

Proceedings
2nd Annual
Unity Through Diversity Luncheon
Our Binding American Experience

Von Canon Room C
Bryan Center
Duke University
November 16, 2001

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PREFACE

Included in this volume is a record--albeit far from comprehensive--of the struggles, strivings, and aspirations of Duke's racial, ethnic, and religious minority communities. The fact that so many different groups are represented here is a testament to how far the University has come in the last decades. But the issues articulated in these pages also show that we have, collectively, still more distance to travel before we can fully attain the goals of diversity and equity on this campus.

Each community represented here in the Second Annual Unity through Diversity luncheon forum and in this volume has a distinct history here at the University, and each has a distinct set of needs and priorities. But as you heard in the presentations and read in these documents, they also share many, many common concerns. Above all they are united in the hope that, by coming together before you, they will motivate the university to continue to alter structural patterns that have limited all of them.

Many students and their supporters have worked tirelessly for weeks and months to prepare for this important occasion, but this does not mean that they will now be satisfied to return to their respective "corners" and await the results. Rather, we expect this year's *Unity through Diversity* luncheon to be, like the first, only the beginning of more formal dialogues. Many of the groups here today already have plans for follow-up meetings on ethnic studies and other related initiatives.

We are proud to report that following last year's luncheon President Keohane named several blue ribbon committees to address concerns raised by the cultural communities. The work of two of those committees resulted in: 1) a \$100,000 fund for student groups with a rich history of cultural programming on campus; 2) the establishment of the Duke Center for Multicultural Affairs; and 3) the proposed expansion of the Mary Lou Williams Center for Black Culture. It is our sincere hope that, as we gather again this time next year, each community will again have significant progress to report—and that Duke will have become a better place for it.

Office of Intercultural Affairs

November 16, 2001

African American Community Initiatives

- Strengthening the Tradition of Excellence: The Black Student Alliance
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STRENGTHENING THE
TRADITION OF
EXCELLENCE

THE BLACK STUDENT ALLIANCE

TROY CLAIR-President

THANIYYAH AHMAD-Executive Vice President

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Existing for nearly 35 years, the Black Student Alliance (BSA) is an organization whose history is self-evident in terms of its profound impact on the campus climate of Duke University. This impact has spawned from a community that has typically presented its needs and from an organization that has striven to enhance the framework of Duke University socially, culturally, and intellectually. The BSA offers a wide variety of multi-faceted programs yearly. As part of its platform, exist three strong constituent groups that function independently of the services and programs provided by BSA. Those groups are Dance Black, United in Praise, and Karamu. In addition to these constituent groups, most of the work of BSA is done through its executive board and the ten divisions and committees. Other programs offered is a Webmaster who maintains the web page and the BSA's newsletter, *The Talking Drum*.

Despite its work for the Duke community for such a period of time, there still exists a need for greater support of programs and the infrastructure of the organization in order to properly carry out its mission. A better understanding of the Black Student Alliance, its structure and keystone events would definitely help convey its importance and need for support. The following compilation of perennial events and activities of the Black Student Alliance that have been consistently conducted, but lacked support in the past, is a representation of what can be done in a better capacity if supported institutionally.

THE THREE CONSTITUENT GROUPS

United in Praise

United in Praise (UIP) was organized in 1972 under the name of Modern Black Mass Choir. The choir strives to maintain an awareness of Black Culture at Duke and in the Greater Triangle Community by performing spirituals, hymns, anthems, and gospel music. The UIP membership ranges from 40-60 students yearly. Performances include annual fall and spring concerts, appearances in area churches, and a nationwide tour during spring break. The sum of these efforts typically totals \$3000 for each semester concert, and nearly \$15,000 for touring needs. Despite these financial needs, and the consistent production that United in Praise puts forth, the subsidy has dwindled to as low as \$483 (current budgeted amount from DSG through BSA), creating a burden on the students to raise the difference. Although this choir has grown to such a status where it is

practically self-sufficient, the yearly budget is still predicated on what Black Student Alliance receives each year.

