

1. There should be a Black coach in each major sport at Iowa State University.

It is the feeling of the Black Student Organization, in conjunction with the Black athlete that the five major sports at Iowa State University are as follows: Football, Basketball, Track, Wrestling, and Baseball.

Due to the fact that there are a disproportionate number of Black athletes in these sports as compared to the total number of Black students at this university, we, therefore, feel that the Black athletes should have a qualified Black coach with which they can ethnically identify. Identification is a psychological process that if used in a positive manner, significantly facilitates the emotional stability and mental development of an individual. These two psychological factors, of course, contribute significantly to the over-all general performance of a human being, and logically, when this identification process is denied, an individual's performance is greatly impaired. Because of the extreme lack of positive interaction that has historically existed between the two races, Whites are not yet well enough acquainted with the Black man's culture to deal with the Black man's problem, both psychologically and sociologically.

We, the Black Student Organization, therefore feel that while we are very anxious to improve race relations at Iowa State University and the society in general, we cannot begin to make any significant movement in this area until qualified Black coaches, which are products of Black cultures, are represented on our athletic staff. Black coaches, because of their ethnic background, could lend greater sensitivity, understanding and insight to the unique problems that Black athletes encounter. We also feel that the Black athlete, as a result of this, will develop a more positive attitude to the athletic staff, the university, the community in general. We hope, of course, that this process will be reciprocal, as this would set the stage for a healthier atmosphere in which all individuals would benefit.

2. There should be a Black administrator in the Athletic Department of Iowa State University.

Due to the fact that the Athletic Department deals with such a high percentage of the Black students, the Black Student Organization, and specifically Black athletes feel that decisions affecting their academic work, performance in athletics and general matriculation be made in light of the unique problems faced by them. These unique problems are, at present, not understood and addressed by the White administrators in the Athletic Department. It is therefore necessary to find a qualified person who not only understands, but has insight into problems of Black athletes. We feel such a person must be a qualified Black administrator.

It is the understanding of the Black Student Organization that the Athletic Council has the power to recommend administrators. The B.S.O. is requesting that the Athletic Council recommend to President Parks that a qualified Black administrator be placed in the Athletic Department at Iowa State University. Such a recommendation from the Athletic Council is viewed by the Black Student Organization as a realization and a step towards the solution to the unique problems faced by Black athletes.



3. Prejudice and despotism of the coaches between Black and White athletes should be stopped immediately. Performance, attitude and desire to play should be prevailing factors. Specifically:

- a. L. C. Timm should be removed from his immediate position as head baseball coach for failure to recruit and/or play Black athletes, or forced to change his present attitude, beginning with the 1969 season.

The Black Student Organization recognizes that the high quality of Black athletes which have passed through Iowa State have been denied the opportunity to play baseball here. It is quite apparent that the conspicuous absence of Black baseball players is no accident. It has been brought to our attention that the behavior and playing practices of L. C. Timm, with regard to the few Black brothers that have gone out for the team, has been highly discriminatory. Specifically, in one case, L. C. Timm saw fit not to play a Black athlete; yet this same athlete was approached by a professional team and recruited by this team. L. C. Timm's general attitude towards Black athletes has been no secret to a number of faculty members, and such specific information will be revealed, if and when the Black Student Organization feels it is absolutely necessary to do so. (August 1, 1968).

It is the feeling of the Black Student Organization that such attitudes cannot be legislated, therefore, we have defined a change in attitude as a recognizable change in behavior. Such a change in behavior would obviously and only be demonstrated by the presence of Black athletes on the baseball team for the 1969 season participating in regular Big Eight competition.

- b. Head Basketball coach Glenn Anderson should be forced to change his despotism and prejudices toward Black athletes, including allowing Don McLaughlin to prove his ability or inability to play college basketball.

To be specific, one of the Black athletes on the 1967 team was a star in junior college, captain of the team and selected on the all-regional team of his area. While in attendance at Iowa State University, for two years, he saw approximately sixty minutes of playing time. He was never tried out, never given a reason why he didn't play and talked to sarcastically when he asked why. On the person of Don McLaughlin, Don was told after his freshman year he wouldn't play basketball at Iowa State University. The opportunity to prove himself at any position on the team in the future was closed. Not a word of explanation as to why. The Black Student Organization feels that Anderson should open this door of opportunity or relinquish his position to one who will. The Black Student Organization believes that any athlete, White or Black, should be given some explanation for not playing if he approaches the coach about such matters. The belief of "playing according to ability" is one strongly held by the Black Student Organization, and also one that will not be augmented in any way.



