

To: President William Park  
From: The Black Student Organization

Demands submitted April 25, 1969

Mrs. Erma Brooks of the Urban Youth Program must be appointed to the Faculty of the college by the Faculty Committee.

- 1) We demand that we have concrete proof of a commitment that at least 20% of the incoming Freshman Class be Black.
- 2) The Financial Aid System must be revised. The present financial aid package is grossly inadequate in meeting the needs of the Black students. All the financial needs of the Black students must be met. We demand that this be done by giving all the Black students in total financial need full tuition and/or room and board plus an allowance. All other Black students in need should be put on specially modified scales as suggested by the Special Scholarship Committee (100-100-90-80). We demand a rapid study of this scale.  
We demand that the Black Student Organization be instrumental in the restructuring of the financial aid policy of the college.
- 3) We demand that there be an on-going tutorial program to help Black students whenever necessary. Since these are to be paid positions, Black students should be given first preference.
- 4) We demand that the President hire a Black man to serve as the college's advisor on Urban Affairs and that he be a voting member of the faculty.
- 5) We demand that there be hired a full-time Black Student Advisor who is to be Black. She will serve as a liaison between Black students and the college in whatever capacity necessary. She will be a full voting member of the faculty.
- 6) We demand that there be an on-going recruitment of Black professors. We demand concrete proof of a commitment to hire Black professors to teach History 59, History 71, and all other courses about and relating to Black people by September, 1969.
- 7) We demand that plans be set forth for a major concentration for African and Afro-American Studies. Plans will be completed by September, 1970. Until this concentration is set up, we demand that Black students be given credit for courses in African and Afro-American Studies taken at other institutions with the financial burden of the courses assumed by the college as it does when students take courses at Emmanuel and Wheelock.
- 8) We demand that the Child Study Center be altered in such a way to encompass a representative number of children of Boston, racially and economically, with scholarship aid whenever necessary.
- 9) We demand that there be an increase of Black workers on all levels of the college (i.e. resident heads, custodians, maids, secretaries, etc.).
- 10) We demand that a Black person or a group of Black people be hired to recruit Black people to fill the above positions.

Most of the above demands have been repeatedly presented to various members of the college since Fall, 1967, with very little to no action taken.

The implementation of the above will be the duty of a watch dog committee made up of faculty, Black students, and members of the Black community. This committee will consist of 5 students, 5 faculty, and 2 community people as designated by the Black Student Organization.

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The above demands were agreed upon by President Park at his meeting with the Black Student Organization and Faculty Council on Monday, April 25, 1969. As of 9 a.m. Friday, May 2, 1969, President Park has refused to signature these commitments. Other unreleased demands are still in the stage of negotiation.

W E Park

F A Tredwell

W H A F Kahl

S R Weane

5/2/69