

## FACT SHEET ON BLACK DEMANDS

Published for the student body by the Loras College Student Senate. Dated Thursday May 15, 1969. These facts are drawn from three documents: BLACK DEMANDS by the Black Student Union; Answers to Proposals of Black Students of Loras College by the Administration of Loras College; and Student Senate Comment on Black Demands and the Administrative Reply by the cabinet of the Student Senate of Loras College.

### INTRODUCTION from BLACK DEMANDS

As proposed by the Black Student Union (BSU) of Loras College, several demands have been issued to the president of the college. These demands that are listed below are conducive to the self-awareness, self-expression and intellectual enlightenment of the black students on the campus of Loras College. It will be only just and right for the college administration to meet these demands, and in result, the college life at Loras for the black students will be academic and socially compatible. The demands include: (Listed by number with administration response and Student Senate comment.)

### INTRODUCTION FROM ADMINISTRATION RESPONSE

The proposals of the black students of Loras College are received in keeping with the purpose for which they were presented: to bring about a greater spirit of self-awareness, self-expression, and intellectual enlightenment of the black students at Loras.

It is to be noted, however, that the black students prefer to the Black Student Union (BSU) of Loras College. For official recognition of this organization on the Loras campus, the black students are asked to seek proper authorization of the same.

"The authorization for establishing a new club or organization is obtained from the Dean for Student Affairs (Student Handbook p. 46, No. 6).

### INTRODUCTION FROM THE SENATE COMMENTS

The desire of black students to recruit for Loras College, to obtain competent professors and courses, to make the college relevant to the world at large, and to improve the atmosphere of Christian Brotherhood at Loras is obvious from their statements. Every effort should be made by the college (faculty, administration and students) to implement the legitimate portions of these demands insofar as is economically feasible.

### THE DEMANDS

1. a) Due to the fact that the present head basketball coach's personality is questionable, it has caused the loss of five black athletes. His interpersonal relationship between each member of the team is not at a level where respect for him can be created. This causes disunity and resentment. It would be only wise to ask for his resignation.

b) Also that the present beard policy be re-examined and that a new policy be employed so that it will not infringe upon the character of individuals or an individual in various minority groups within this society. Let it also be free of all racist implications.

### ADMINISTRATION

#### 1. a) Basketball Coach.

The news of the resignation of Mr. Gerald Potts as head basketball coach of Loras College has been announced.

It must be clear, however, that Mr. Potts was given a contract this spring; he returned it before the deadline of March 15th. His subsequent resignation as head basketball coach was a personal decision of Mr. Potts. There is no causal relationship between Mr. Potts' resignation and the request by the black students. If such a practice were permitted, there would be no stability in the teaching positions of this college.

b) The Beard Policy has been resolved. There follows a quotation from a letter by the President to the Athletic Director at the time the 1969-70 contracts were forwarded: "I request that the Athletic Department adopt the policy recommended by the Ad Hoc Committee which studied the issue in November of 1968. That Committee reported: (It is recommended that a new policy be formulated by the Athletic Department and that (a) it be a general statement on personal grooming (b) it take into consideration cultural differences regarding style of appearance. In conclusion we recognize the right of the Athletic Dept. to have and enforce a general policy on personal grooming and we commend the Athletic Dept. for their concern and solicitude for the

enhancement of the image of Loras College.)"

#### SENATE

1. The Black Students should interview the athletic director to insure that a new beard policy is being formulated. We emphasize here that a new policy must be formed in accordance with part b in the BSU demands and part b in the administration's reply.

#### DEMAND

2. a) A demand for a black guidance counselor on the Loras staff is desperately needed if the college is sincere and concerned about the education and guidance of black students as well as white students. A black guidance counselor is needed for the guidance of black students in various areas of college life that is relevant to them. He must be someone that the black student can identify and relate to. He must be someone that talks with the same insights.

b) Any counselor selected must be approved by the B.S.U.

#### ADMINISTRATION

2. a) Black Guidance Counselor. Loras College will try to employ a qualified counselor for the black students.

Loras College is cooperating with the University of Dubuque and Clarke College in searching for a Black Counselor for the three schools. No guarantee can be given regarding the employment of a Black Counselor at this time.

b) In employing the Black Counselor, the College desires to meet the identity-needs of the black students. They will be consulted on the matter, but the College holds an exclusive right in making the final decision on its personnel employed.

#### SENATE

2. There is a need for a black guidance counselor in the Tri-College area. It is also obvious that such a counselor must be acceptable to both the Black Students in the Tri-College area and the administrations of the colleges involved. We would emphasize the following point in the administration's reply: "The College holds an exclusive right in making the final decision on its personnel employed." The College, by our interpretation, includes faculty, administration and students.

