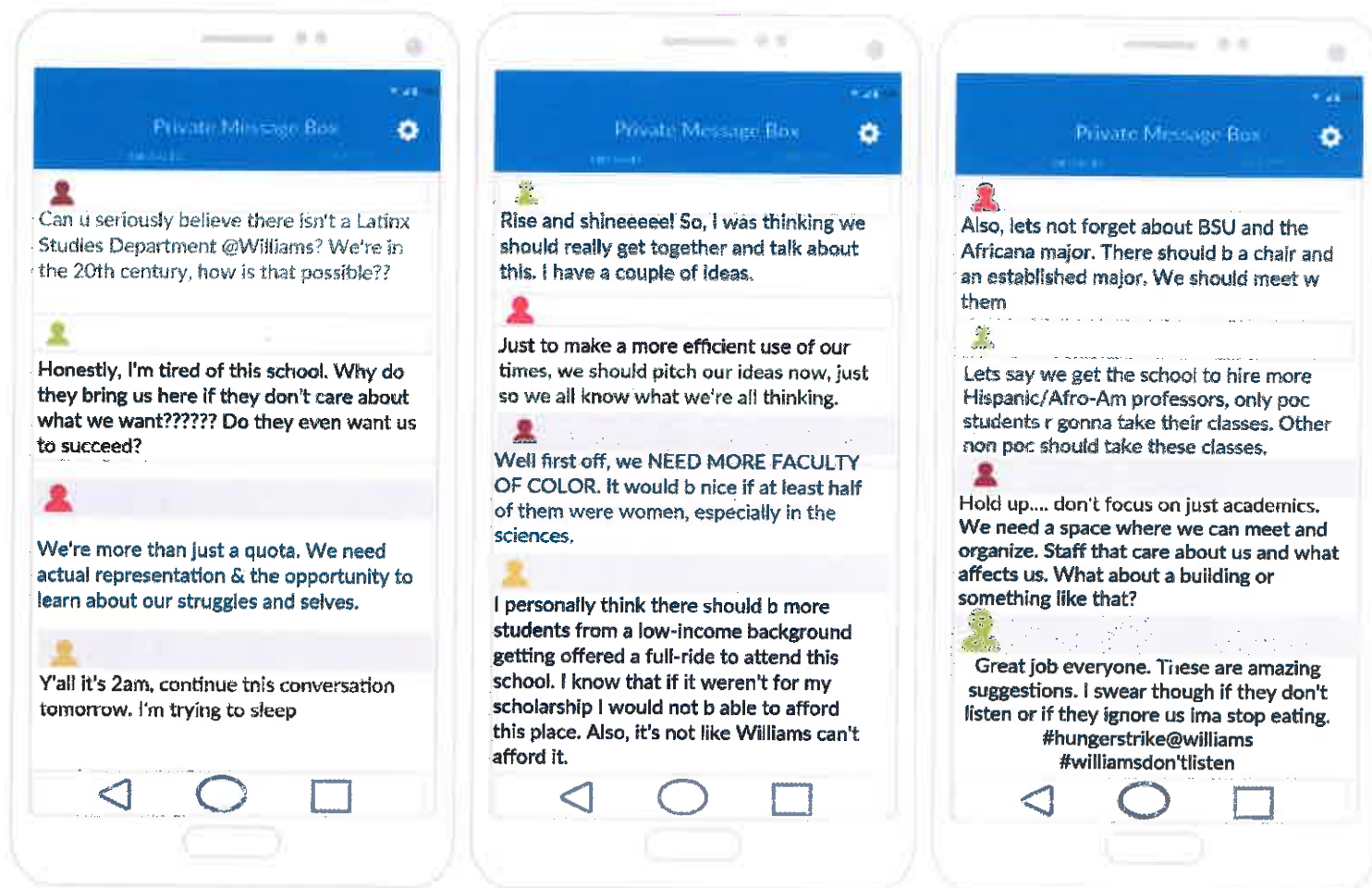
Karen Linaray
LATS 4/8

1. Two (2) visiting professorships for Hispanic-American faculty in any department, effective 1988-89.
2. One Black and one Hispanic-American tenure track Professor for any Division Three department by 1989-90.
3. Formal establishment of two Robin Fellowships per year.
4. The racial makeup of the college faculty shall reflect the proportions of Black and Hispanic-American students enrolled in any given year (i.e., A 6% Black student body would mean at least a 6% Black faculty body at all times. This means that positions empty due to sabbaticals or an end to employment with the College must be either filled temporarily or replaced. A preliminary step toward achievement of this goal shall be a fifty percent (50%) increase in the combined number of Black and Hispanic-American voting faculty within the next three years.
5. Of these new hires, at least one-third must be women.
6. Permanent Afro-Am chair with a reduced teaching load, and the establishment of an Afro-Am major by 1989-90.
7. Explanation for non-consideration of Dean Kenyatta for Acting Dean position.
8. Minority Special Assistant to the President. Position must be filled by a Black or Hispanic-American candidate, with the specific responsibility of concentrating on non-student affirmative action, where the College's efforts have proven inadequate. To be approved by Afro-Am Studies Committee.
9. One course concerning the history and culture of Afro-American, Asian-American, or Latino-American peoples required for graduation beginning with class of 1992.
10. Michael Knight-
 - a. Memorial/picture of Michael Knight in theatre, with name of WBSU on memorial, as well as active WBSU role in determining nature of memorial.
 - b. The College shall allocate the necessary funds for a Michael Knight memorial fellowship for a Black or Hispanic-American faculty member in the performing arts, to be established by 1988-89.
11. Student recruitment-
 - a. Establishment of 4 full scholarships for Black and Hispanic-American students of low SES from major urban areas. These scholarships shall provide full funding, to the extent of demonstrated need, for up to three years of graduate study.
 - b. Increased recruitment of Black and Hispanic-American students of low SES from major urban centers.
12. Creation of non-voting minority chair on CAP. This position will operate on an ad hoc basis depending on the race and gender of the candidate under consideration.
13. Establishment of a cultural center to meet the unique social and cultural needs of minority students at the College. A college building shall be set aside for this purpose, and necessary funds allocated.

The following is my fictional interpretation of how the list of demands written in 1988 came to fruition, but with an incorporation of how it might have taken place if text messaging existed then.