Karamu

Karamu, the Black students' theatrical group, performs serious drama comedies, musical original student production. Past performances include: For Colored Girls only, Raisin in the Sun, A Streetcar Named Desire, and Silk and Magnolia Sunsets. The average production cost of any show is \$500, typically compounded with the possible fees for simply obtaining a performance venue. Karamu's It goal is to sponsor, on the average, at least two productions a year.

Dance Black

Dance Black was first assembled in the late sixties and was reorganized in 1975 by students who saw the need for a new contribution to the university's dance community. Focusing primarily on modern dance, the group performs everything from classical ballet eight to traditional African dance in its programs. Dance Black performs for the Duke and Durham communities at large. On the average they offer two recitals and a number of guests performances throughout the year. The yearly cost of shows is \$2,000 and they function from a budget of \$750 on the average from DSG.

OTHER PERENNIAL EVENTS

The following programs mark the tradition of the Black Student Alliance and are put forth year after year. To help subsidize costs and keep the tradition going, we are seeking more funding and university support to be allocated for these events. In most cases, the events are the social context for student life at Duke and assist with the acclimation of students to the Duke community into which they enter and matriculate.

"Final Honors, Black Graduation"

The Black Graduation: Final Honors ceremony was created by Allison "Sonny" Phair (Trinity '97) under the auspices of the Black Campus Ministries and Black Student Alliance in 1993. By way of joint leadership, the ceremony has allowed African-American seniors and their families to commemorate their shared experiences and preserve their heritage within the realms of the University. As well, Black Graduation is the time when graduating seniors receive Kente cloth stoles, which are presented by key African-American faculty and administration members dear to the class. Aside from Commencement, Black Graduation is truly the final event where African-American seniors are able to gather, socialize and reflect on their years at the University as a

complete unit. The ceremony also gives family, friends, and mentors, who played important roles in their undergraduate careers a chance to honor their successes.

The average annual cost of the Black Graduation is \$6500. The cost varies depending on the ideas and creativity that the students put forth from year-to-year. The program has primarily been funded through the VP of the Student Affairs Office. However, this has not been a permanent funding source. Students have fundraised and used other creative ways of assisting with financing the event.

Kwanzaa

Kwanzaa is an African American holiday started during the 1960s. The BSA has sponsored a Kwanzaa program for the last twelve years. The non-religious holiday is meant to be an opportunity for African American families and communities to join together to reaffirm the values expressed by its seven principles. They are Unity, Self-Determination, Collective Work and Responsibility, Cooperative Economics, Purpose, Creativity, and Faith. The average cost is approximately \$3,500.

Typical programming includes a catered dinner. In addition, Duke University faculty and staff (i.e. Divinity School, Fuqua School of Business, Career Center, CAPS, Mary Lou Williams Center, etc) as well as students are invited to speak on a few of the seven principles. Student and community performance groups creatively highlight the remaining principles. For example, in recent years, the following student groups have participated, Karamu (drama), Dance Black, United in Praise Choir, and the Step Team. Community involvement has included Collage Dance Group (African dance group of Raleigh), the elderly from a local church, the Know Bookstore (African bookstore of Durham, and African Land (African store of Durham).

New Student Orientation

Each year as a part of Duke University's Orientation, the Black Student Alliance sponsors a variety of events geared towards the African-American students who have matriculated with the freshmen class. Some of our annual events include, but are not limited to, the Reception for first-Year African-American students and parents, the Mary Lou Williams Center Open Hours and Ice Cream Social, the Students of Color Luncheon,

a Hip-Hop Party, and a Central Campus Pool Party and Cookout. For the last six (6) years, these same events have occurred on a regular basis. Even though several of these events are co-sponsored, the primary funding for the events comes from the BSA budget. The two programs of exception are the Reception for First-Year African-American Students and parents and the Students of Color Luncheon. The reception is funded by Duke Alumni and in the past two years the luncheon has been funded by the Office of Intercultural Affairs. The total costs of the orientation events are approximately \$3,000.

Reception for First-Year African-American students and parents:

Each year the Black Student Alliance welcomes incoming freshmen and their parents with an elaborate and catered reception held in the Levine Science and Research Center (LSRC) located on West Campus. At this gala, the new students are welcomed as an addition to the continuing tradition of African-American students on Duke's campus. They are also introduced to the many influential leaders in the Duke community, and are exposed to the vast diversity of Duke's newest class.