#### DEMAND

3. a) That the responsibility of recruiting black students be given to the blacks that already attend Loras College. That the school supplies the recruiters with the necessary materials, financial aid and transportation. This method is necessary for the purpose of relating and appealing to the black high school students and giving them a true and vivid image of the campus life at Loras College.

b) That the selected students should be entitled to scholarships and grants available. And that the college administration carry out and uphold their commitment to these students.

c) The Black Student Recruiting Program will have a budget of a suggested \$3,000, use of a school stationwagon, and unlimited cuts for those who are recruiting on the days that they would be recruiting.

#### ADMINISTRATION

3. a) At an accredited institution of higher learning, the responsibility for recruiting students must necessarily reside in qualified and officially designated personnel. The qualified and officially designated personnel at Loras are the Director of Admissions and his staff. In the past, the Admissions Office has frequently elicited and received the assistance of students in recruiting new students. The interest and willingness of the black students in recruiting qualified black students are welcome by the Admissions Office.

b) Loras College will allocate approximately ten thousand dollars to assist the black students in the 1969-70 school year. This figure includes direct grants, athletic scholarships, campus employment and any other form of assistance that may be available.

Black students also may be eligible for loans and Educational Opportunity Grants.

In each case the specific financial commitment will be communicated in writing to the student by the Director of Financial Aids. No specific commitment can be made at this time for the 1969-70 school year or subsequent years. However, Loras College will do what it can to continue assisting needy and deserving students.

c) All arrangements, financial and otherwise, for the recruiting of black students will be worked out by the Admissions Office with the parties concerned.



#### SENATE

3. In the area of official recruiting, the newly formed Student Senate admissions committee is actively trying to find black men that are willing to work with it and with the College Admissions Department. Part of this cooperation is allowing black students to recruit with a member of that admissions department, in order that the high schools are aware of the official status of the recruiting mission. As always, all students, black or white, may do unofficial recruiting on their own, utilizing many free materials which the college makes available.

A realistic college education must parallel and prepare the student for what he will find in the society outside. This society has a substantially greater proportion in its black population than presently exists at Loras College. Therefore, if Loras is to provide a genuine educational atmosphere, it must take the obvious steps in obtaining qualified students from all segments of our national culture by making minority students aware of financial aid through the college, the government, and private sources. Conditions of such financial aids should be written and explained to all students receiving such aid.

The response to the President's decision notes the empty dormitory space available at Loras. While every effort should be made within financial limits and time available to fill a portion of this space, finding competent minority and foreign students may not be feasible for 1969-70 because of these economic and practical factors. However, such a program would be innovative and should be investigated by the college.

#### DEMAND

4. Because of the success of the fourth floor of Keane Hall, we would presume that the same living situation would be just next year. We would also be interested in having two black floor counselors who must also be approved by the Dean and the B.S.U.

#### ADMINISTRATION

4. Loras is interested in continuing the arrangement whereby black students live near each other provided this is not a segregated arrangement. In principle, Loras College does not accept segregation. In addition, since Loras College receives federal funds it cannot allow the segregated housing of black and white students. The fourth floor experiment enabled the black students to live near each other without segregating them from white students. As long as this kind of arrangement can be worked out the administration is favorable towards the continuation of the "fourth floor experiment."

It has and will continue to be the intention of the administration that students selected to be student counselors be acceptable to the students with whom they live and work. A student counselor's successful performance depends among other things on his acceptability. The black students through their leaders should inform the Dean should there be black student counselor candidates who are unacceptable.

The ratio of student counselors to students is approximately one student counselor for every 25 students (underclassmen or one for every 50 upperclassmen) or major fraction thereof. In view of the projected enrollment of black students for next year there will be one black student counselor.

#### SENATE

4. Certainly counselors must be acceptable to both Black students and the Dean. The second paragraph of the administration's reply clearly spells this out in a manner that we hope would be acceptable to the BSU.

#### DEMAND

5. That black studies be employed within the college curriculum. In the academic areas we want to see emphasis on black literature, social studies, psychology, and history. We want a poet or a writer in residence and a black professor in the sociology department.

#### ADMINISTRATION

5. Black Studies were initiated at Loras during the current year, prior to any specific student request. One professor's total teaching load has been devoted to multiple sections of a course in Afro-American History. Loras made this course available to the students

on the campuses of the three Dubuque colleges. It has also made the course available to the local community through the Loras night division. Plans are under way to divide the course into two portions:

one to cover the period of the revolution and reconstruction; the other to cover the modern period. The College is actively seeking the services of a black person qualified to teach the latter course.