Each different colored silhouette represents a different person texting. It is not known who gathered to create this list of demands. But, it did culminate with a sit-in in Jenness House which was then the house where the Dean's Offices were located.

This sit-in propelled the two hunger strikes that occurred in '91 and '93 when students demanded the creation of a LATS Dept.



Karen Linares
LATS 348
25 September 2017

Primary Source: List of Demands

I have been really interested in learning more about how Vista, the Latinx organization on campus, was started. Professor Whalen directed me to the Special Archives Collection in Sawyer Library where I have read a variety of posters, letters, articles, and lists regarding the student activism behind the implementation of the LATS Department at Williams which is tied to Vista members. A bit of the timeline and the students names' are a bit unclear, but what I have been able to gather is that there was a sit-in in Jenness House in 1988. A list of demands was shared during the sit-in or shared after (not clear) and that is the primary document I have chosen to bring to life. Vista was founded in 1987 and the person who led the sit-in was part of Vista. This marked the beginning of recorded student activism regarding the LATS Dept. and Vista. On April 18, 1991 three Vista students submitted a letter to the administration and went on a three day hunger strike. The LATS program was not created until 2001—ten years later.

I decided to bring this text alive by showing a series of text messages where some of the demands are mentioned. Obviously, text messaging did not exist in 1988, but the main reason I wanted to use text messages and slang was so the reader can get a glimpse of how a current first-generation Latina student at Williams, i.e, me, would envision a conversation like this if it occurred now. I imagined it started with small talk and built momentum once more students agreed that this was something that needed to be addressed. I also incorporated some fictional background to some of the demands because I imagine that many of these demands hit home for those who wrote the list. There had to be a need for a demand to be written down. Students in 1988 were negatively affected by the lack of presence of these demands. Some of the fictional backgrounds information I incorporated in the text messages are still some of the thoughts I hear on campus. I still have conversations like these with my friends. Sentiments about how Williams has failed poc students are still taking place and I foresee them happening for a while. I'm grateful for all the work the students did and the pain they endured to create Vista and the LATS department. Activism begins with an idea and continues with collaboration.