Mary Lou Williams Center Open House and Ice Cream Social:

This event always draws a big crowd by its purpose, to expose ALL students to the culture and diversity of Duke. Starting in the Mary Lou Williams Center, students and parents alike can come and interact and have a more in-depth conversation with each other about experiences at Duke, and how to approach everyday life in college. This is always a great socializing event, and even more, a learning opportunity as students get their first glimpse of how the African-American tradition is continuing at Duke. In the past two years, the Mary Lou Williams Center has funded this event.

The Students of Color Luncheon:

Originally started as the Black Student Alliance Luncheon in Gilbert-Addoms Down Under, this luncheon gives students the opportunity to become exposed to the social aspects of the minority student life at Duke University. After enjoying a catered lunch, student leaders, who represent organizations of color, invite freshmen as well as everyone in attendance to get actively involved in the community that they will be calling

“home” for the next 4 years. Recently, however, this luncheon has been adapted to include all students of color not just those of African-American decent.

Hip-Hop Party:

Co-sponsored by the Black Student Alliance, and by the National Panhellenic Council (NPHC), first-year students of color are exposed to their first “college party”. It has traditionally been held in the Devil’s Den, but recently moved to the Marketplace on East Campus.

Central Campus Pool Party and Cookout:

A fun day in the sun where students mix and mingle with the African-American community at Duke, all to the backdrop of a cool, refreshing outdoor pool, music, and food.

Black Student Alliance Invitational Weekend (BSAI)

The BSAI has been a long-running tradition since 1987. The weekend is sponsored by the admissions office, however the social aspect of the weekend primarily rests with the BSA. Annual events sponsored by the BSA are: a fashion show (sometimes including an entertainer), a hip-hop party, an upper-class discussion program and co-sponsorship of the NPHC step show. On the average, the BSAI weekend costs \$2700.

African-American Mentoring Program—AAMP

AAMP is a new program initiative this year based on the previous concept of “BSA Buddies”. It is a mentoring program for African-American first-year students with a yearlong commitment. The purpose of the African-American Mentoring Program is to provide academic and social support for incoming African-American first-year students, as well as a much-needed link between African-American upperclassmen and first-year students. The unique experience that African-Americans have at Duke University creates a necessity for specialized attention that, generally, most African-American students can provide. This program is in no way exclusive of other races, but its main focus is the enrichment of African-American first-year students.

The program also addresses the alienation that African-American students feel when embarking on higher education at a predominately white institution. Through

academic support and guidance the program aims at decreasing the performance gap of African-American students at Duke University. Since only juniors and seniors will be serving as mentors they will be able to guide the first-year students through the difficult adjustment from high school to college as it pertains to African-Americans. This process is most important for students who are not coming from a predominantly white, private high school experience. This year, the program budget comes from several sources, three areas of Trinity College and the VP of Student Affairs budget. **This program is a good example of one that could not be sustained if a more permanent funding source is not created.**

Student Leadership and Conferences

This area is rather self-explanatory. Without planning, goal-setting and revitalization, how does one survive? Among all of its programming events, the students of the Black Student Alliance try to host at least one group retreat and attend a conference yearly. The conference that we have attended for the last four years is the "Annual African American Student Leadership Conference" hosted on the historically Black campus of Rust College. It costs about \$400 per student. To host a retreat for just the executive board members costs the BSA approximately \$900. Both of these events have been graciously supported by the VP of Student Affairs.

BSA Outreach Committee

BSA's Outreach committee is another facet that has shown perennial results. The Outreach Committee creates and participates in activities that increase interaction between the Duke and Durham communities. Annual programs in the past have included a Halloween Party, a "College bound" program and an ongoing relationship with the Carter Community Service center. Unfortunately, Outreach's budget (\$80 allocated for the last two years) again has put emphasis on creating funds rather than doing more for those whom we wish to serve.

