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ACTION STEPS FOR STUDENTS:

1. Commit to this strike and disruption. We need all students on board-it cannot just be BIPOC or FGLI students. Strike means no more business as usual. Use this template to email your professors and bosses.
2. Keep this strike alive on social media, email listservs, and in all your networks. Tag Bryn Mawr, tag Kim Cassidy, tag independent media, tag everyone.
3. Distribute funds to organizations identified by @bicomutualaid.
4. To alleviate the burden on Erdman, New Dorm, Uncommon, and Wyndham workers, please limit your engagement with the dining halls if possible.

ACTION STEPS FOR FACULTY:

5. Commit to this strike and disruption. We need faculty members to support student strikers-it cannot just be BIPOC or FGLI faculty. Strike means no more business as usual; no classes, no penalization, no taking up space.
6. Keep this strike alive on social media, email listservs, and in all your networks. Tag Bryn Mawr, tag Kim Cassidy, tag independent media, tag everyone.
7. Distribute funds to organizations identified by @bicomutualaid.

Dear Bryn Mawr Community,

We would like to start this email by acknowledging that Bryn Mawr College is built on stolen Lenape land, founded on racist and exclusionary ideals of prioritizing the education of wealthy white women, and continues to perpetuate such racism every day. Haverford students have taken the time to acknowledge that "Haverford College occupies land by Lenni Lenape people for over 10,000 years," and as students who are also learning and living on stolen land, we must reflect and educate ourselves on the land we occupy. Bryn Mawr is complicit in the oppression and violent history of Indigenous people. Therefore, we must acknowledge the space we take up and work towards decolonizing our institution.

For the past six days, Haverford College has been striking (see their demands here) in response to the appalling email that President Wendy Raymond sent to members of the Haverford community regarding the murder of Walter Wallace Jr. Throughout these six days, Bryn Mawr students have been striking alongside Haverford students in solidarity. However, **we, the students of Bryn Mawr College, are declaring an on campus strike both in solidarity with Haverford College and in recognition that BIPOC (Black, Indigenous, people of color) students at Bryn Mawr have experienced similar historial anti-Black violence, institutional racism, siliencing, and instances of white supremacy.** While we strike in solidarity, we also strike to *dismantle* systemic oppression in the Bryn Mawr community.

Fellow students—being part of the Bryn Mawr College strike means FULLY committing to the following until our demands (see pages 5 to 8) are met:

- No participation in ANY work surrounding the institution
    - Do **not** go to class
    - Do **not** go to TA sessions
    - Do **not** do any academic work
    - Do **not** do any on-campus work
        - With the exception of white and non-Black dining hall workers, who should continue to go to work and not put added stress on the full-time staff. We recommend that these workers donate their earnings to organizations in need.
    - Do **not** participate in athletics
    - Do **not** engage in extracurricular activities
    - Do **not** pre-register for courses
    - Do **not** do any labs or thesis work
    - Do **not** submit work, including on Moodle

We acknowledge that many of you may be hesitant to stop attending classes and turning in assignments as part of the strike because of the effect it may have on your academic standing. This is especially true if you have professors (such as those in STEM departments) who are not supportive of the strike. **Please trust in the power of the collective and sign here to show your trust.** Organize with your classmates and reach out to your professors if they have not addressed the strike. For those of you who are major representatives, leverage your position by reaching out to your faculty to ensure that they are aware of the strike demands and conditions and that they are adapting their courses and expectations appropriately.

We recognize that this is uncomfortable work, but being part of the strike means being a part of collective discomfort in order to demand change. If you truly want to support students who are impacted daily by the legacy of racism at Bryn Mawr, you must examine your privilege and the ways that you benefit from the marginalization of others.

It is crucial that no students cross the picket line. For white and non-Black students, this is the time to show that your allyship is more than performative by striking and holding your peers accountable for striking as well. It is a privilege, reminiscent of white supremacy, to be able to break strike knowing that Bryn Mawr will never exploit your labor and trauma. Collective power creates the pressure needed for institutional change.

Professors—while we understand that this strike may be conflicting with your lesson plans, it is important to support your students who are taking action and demanding change. Fighting for what is right rarely coincides with what is convenient. We must disrupt the order, as it allows the perpetuation of racial inequity. To truly demonstrate your care and support for your students, **we urge you to suspend classes and assignments until the strike is over with the understanding that students will not be engaging in academic work during the strike.** As people who have devoted their lives to education, it is necessary to educate yourself on anti-racism.

