

Summary of agreement between Marquette University and Black Student Leaders

- **Scholarships/Recruitment:** Beginning in fall 2021, Marquette agrees to offer 40 full-tuition, four-year scholarships (five years, if needed) annually to qualified graduating seniors from high schools located in the City of Milwaukee. Marquette has already commenced a fundraising campaign for room and board scholarships for these students. The university will continue to release annual data on the number of Black students at Marquette and will develop a strategy around pipeline programs.
- **Diversity of counselors in Counseling Center:** The university has already hired a counselor and coordinator for African American and Black student support at the Counseling Center and will hire additional counselors of color in the future.
- **Climate:** The university will review and revise, as needed, current policies regarding hate speech and racist behaviors to better allow for effective enforcement, with the goal to improve the campus environment for all students and employees. Marquette will work toward creating a Black Living Learning Community in a residence hall.
- **Curriculum:** Marquette will strengthen the Core Curriculum's explicit engagement of issues relating to racial injustice. The university will also provide for Black Student Council representation on the University Board of Undergraduate Studies and the Committee on Teaching.
- **Training:** Marquette, in consultation with the Black Student Council, and others as appropriate, will develop a training program dedicated to raising awareness of bias, harassment and discrimination faced by Black students and other diverse student populations. The program shall be mandatory for all resident assistants, residence hall directors, permanent faculty, staff and students. Class registration will be contingent upon completion of the mandatory training.
- **Cultural center on campus:** Marquette will engage in a fundraising campaign to create a permanent cultural center on campus for Black students, which will provide mentoring and tutoring. In the meantime, Marquette will provide dedicated space for Black students in Humphrey Hall, rooms 182 and 184.
- **Regular meetings between the Black Student Council and the Marquette University Police Department:** Marquette will arrange for regular meetings between the Black Student Council and MUPD to address and discuss concerns.
- **Committee for Black Student Initiatives:** The university will create a standing committee to be called the Committee for Black Student Initiatives, to address, discuss and implement initiatives and programs designed to increase the recruitment, retention and success of Black students at Marquette, and to improve the climate for Black students at Marquette.

- **Black student liaison staff position:** Marquette will hire a Black Student Liaison, responsible for tracking progress of initiatives and programs aimed at increasing recruitment and retention of Black students and improving the campus climate.
- **Recruit additional Black faculty, resident assistants and Black-owned businesses to campus:** The university will continue to support the REIS (Race, Ethnic and Indigenous Studies) faculty hiring initiative, and will continue aggressive recruitment of Black Resident Assistants for its residence halls. Marquette will explore bringing Black-owned businesses to campus and expanding the number of Black-owned businesses that supply goods and services to Marquette.
- **Provide additional financial support to Black students:** Marquette will conduct fundraising campaigns for Black student housing and emergency funds (books, food and other education-related expenses).

These initiatives will be done in collaboration with the previously announced President's Commission on Racial Equity, which is co-chaired by Dr. Howard Fuller, recently retired distinguished professor of education and founder/director of the Institute for the Transformation of Learning, and Kristine (Kris) Rappé, trustee emerita and retired senior vice president and chief administrative officer at Wisconsin Energy Corporation.

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