The Talking Drum

The Talking Drum is the BSA's Newsletter to the Black Community at Duke with link to other relevant information in the larger Black community. Its mission is to serve as an instrument of social exchange, and intellectual awakening in the Duke community, while embodying the African social tradition that is reflected in its instrumental name. Despite its efforts, Talking Drum has not received any funding within the last few years (1998-2000), and still manages to put forth at least two issues per semester. This branch is definitely one that has potential and desire to grow given the proper resources.

NEW PROGRAM INITIATIVES

Alumni Affairs

One of the largest untapped resources for students is the alumni that have passed through this university before us, in terms of gaining from the large legacy which has had a tremendous impact on this University. The Alumni Affairs Division of the Black Student Alliance hopes to take advantage of this legacy and provide a link to these valuable resources. Beginning in the Spring of 2000 and to be held again the Spring of 2001, Alumni Affairs has held forums in which the alumni and current undergraduates not only get a chance to interact, but show where this university is in comparison to where it was not too long ago. This forum effort will also be combined with the enhancement of homecoming (Career Fairs, Alumni/Undergrad mixers planned for Homecoming 2000), in order to best gain knowledge and aid from those who have come before us.

Kwanzaa Expansion

While programming has been well received by students (approx. 150 attendees), BSA would like to improve the quality of programming for future audiences. Past programming has emphasized a broad reach of participation with the diverse faculty involved and the community interaction. BSA would like to enhance this reach via more community involvement with area churches, local youth groups (i.e. Duke University Future-Is-Now for black young girls), and unique community performers (i.e. the African

storytelling group Healing Force of Winston-Salem). Generally, these groups range from \$0-500. In addition, BSA would like to invite a keynote speaker to bring a fresh perspective to the University program. Such speakers may include Maulana Ron Karenga (the founder of Kwanzaa), James Cameron (founder of America's Black Holocaust Museum and sole survivor of an infamous lynching), and Michael Cottman (member of the crew in an underwater expedition to survey the sunken wreck of the slave ship, *Henrietta Marie*). These speakers' honorariums range from \$5,000-\$8,000.

Minority Kids and Young Adults (M.K.Y.A.) FEST

Along with some independent students, the Black Student Alliance and the Duke University Marching Band, M.K.Y.A. Minority Kids and Young Adults Fest is being organized. The event is designed to bring elementary and high school students from the Durham community to the campus of Duke University in an attempt to have them continue their high school education and pursue a college degree. The event will feature a "High-Stepping Battle of the Bands" to attract the students in the community. We are anticipating that 10,000 to 20,000 kids and young adults will attend.

M.K.Y.A. FEST is the first of its kind and it has received full support from the Duke Administration, including President Keohane and Vice President Jim Clack. Please find a cover letter and proposal attached.

The Free Standing Center


The need for social and cultural space on this campus is one that has been expressed by many student organizations on this campus. As demonstrated in the aforementioned information, the constituency of the Black Student Alliance operates on a small budget and incurs lots of overhead cost for space rental, security, technical costs, and many other expenditures. In addition to all the opportunities that a freestanding center would provide, such a structure would create a presence on this campus that would last beyond the rental of any venue on campus. The groups mentioned above which work hard throughout the year would actually have a home.

See attached proposal for "Proposal for the Expansion of the Mary Lou Williams Center".

University and Infrastructure Support

The recurring theme has obviously been BSA's quality programming for a wide range of audiences with very little support and resources. As students we are in the position where we must produce every document, item of publicity and fundraise without any support staff assistance, or even adequate software. Moreover, those members who must give inordinate amounts of their time during the summer and academic year to make these events happen do not receive nearly as much compensation or resources as their DSG counterparts for comparable work. Our current advisor, Dean Carmen Tillery has also worked with the group for the last three years in an "unofficial" capacity and it was not until this year that she has been given the opportunity to work with the group in a recognized, official position. These facts are only to state that there is a discrepancy between what we accomplish and what is received.

Last, it is worthy to mention that this report is a **compilation of perennial events and activities** that BSA offers but is no way representative of all of the services and programs that are provide. This document, however, is a testament to what work is put into creating a presence on this campus for African Americans and where support would be most beneficial to make the presence even stronger.