To all: Strike and support. Do not fail Bryn Mawr's BIPOC students once again.

- Core Bryn Mawr Strike Collective Members
brynmawrstrike@gmail.com

"We will be going on a strike from our classes, our jobs (which we need), and any extracurricular activities."

DEMANDS

I. **We demand transparency and intentional student involvement on the progress of the Bi-Co open letter's demands.** Administration should provide regular reports and updates and/or make available meeting minutes (without confidential information) informing students of the progress and implementation of diversity, equity, inclusion, and anti-racism policies and other policies impacting students within the College. Administration should also fully involve and integrate student members with voting power on these types of faculty and administrative committees.

II. **We Demand a Bi-Co course on Blackness and white privilege as part of the college-wide requirements to be implemented in the next academic year (2021-2022).** The course would be designed alongside Black students, faculty, and staff with the objectives of exploring the history of race to understand current social, economic, political, and cultural conditions. This course will educate on the history of police brutality, cultural appropriation, microaggressions, and various biases. It will expand beyond THRIVE, the 360 Program, and the humanities.

III. **We demand that the school continue to pay the students who are participating in the strike.** Students should be paid for *all* work hours missed during the strike.

IV. **We demand that Bryn Mawr acknowledge the unseen labor of Black women and Black trans/nonbinary people on campus.** Following Haverford students' demand on this, we see that Black students and faculty on campus, particularly those of marginalized genders, continue to do immense amounts of work to progress frameworks and action plans towards equity and social justice while receiving little reward. Moreover, the history of unseen labor of Black servants as outlined through the subject matter of the Black at Bryn Mawr Tour continues to be replicated in the lack of acknowledgement of the work Black staff members do and the hardships they face on campus. We demand that the work of Black folks working in all areas of the College be recognized consistently (yearly) and publicly to the whole of the College community as they see fit. Additionally, **we demand that all Bi-Co Open Letter writers and Core Bryn Mawr Strike Collective organizers be financially compensated.**

V. **We demand an implementation of yearly faculty diversity training encompassing cultural competency and the need for social justice in their day to day work.** This training must be developed by people with significant expertise and scholarship in social justice work and require sensitivity training regarding marginalized groups (ie. BIPOC, undocumented, disabled, etc). Furthermore, as part of new faculty orientation, all faculty will be required to read chapters of Ruth Enid Zambrana's *Toxic Ivory Towers, The Consequences of Work Stress on Underrepresented Minority Faculty*. Current professors will be required to read these chapters as well in the summer before the 2021-2022 academic year.

VI. **We demand the implementation of a "reparations fund" towards a yearly allocation of funds and resources to Black and Indigenous students in the form of grants for summer programs, affinity groups, multicultural spaces, and individual expenses such as books, online courses, therapy, and any and all financial need beyond the scope of racial justice work.** This fund should also be used to support the local Black and Indigenous communities in Ardmore, Lower Merion, and Philadelphia.

VII. **We demand an increase in funding for the Enid Cook Center '31 community funding.** Previously, the ECC '31 community funding was at, or below, $5,000 for the entire academic year. The fund has recently been raised to $10,000 for this academic year. However, this is an **inadequate source of funding** to account for the college wide-events held in an academic year for **all** members of the Latin/x and African Diaspora in the Bryn Mawr Community. This fund should be increased to **at least** $25,000 (*yearly*) to support costly college wide ECC events that

celebrate the past, present, and future members of the Latin/x and African Diaspora in the Bryn Mawr Community, such as, Friendsgiving and Legacy Day.

VIII. **We demand the REMOVAL of all names and monuments present on the Bryn Mawr College campus dedicated to individuals who had a history of oppressing past students, faculty, and staff who did not align with the wealthy white feminist agenda.** We are particularly interested in the **removal of M. Carey Thomas' name** inscribed on the Old Library building façade and **Woodrow Wilson's sign on New Gulph Rd.**

IX. **We demand the Bryn Mawr and Haverford Colleges take an ACTIVE role in Police and Prison Abolition.** Although Bryn Mawr College does not have a formal contract with the Lower Merion Police Department, the Campus Safety department works very closely with them "in cases of identity theft, where a police report is needed, or to accompany an ambulance, where urgent care is needed."[1] Rather than working with local law enforcement, we believe the College can formally implement transformative justice practices by partnering with organizations[2] whose main goal is transformative justice and harm reduction in order to fully meet the needs of addressing harm in our community. **We want to see a timeline detailing definitive steps towards forming these partnerships and separating from local law enforcement.** In addition, the departments **must reopen all racial discrimination cases against Campus Safety and take actions accordingly**. Finally, we call for an intentional recruitment of Campus Safety with backgrounds in social work.

