

May 12, 2024

Dear UWM Popular University for Palestine Coalition,

Thank you for meeting with us on May 6<sup>th</sup>, 8<sup>th</sup>, and 10<sup>th</sup>, in addition to our many discussions over the last weeks and months. Together, we have made meaningful progress toward a peaceful resolution of the encampment. We have summarized UWM's final responses to your demands from your correspondence and our meetings below. If these responses and actions are acceptable, we ask that you communicate your agreement by replying all to this message by 4 p.m. Sunday, May 12, and meeting the remaining terms noted in the Conduct Process section at the end of this letter. We stress that meeting this final deadline and ensuring the encampment comes down by the deadline are essential to ensuring we can continue working together on the action items included in this letter.

### **Call for a Ceasefire and Condemn Genocide**

We join the countless calls by national and international leaders for a ceasefire in Gaza. As of this letter, the [UN had reported](#) more than 34,000 innocent Palestinians, [approximately 60%](#) of whom were women, children and the elderly, had been killed, and nearly 80,000 more had been injured in the war on Gaza. The ongoing [humanitarian crisis](#) has led to dangerous water scarcity and starvation of thousands of civilians. A [United Nations \(UN\) expert](#) and the [International Criminal Court](#) have now called this war a "plausible genocide."

We also condemn the attack by Hamas on October 7, 2023, resulting in the killing of 1,200 innocent Israeli civilians, military personnel and police.

Innocent civilians, especially children, must not be the targets of war. This is why we also call for the release of the remaining Israeli and international [hostages held by Hamas](#) and the release of Palestinian men, women and children [held as hostages in military detention](#) in Israel. We condemn all violence and call for it to end.

### **Denounce Scholasticide**

We condemn the destruction of universities in Gaza, including the last remaining one during the military assault as reported by the [United Nations in April 2024](#).

A [press release](#) from the United Nations in April 2024 states,

"After six months of military assault, more than 5,479 students, 261 teachers and 95 university professors have been killed in Gaza, and over 7,819 students and 756 teachers have been injured - with numbers growing each day. At least 60 percent of educational facilities, including

13 public libraries, have been damaged or destroyed and at least 625,000 students have no access to education. Another 195 heritage sites, 227 mosques and three churches have also been damaged or destroyed, including the Central Archives of Gaza, containing 150 years of history."

The same press release cites an expert stating that 80% of all schools in Gaza have been destroyed or damaged.

As educators and education administrators, we believe protecting our schools is fundamental to society. We condemn the destruction of the education system and the killing of its students, teachers, faculty and staff.

### **Disclosure and Divestment**

The UWM Foundation leadership has agreed to meet with up to four students identified by UWM Popular University for Palestine Coalition after the encampment comes down on Tuesday, May 14, to discuss your concerns and requests. UWM administrators will attend and ensure that students will be given the opportunity to express their requests for disclosure and divestment. This offer is in addition to the UWM Foundation financial statements provided to you, as well as our information about UWM's request to the Foundation Board to review its investments in funds that include weapons manufacturers.

### **Cut Ties with Private Companies**

As noted in our previous conversations, UWM is prohibited by law from cutting ties with private companies and organizations that do business in Israel, which includes all the businesses you cite in your demands and most recent letter (Wis. Stat. sec. 20.931). UWM supports the civic engagement of students and encourages protestors to make their concerns heard with lawmakers, as it does with all student advocacy issues.

### **Cease Collaboration with Institutions & Organizations**

1. **Study Abroad:** As we shared during our last meeting, UWM will review its study abroad policies and programs to ensure compliance with our Discriminatory Conduct Policy. Separate from the lack of recent activity in these programs, a current State Department travel advisory for Israel advises against travel for safety reasons. Over the next academic year, a working group will be formed to review all study abroad programs to ensure compliance with our Discriminatory Conduct Policy and develop a process for students to report discrimination experienced in these programs. Members of the working group include members of the International Committee (the IC will self-determine which of its members will participate), the Office of Equity/Diversity Services and the Office of the Dean of Students. We invite you to recommend three to five faculty or instructional academic staff members to be considered for participation in this working group.
2. **Third-Party Offerings:** Hillel, which sponsors certain trips to Israel, is separate from UWM. These trips are not advertised on UWM.edu.
3. **Water Council:** As we confirmed while discussing your concerns in our May 8 meeting, it has been determined that the Water Council had relationships with two Israeli-government-owned water companies, Mekorot and Israel Innovation

Authority. These companies are accused by international aid organizations, including Amnesty International, of cutting off access to drinking water for thousands of Palestinians in Gaza, exacerbating water scarcity. These are serious concerns that Chancellor Mone addressed with the Water Council president. At the Chancellor's urging, the Water Council no longer has relationships with these entities, and they have been removed from the global listing on the Water Council's website.

### **Conduct Processes**

UWM has repeatedly noted that camping on university grounds is a violation of state law and the student code of conduct. Given that the encampment is a public demonstration in opposition to what the United Nations Economic and Social Commission for Western Asia calls the "War on Gaza," the Chancellor and the Provost have agreed to forgo relevant citations or conduct violations for the Coalition and the student groups copied on this message, if all conditions outlined below are met. This exemption only applies to camping activity and does not apply to activities such as, but not limited to, vandalism or property damage, and only applies if the following conditions are met:

1. The encampment must begin to come down on Sunday, May 12, and must be completely deconstructed no later than 8 a.m. Tuesday, May 14. If there is no meaningful progress, which should include the removal of tents and personal property, towards deconstructing the encampment by 11:59 p.m., Sunday, May 12, UWM will begin student conduct processes immediately. UWM staff will assist on Monday with the removal of larger items, such as pallets and plywood, and clean graffiti from Mitchell Hall (which is a historic building that facilities staff prefer to clean).
2. There must be no disruptions at either of UWM's commencement ceremonies.
3. The coalition and all student groups copied on this message must agree to meet the terms of this agreement.

We agree with you that removing the encampment should not be the end of our work together. After the encampment is removed, we propose a series of campus conversations and educational opportunities. We also agree to collaboratively schedule and hold meetings to discuss progress on that. A working group that will include representatives at your suggestion in these educational planning efforts will also be formed.

We join you in thanking the UWM Police Department for their respect for students, while still maintaining their concern for security. Because of the long-term relationships, bridge-building and communication between UWM administration and students, this encampment can end peacefully.

Sincerely,

Mark A. Mone, PhD  
Chancellor

Andrew Daire, PhD  
Provost and Vice Chancellor for Academic Affairs

Chia Vang, PhD  
Vice Chancellor for Diversity, Equity and Inclusion

Adam Jussel  
Dean of Students

CC:  
UWM Students for a Democratic Society  
UWM Muslim Student Association  
UWM Students for Justice in Palestine  
UN-PAC (Political Action Committee) at UWM  
Young Democratic Socialists of America at UWM