Proposal for the
Expansion of the
Mary Lou Williams Center

History of African American Students at Duke University

The history of African American students at Duke University can easily be told through the history of the Black Student Alliance. The origin of the Black Student Alliance can be traced to the Afro-American Society (AAS), formally established in 1967. Duke University admitted its first five Black undergraduates in the Class of 1963. The AAS formed as these students sought ways to deal with the challenges of Black life at a predominantly White institution. The first political statement by the AAS was the Hope Valley Study-In on November 13, 1967. Thirty-five members of the AAS staged a day-long study-in protest in the lobby of President Knight's office denouncing (1) the use of segregated facilities by the University organizations and (2) the membership of key university officers, including President Knight, in the segregated Hope Valley Country Club.

The turbulent racial period of the 60s in America also had its impact at Duke. On February 13, 1969, AAS students led a Black student takeover of the Allen Building to spark University action on the concern of black students. The predominant issues of the day were the establishment of an Afro-American studies program, a cultural center, and increasing the number of Black faculty and students. The AAS was renamed the Association of African Students (The Association) in 1971 and assumed its present title, the Black Student Alliance (BSA), in September of 1976. Since then, BSA has sought to provide a cultural base for Black students at the University as well as continue the struggle for solutions to the aforementioned problems.

In the 80s, the BSA continued to evolve. During this time, when Black enrollment began to decrease, BSA joined forces with the Undergraduate Admissions Office in making Black recruitment a primary goal (i.e., BSAI Weekend and the Reggie Howard Memorial Scholarship Program). The Black Student Alliance Invitational Weekend, which is held every spring, allows prospective students to visit the campus and be introduced to the Duke experience from a Black perspective. The Reggie Howard Memorial Scholarship honors the first Black student who became ASDU (the student government at the time) president in 1976. The scholarship is offered to incoming students who demonstrate the outstanding academic achievements and the leadership Reggie Howard characterized. Endowing the scholarship remains of crucial importance.

In the 90s with the Allen Building sit-in, and many presentations of ideas to the Administration, African-American students continued to work for change. As we can see throughout this history, African Americans have played an integral role in shaping the university. Today, Black students continue to express their concerns with social, cultural and academic experiences through Black Student Alliance, Duke Student Government, NAACP and in many other forms. By addressing these issues, one only serves to make the University a stronger and more enriching place to learn and grow.

Introduction

A Sharing Community

Duke creates an environment in which students and faculty can share diverse experiences. The university provides a setting in which we can break down walls by bringing together astute artists with brilliant scientists. Duke's mission tries to achieve this unique exchange through "a superior liberal education to undergraduate students, attending not only to their intellectual growth but also...to promote a sincere spirit of tolerance..." However, African-American students often do not feel like members of the larger Duke community of which they are a part. For many years, African American students have tried to convey their feeling of exclusion to the university. This problem negatively affects African-American students both academically and socially, and is one cause of alumni dissatisfaction. However, we can begin to remedy this by accomplishing the goals of the Mary Lou Williams Center, which promotes tolerance and the open sharing of culture so that African-American students feel a sense of belonging.

Building the Community

Because of the design, spatial limitation, and location, the current Mary Lou Williams center is incapable of serving the needs of the expanding and diverse African American student body, as well as other members of the Duke community who use it. Therefore, the center needs to be expanded into a *freestanding* building on West Campus to address the discomfort and detachment that too many African American students feel there. Though the Mary Lou Williams Center focuses on black culture, it has always been, and will continue to be a place for all students in the Duke community to enjoy. By

providing adequate opportunities for all members of the Duke community to teach, learn and celebrate black culture, a freestanding center will centralize the location where this crucial interaction and exchange of ideas can occur naturally.

Meeting Community Needs

The center will also address Duke's need for programming space, in a setting that displays African American culture. The art, the display of names of African American achievers at Duke and beyond, the presence of cultural groups, artists, and the interaction with those who share a common interest, will create a unique environment that is missing in the university. Only an expanded center can create an atmosphere of inclusiveness for all who want to learn about African American culture

F.A.Q.

What does the Mary Lou Williams Center currently provide?