X. **We demand that administration actively encourages students at Bryn Mawr and Haverford College to utilize transformative justice methods in conflict resolution.** Given the COVID-19 pandemic, as just one example, the anonymous report form has perpetuated a biased form of policing where students reported other students because of their personal feelings, which BIPOC students have feared would most severely impact them. In addition, there were a significant number of reports made about concerns that needed immediate confrontation, such as mask wearing and social distancing. The lack of direct confrontation reflects a white supremacist culture, which demands the presence of authority for addressing conflicts. More specifically, the predominantly white social atmosphere on both campuses have eternalized the narrative that Black students are 'threatening' and 'unapproachable' members of the community. Black students are policed as a result of the ubiquitous anti-Black racism that infiltrates both campuses. While the honor code encourages "gentle confrontation", the social and institutional racism prevalent in the Bryn Mawr community have allowed students to perpetuate the narrative that, BIPOC members of the Bryn Mawr Community, especially the Black members of the Bryn Mawr Community, are 'aggressive' and 'dangerous'. The College should encourage students to seek other approaches in solving conflict instead of immediately resorting to Campus Safety and administrative faculty and staff. Again, we want to see a **timeline outlining definitive steps towards the campus-wide implementation of transformative justice teaching and practice.**

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[1] This was an argument provided on why the College cannot disband all of its relationship with the Police Department.

[2] Philly Stand Up is an example of an organization that works to address harm (sexual violence in this case) through a transformative justice framework.

XI. **We demand that Bryn Mawr follow in the footsteps of our peer institutions and make partnerships with local Black social justice efforts.** These efforts include but are not limited to BLM Philadelphia Chapter, The Mainline NAACP, Philly R.E.A.L Justice, Free Mumia Campaign, The Abolitionist Law Center, Coalition to Abolish Death by Incarceration, Philadelphia Community Bail Fund, Shut Down Berks Coalition, etc. We expect the colleges to recognize the ways in which they have extracted from local Black communities and use this as an opportunity to begin the process of amending said relationships.

XII. **We demand that the Bi-Co stop its violence against disabled students.** Similarly to BIPOC members at Haverford College: through purported academic rigor, the weaponization of academic forced leave, **a wheelchair unfriendly campus**, inaccessible, white-dominated mental health services, and an under-resourced Office of Access Services, disabled students are continuously pushed out of our community. Many BIPOC students who are disabled, impaired, and/or neurodivergent face violence from professors, administrators, Deborah Alder, and Access Services staff. This can be countered through:

- **A.** More transparency between Access Services staff, whose practice is informed by the racial and economic origins of mental illness and the acknowledgment of structural disparities in diagnoses and healing services.
- **B.** The establishment of a full-time Access Services coordinator as well as multiple support staff who are able to authorize accommodations. BIPOC disabled students should be involved in the process of hiring these new staff.
- **C.** No requirements for verification or documentation from "a licensed professional" for academic and housing accommodations as this is exclusionary to low-income, BIPOC students.
- **D.** Consequences for professors who neglect necessary accommodations for students.
- **E.** The permanent abolishment of strict mandatory attendance policies.
- **F.** The abolition of mandated reporting of mental health details to police, CPS, and/or administrative authorities.
- **G.** Campus Safety should *never* be called during a mental health crisis, unless the student expressly consented prior.

XIII. **We demand that the College stops charging BIPOC international students, who receive financial aid or other forms of financial assistance, and undocumented students, whom are considered international students, extra scholarship tax.** Over the years and currently, many international students, who receive financial aid and other forms of financial assistance, which consists of mostly BIPOC students, have **paid the school twice or thrice the tax refund.** This mainly affects Black international students who depend on on-campus employment wages to sustain themselves in a foreign country and, at times, their families back at home. Hence, this puts an additional burden on students and forces them to work extra hours than counterparts to pay the cost. This has impacted Black international students financially and has further impacts on their health and academic performance having to compromise academics and health in order to work sufficient hours and to finance themselves and their families. Additionally, campus employment is the only accessible job to international students. The tax refund disproportionately puts stress and

labor onto international students. **We want the BMC administration to follow what most campuses do, a good example being our sibling school Smith College where the school does not charge their students scholarship taxes at all as it is the school's duty to pay taxes.**