At the semester of the present academic year, Loras introduced a course in the Department of Sociology called the Anthropology of African Cultures. A search is being made for a competent black person with appropriate qualifications to serve full time in the Sociology Department/ Many inquiries have been made; one person was brought to the campus for a personal interview.

A black consultant has been asked to refer to the College the names of any black poets, musicians, or others in the performing arts who might spend a portion of the year on the Loras campus or with the three Dubuque Colleges.

The Department of English is searching for a person qualified to teach a course in black literature. One such person was brought to the campus this past week for an interview.

It is the opinion of the administration of Loras College that separate courses in the area of black studies should be adopted with much care, and perhaps only on a temporary basis. Knowledgeable person in academic circles frequently look upon black studies as an interim arrangement which involves a fragmentation of knowledge, but which is necessary until the contributions of black persons to culture have been properly integrated into the various academic disciplines.

#### SENATE

If Loras College is making the efforts in curriculum restructuring which it states, then this problem is approaching solution. But efforts are hardly enough. Results in terms of black professors must be realized. Independent study programs, Tri-College cooperation, and interdisciplinary courses should all be used to build a strong Black studies program.

#### DEMAND 6

Within the cultural life of Loras College we think that we should have some of the excellent black performers such as Phil Cohran and his Artistic Heritage Ensemble, The Impressions, Miracles, Odell Brothers and the Organizers, Ramsey Lewis and Trio, Chamber Brothers and Howlin Wolf. These are some suggestions that we feel meet our idea of excellent black entertainers. Also we want black lecturers to be brought in whose credentials are acceptable to Blacks and not the white middle class.

#### ADMINISTRATION

The request for Black performers and lecturers as part of the Loras concert and lecture series is an excellent idea. The Committee which functions in this area has tried to present a balanced program to the Loras community.

This year the following programs had special significance to the Black student: Don Shirley Trio, Robert DeCormier Folk Singers, and guest lecturer James T. Harris.

The budget allocation for the concert and lecture series, based on a projected enrollment of 1500 students for the 1969-70 academic year, is about \$15,000. The Student Senate will receive 40% of this amount--approximately \$6,000. It is hoped that both the Loras Committee on entertainment and the Student Senate will take into consideration the interests of the Black students of Loras (and all the Black people of Dubuque) in making their program selections.

Although most of the College program is already booked for next year, various possibilities are being explored to make this cultural and entertainment series more meaningful to all students.

Loras College recommends that its Black students communicate specific suggestions for individual college programs to the members of the Concert and Lecture committee. The same steps should be taken with the Dubuque Collegiate Council.

By establishing better communication and more direct student involvement in the sponsoring of these events (all Loras students, not just the Blacks), it is hoped that these programs will be more enthusiastically received by the Loras community.

#### SENATE

In order to further expand the cultural life of Loras, we would ask for Black volunteers to serve on Student Senate Social, Welfare, and Intellectual Affairs committee and to influence them toward attaining points mentioned in this demand and those previous to it. Also, Black students can communicate their suggestions to the Dubuque Collegiate Council through the Senate.

APPENDIX  
TO  
STUDENT SENATE FACT SHEET ON  
BLACK DEMANDS

Post Script from Black Demands:

Because of the present athletic situation we would ask that no black athletes be asked to attend for the purpose of participating as a member of a varsity or freshman team at Loras College until the present situation is altered favorably.

RESPONSE TO THE PRESIDENT'S DECISION  
CONCERNING THE SIX BLACK STUDENTS' PROPOSALS

We the black students of Loras believe that this college is guilty of institutionalized racism as stated by THE Students for Human Rights in their "Study of Inequities at Loras College." We have in the past attempted through dialogue to gain an understanding and rapport with the administration, in relation to the plight of the black at Loras. We feel that the college, being basically an academic institution, should be concerned with the contemporary and pressing problems of our society. Loras in the past by its ambivalence toward the black student has alienated blacks and subjected us to the racism which is so impregnated in the American way of life.

While meeting among ourselves, the B.S.U. analyzed and studied each of the six demands. The analysis was done as carefully and considerately as time would allow in order to omit any impracticalities in regards to the Loras Administration. All things considered, the BSU has come to the conclusion that our demands are practical and feasible. It was agreed that until we, the members of the BSU, in alliance with the powers that maintain this institution (the concerned students and concerned faculty) gain our goals we shall continue to confront the administration, by any means necessary.

Because of the empty dormitory space that is available this fall, we feel that if Loras is sincere in its commitments to contemporary problems and the establishment of Christian Brotherhood the space available should be allocated to minority and foreign students. We hope that our efforts will help make Loras a better Christian community.

BLACK STUDENT UNION  
LORAS COLLEGE

May 14, 1969