The center provides a place to remember the late jazz great and Duke artist-in-residence, Mary Lou Williams. In celebration of her contribution to Duke and the great American past time, the Mary Lou Williams Center provides a place for current artists, poets, writers, lecturers, and musician to share their talents and knowledge with the Duke community. The Center has also served as a free programming and meeting space for a variety of groups on campus in the setting of black cultures. The name of the center, the art on the walls, and the programming help to create a cultural atmosphere. And, for many years the directors of the center, students and faculty have worked hard to achieve these things with very limited resources.

What are the needs that the Mary Lou Williams Center is not currently meeting?

However, the basement location of the center and the limited amount of resources and space often cause students to feel that the center is not a priority to the University. This fact compiled with the lack of housing on West, the lack of free programming space for cultural groups, the lack of centralized office space for African-American cultural groups, and the lack of ownership of any space (i.e. commons room space) exacerbates many black students' feeling of disconnection with the University.

The problem is compounded further when we consider the fact that at every point on Duke's campus, whether it is the statues, dorm names, or street names, there is little to no representation of African-Americans who contributed to Duke. Though the Mary Lou is an exception to this rule, it is absorbed into a larger center that already has a name, it is not in a highly visible location, and does not even have a sign outside to mark its location. In addition to this, the center is surrounded with a barbershop and offices, which do not create an atmosphere to teach and learn about African-American culture in any way.

What are the spatial needs of the Center?

Because of its size, the Mary Lou Williams center is unable to accommodate even a sixth of the African-American students for a single event. And there is not enough space for students to use the Center for a variety of purposes at the same time. For example, it is practically impossible to have a speaker and have a meeting in the Mary Lou at the same time without one disrupting the other. Also, since African-American programming groups do not have any jurisdiction over the free commons room space on West, they have to pay for security and for programming space, which are not at all related to black culture. This fact is extremely difficult for groups to understand since they have consistently provided alcohol-free programming before the inception of the Alcohol Task Force.

Also, there is not enough room to display a considerable amount of African American art, photographs and biographies of African American leaders at Duke And beyond. We do not have an adequate collection of Mary Lou William's music or photographs of her. There is no stage for guests from outside of the university to perform. Ministers also conduct services in the center of Sunday evenings. And to these guests as well as perspective students, the lack of space and resources is a visible sign of how much the University is concerned about their African American students.

What academic needs are not being met by the Mary Lou Williams Center?

Although the Mary Lou is not an academic center, it is a place where formal and informal exchanges of knowledge occur. Currently, the space is not available to

adequately build this informal academic support network. Furthermore, there is not a place for many mentoring groups to tutor. Since many upperclassmen live on Central Campus, which has no student union, there is no common place for these student to interact with each other as well as interact with freshmen. We do not have a sufficient facility where professors who study African American culture can interact with students in a cultural environment. There are no computers in the Center nor is there any type of audio-visual equipment. Also, there is no central location in the Center to examine historical and modern music and artifacts.

What does a new center offer?

A new Mary Lou Williams Center will provide the University with an opportunity to take a substantial step in repairing the disconnection that many African American feel on campus. A new Center will galvanize the various African American organizations that have historically been sporadically located on campus, and put them under a roof that fosters within them a sense of community. Moreover, this strategic placement will inherently promote more communication and cooperation among various groups who now struggle to keep track of the numerous programs that take place on campus. Through the new Center's programs and information exchange, the University community's awareness of African American culture and its important role in society will be greatly encouraged.

While the Center does give African Americans a place to feel proud of, it also targets the entire Duke community. It would be disturbing for anyone to imply that the promotion of African American culture is just for African Americans. The entire Duke community stands to benefit from what this wonderful heritage has to offer. The new Center will be open for anyone in the Duke community to utilize for programming. While this programming may not necessarily address African American culture, there will be no way that one could not feel its presence when surrounded by the aura of art, sound, and essence of black heritage.