XIV. **We demand that winter break and summer break housing costs for BIPOC international students be reduced to accommodate BIPOC international students, who receive financial aid or other forms of financial assistance.** Many BIPOC international students who receive some form of financial assistance remain on campus not by choice but because they don't have a place to go and sometimes cannot afford a flight back home partially because all the wages they earn while working on campus is paid back to the school. Hence the only option left is to reside on campus, which is still challenging because they are also faced with high housing costs. Considering their only employment source is campus wages, which is not sustainable to accommodate such costs, most students end up in debt and spend most of their time in school working extra hours than intended to pay this extra cost. We request either:

- **A.** The school to reduce the housing costs for BIPOC international students and undocumented students, who are technically considered international students, during breaks especially those on financial aid or,
- **B.** Include these charges as part of the school's funding for Black students by creating a fund and increasing the fund to accommodate Black international students.

XV. **We demand that Bryn Mawr College declares itself as a sanctuary institution.** Bryn Mawr College has **REFUSED to declare itself as a sanctuary institution for several years**. As a result, our undocumented, DACA, and other students who have similar, but nuanced, migration statuses continue to remain the most marginalized and vulnerable population of the Bryn Mawr Community. Given the current xenophobia that is prevalent in the United States, the college should be committed to protecting these students as they access **their right to education**. It is their right to privacy. It is Bryn Mawr's obligation to protect their privacy from ICE, Campus Safety, and any other entity enacted to defy their right to services, employment, education, and place.

XVI. **We demand the inclusivity of undocumented students, particularly those without DACA status and work authorizations, on work payment systems.** As of now, Bryn Mawr has no way to pay its undocumented students and instead direct them to request emergency funding from the Dean's office which does not acknowledge nor resolve the problem at hand. Our sister school, Smith College, as well as Tufts University have implemented a method to pay their undocumented students in a matter of months. Bryn Mawr continuously states that they are "working on it" but have yet to provide concrete solutions, we demand those solutions to be implemented before the 2021-2022 academic year.

XVII. **We demand grade protection and the implementation of student suggestions to the Curriculum Committees.**

XVIII. **We demand that Bryn Mawr College respond to each of the individual above demands in the form of concrete action and change. We will not conclude the strike until our and**

Haverford students' demands are met and a statement is issued with a timeline detailing how specific demands will be fulfilled. The school, (remembering that the brunt of this labor should not be on the backs of Black students, staff, and faculty) will employ and properly compensate all students in the fulfillment of these demands.

The strike will continue indefinitely until the demands have been met and there is institutional change.

"The claim to a national culture in the past does not only rehabilitate that nation and serve as a justification for the hope of a future national culture. In the sphere of psycho-affective equilibrium it is responsible for an important change in the native. Perhaps we haven't sufficiently demonstrated that colonialism is not satisfied merely with holding a people in its grip and emptying the native's brain of all form and content. By a kind of perverted logic, it turns to the past of the oppressed people, and distorts, disfigures, and destroys it. This work of devaluing pre-colonial history takes on a dialectical significance today." - Franz Fanon

IN CONCLUSION

This is not an exhaustive list to address the historic and current systemic marginalization and oppression of BIPOC, QTPOC, FGLI, disabled BIPOC, undocumented BIPOC, and international BIPOC as well as other underserved and underrepresented communities. We acknowledge that substantive steps have been taken by the administration, but a legacy of inequality and inequity must be met with a legacy of justice. And that responsibility and labor must be continuously and rigorously undertaken and preserved by Bryn Mawr College.

As promised in our first Open Letter, we are to remain uncooperative with standard Bryn Mawr procedures until our demands are met transparently with clear timelines and budgets.

In Solidarity and Further Disruption,
The Core Bryn Mawr Strike Collective

In Collaboration with,
*Sisterhood**
BACaSO
*Mujeres**

Zami+
Mawrters for Immigrant Justice

RELEVANT DOCUMENTS

How you can support
Bi- Co Mutual Aid Fund Transparency Sheet
Scholar Strike
The Uncommons by Fred Moten and Stefano Harney

SPECIAL ACKNOWLEDGMENTS

We would like to express our gratitude for Haverford's *Women of Color House, Black Students Refusing Further Inaction, and Black Student League.* Without support and resources from these students our strike would not have been possible. Additionally we would like to thank Perry House Alum, Enid Cook '31, Danielle Cadet '15, and Florence Goff whose labor allowed for Black students to be seen. Finally, thank you to all of the BIPOC students, faculty, and staff whose invisible labor is at the core of Bryn Mawr.