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Demands of the Black Action Movement

I Enrollment of Black Students

- a) We demand that by september 1975, the overall student population of the University of Michigan be ten percent Black.
- b) We demand that by september of 1976, the overall population of the University of Michigan be thirteen percent Black and that by september of 1977 the percentage Black population of the University of Michigan shall be equal to if not greater than the Black percentage population of the state of Michigan.
- c) We demand that there not only be ten percent overall general Black student population, but that each and every department be ten percent Black.
- d) We demand that enrollment be of such a nature that the overall Black student population of the University of Michigan shall be fifty percent male and fifty percent female.

II Black Faculty

- a) We demand that by september of 1975 the overall Black faculty population of the University of Michigan shall be ten percent of the total faculty population.
- b) We demand that not only shall the overall Black faculty population be ten percent but that the Black population percentage in each and every department shall be ten percent by september 1975.
- c) We demand that the overall and departmental Black faculty population percentage be thirteen by september 1976 and that it shall be ~~equal to~~ if not greater than the Black population percentage of the state of Michigan by september 1977.
- d) We are demanding that all screening and preliminary examinations to fill these posts be null and void untill demands 2 a,b, and c are met

III Recruitment - Financial Aid

- a) We demand that the Black United Front screen, hire and fire a recruitment staff of Black people to recruit Black students.
- b) We demand that the Black United Front have sole authority in developing recruitment policies and procedure.
- c) We are demanding that all Black positions held on the Admissions and Financial Aid boards be delegated, reviewed and fired by the Black United Front. We are demanding that all such positions be increased immediatedly.
- d) We are demanding that admission policies relative to Blacks be controlled by the Black United Front.
- e) We demand that current financial aid requirements be changed to meet the needs of Black students. We demand this be done by the Black

- e) United Front.
- f) We demand that monies for financial aid relative to Black students be increased by thirty percent immediately and that they continue to increase thereafter to meet the needs of Black students in subsequent years. This need shall be accessed by the Black United Front.

IV Black Agencies

- a) We demand that the Black United Front controll all services effecting Black students. These include for example; the Trotter house, the Black Advocates Office, the Center for Afro-American and African Studies, the Black portion of the Oppurtunity Program and C.W.L.C.
- b) We are demanding that the Black United Front controll twenty five percent of the budget of the University of Michigan.
- c) We demand that the Black United Front be recognized as the sole bargaining agent of Blacks at the University of Michigan.
- d) All Black candidates for administrative positions shall first be screened by the Black United Front. They shall hold the right to final approval, review, and dismissal. We are demanding that such administrative positions increase immediately.
- e) We demand that all Black Faculty be granted tenure.

V Employment

- a) We demand that all secretarial, clerical, service, and managerial vacancies, be filled by Blacks untill the Black percentage population in each of these areas is equal to if not greater than the Black percentage population of the state of Michigan.
- b) That all such employees be able to freely form or join Unions to represent their interests.
- c) We demand that all students working in the Work Studies program not receive cuts in their financial aid.
- d) We demand that Blacks be appointed to every research program at the University of Michigan untill their percentage population in these research programs is equal to or greater than the Black percentage population of the state of Michigan.

VI Academic Demands

- a) We demand that all grades for Blacks below A be neutralized untill demand I (a - d) and I (a) are met.
- b) This demand shall hold untill such time we feel there is an adequate Black faculty and administrative body to justly evaluate the academic ability of Black students.
- c) We demand that all Black students be exempt from all departmental, professional, and doctoral examinations untill demand I (a - d) and II (b) are met.

VII Cutbacks

- a) We demand that the spring - summer financial aid for Black students not be cut or reduced but instead increased.
- b) We demand that all Rackham funds be maintained and increased.

VIII Appeals

We demand that there be instituted a University Wide Appeals Board where the Black United Front acts in behalf of any Black party. At least twenty five of the chairs of such an appeals board shall be Black, and ten percent shall be Mexican - American while five percent shall be Native American. All of the Black members shall be appointed by the Black United Front.

IX Mexican - Americans and Native Americans *and Asian Americans*

- a) We demand that the University increase their numbers until their population percentage at the University of Michigan is equal to or greater than their population percentage in the United States.
- b) We demand that monies for financial aid and supportive services be immediately provided.
- c) We demand that any Black Action Movement demand stated above in all of the listed categories that can be applicable to ^{Asian Americans and/or} Mexican - Americans and/or Native Americans be so and thus be considered a demand of either of those two parties.
- d) We demand that the University seriously consider any other demands of the above mentioned parties relative to their particular needs, *Including - the establishment of - the Asian-American Advocate*

X Amnesty

We demand that total amnesty be granted to all those participating in the activities of the Black Action Movement and/or the Black United Front.

The Black Action Movement is declaring the University of Michigan to be in breach of contract in respect to the B.A.M. demands of 1970. The demands have not yet been met. Not only has the contract been breached, but there is every indication by the University that it wishes to sizeably reduce the number of Blacks on campus. There is every indication that it is not as concerned of the future of Black people as it eloquently alluded to in the 1970 B.A.M. strike.

We are therefore putting forth these demands. They indicate that Black people are extremely serious about being treated equally and respectably and that we will not tolerate breaches of contract that so blatantly contradict our rights as human beings.