An issue that has plagued the University for years, which could be partially alleviated by the new Center, is its handling of residential equity. It is a well-known fact (yet rarely spoken of) that African Americans feel displaced from West Campus. One of

the key reasons for this results from the horrific situation regarding the allocation of social space. The vast majority of the time, African Americans provides non-alcoholic programming, yet it is extremely difficult to do this programming without the tremendous cost of facilities and Police officers. This tends to push many African America social events to Central Campus, which further isolates this population of students away from Main West.

Academic support has always been an issue on this campus for African Americans. The Academic Support Center, along with various programming and tutoring possibilities created because of the new space, will help to alleviate these dilemmas. Furthermore, unlike the current location of the Mary Lou Williams Center, the new Center enables students to utilize the facility closer to 24 hours a day. Overall, the new facilities will provide an academic, cultural, and social support system for students.

Central Components of the Center

- D) Academic Support Center
 - A) Substantial library that is reflective of African & African American culture
 - Supplement the Perkins African American collection
 - Increase the number of recently published books and periodicals
 - House works of professors doing work in AAAS studies
 - B) Computer Cluster
 - Research and tracking materials
 - C) Audio/Visual Section
 - House African American films and music with: TV, VCR, laser disc player, stereo system, and projector
 - D) Community Reading Room
 - Support the examination of research materials
 - E) Classrooms
 - F) Office for Director and Staff
- II) Programming
 - A) Lecture Hall
 - Provide space for guests speakers or recruiters with:
 - 1) 100 person capacity
 - 2) Permanent AV equipment (i.e. Sanford)
 - B) Banquet Hall
 - Increase and improve quality of on campus banquet halls to support events (i.e. Career Fairs, Performances, Parties, Alumni Gatherings) with:
 - 1) 400 or more person capacity
 - 2) Raised stage (i.e. Nelson reading room)
 - 3) Permanent AV system
 - 4) Kitchen
 - C) Conference Room
- III) Cultural Space
 - A) Music and Dance facilities
 - Support African and African American Arts

DUKE STUDENT MOVEMENT

A little over one week ago, the Chronicle carried an ad that amounted to a wholesale attack on the character of African Americans, an ad which suggested that slavery was beneficial for African Americans. This is an insult to us, to our forbearers and everyone who detests injustice. Numerous members of the campus community have come together to re-affirm their right to be part of the Duke community.

As to what the Chronicle did, we have no quarrel whatsoever with the fact that the ad was printed. Our objections are:

- That the Chronicle failed to acknowledge the article's offensive nature. Papers on other campuses ran the ad but with statements distancing themselves from the opinions expressed in it, thus showing some respect for all members of their community;
- That by accepting payment for the ad, the Chronicle puts itself in the position of profiting from hate speech;
- That by claiming the ad conforms to current Chronicle policy the paper is in effect endorsing the content of the ad as accurate.

For many of us, the central issue is Duke's failure to create a climate where the voices of minority people are valued and supported. A university is supposed to foster personal, intellectual and community development. Instead, Duke creates an atmosphere that alienates us, an atmosphere that makes Black students, in particular, feel they have to continually defend their right to be here.

We are determined to see Duke University fulfill its responsibilities and live up to its obligations to create an inclusive, supportive climate on this campus. We have decided that the following will be real steps toward that objective:

- That a Task Force, headed by the Office of Institutional Equity, be charged with publishing a yearly progress report detailing the efforts to improve the treatment of minority students at Duke. Part of this Task Force will be comprised of minority faculty, administrators and students.
- That the University vigorously recruits minority faculty and administrators through methods similar to the Black Faculty Initiative, and provides yearly reports on their progress.
- That the University provide a permanent, space-appropriate, visible center for African American cultural, academic and social programming.
- That the University act on its previous commitments to establish a stable, well-supported African and African American Studies program and produce a written plan for doing this.
- That the University formulate a plan to increase funding for minority events and organizations, and that this plan be made public.
- That the Chronicle publish a clarification of its policy governing the placement of advertisements and how that policy was applied in the Horowitz case.

It is our sincere hope that the administration and the general student body will join us in working towards producing a university atmosphere sensitive to the needs of its multiracial, multiethnic and otherwise diverse population. Duke has done a good job of articulating an ideal of diversity; it is past time to make that ideal a part of actual institutional realities.