4. Robert C. Billings should be removed from his position as athletic trainer, or forced to change his general attitude, especially with reference to his treatment of injured Black Athletes.

On the grievance list presented to the Athletic Council on May 20, 1968, rectification of the attitude of Mr. Billings, athletic trainer, is called for. Along with this is the addition of abolishing the unethical practices of team doctor, C. V. Hamilton, M.D. The attitude of Mr. Billings is one of double standards for Black Athletes and Whites. Mr. Billings seems to feel that he possesses the omnipotent power of knowing whether a Black athlete is hurt or not. He uses not the communication by the Black athlete that he is hurt, only his imaginary omniscience. Mr. Billings should be reminded that he is human and must rely on, and take the necessary action when a Black athlete says he is hurt. Mr. Billings also is guilty of making Black athletes and Black people in general the target of his jokes. It is the feeling of the B.S.O. he should cease.

Dr. Hamilton is guilty of the unethical practice of shooting Novocaine into athletes for the sole purpose of further participation in games. If this is not stopped the B.S.O. feels compelled to contact medical authorities and the NCAA rules committee.

5. Instructors of athletes (White as well as Black) should be informed of the physical demands on athletes, and hence, become more lenient in terms of class attendance and class work, especially in cases of injury and out-of-town trips. This should apply only during the season of the sport which the athlete plays.

We recognize the controversy surrounding the role of athletics within the university community is a complex one. The physical demands placed upon the athlete during the season of his sport realistically makes it more difficult for the athlete to live up to standards of academic excellence. The challenge of pursuing both a sport and an education is a challenge that the athlete knowingly accepts and we feel that it is his responsibility to realize both of these goals. The conflict appears when the university demands that the athlete be in class and also on an out-of-town trip.

What is being requested is that an athlete, during the season of his sport, be given an equitable amount of time to make-up examinations, or class work assignments that he might have missed, whether it be due to injury or out-of-town trips. This grievance, because of existing attitudes within the university, has met with disapproval. However, we feel that this disapproval is not warranted. We, the B.S.O. are not suggesting favoritism in the form of evaluation of academic performance. We are simply requesting that, given the fact that an athlete misses class due to out-of-town trips or injury, he not be penalized when assignments are late. It is imperative that it be understood that we are not demanding favoritism, but instead, recognition of the extenuating circumstances in which an athlete is placed.

6. It is the feeling of the Black Student Organization that football players (since this is the only sport affected by this policy) should have the preference to live where they want.

The dormitory situation is not geared towards the Black student. The activities planned within the various houses in the dorms offer no appeal to Black students, and because of the social and academic orientation of a large majority of the students in the dorms, the Black dorm students have no one to relate to and finds himself in an alien situation.



The rationale of the coaching staff pertaining to this matter is that athletes cannot get the proper rest and food if living off campus, and that athletes cannot manage their money in an off-campus situation. This assumes that athletes are intellectually inferior to other students.

We have had indications that this grievance is being studied. However, we recognize that this matter requires a simple change of policy and we cannot too strongly suggest that if the Athletic Council wishes to maintain the harmony of the university, that this policy change be made by August 1, 1968.

The only compromise we will accept of this grievance would be that only FRESHMAN be required to live on campus.

7. Due to the poor financial background of many Black athletes, as compared to White athletes, the Black athlete should be allowed to work while on full scholarship. If necessary, this should be presented to the NCAA.

The majority of Black athletes at Iowa State University come from the slum areas of the inner city ghettos. The financial situation that typically exists within the families of the Black athletes is not equivalent to that of the average White athlete. Sub-standard income is predominantly the rule rather than the exception. This situation logically indicates that in order to attend a university or college, these individuals must seek financial assistance from resources outside of the home.

At the present time, Iowa State University provides tuition, books, and room and board, to athletes that are on full scholarship. In addition, a monthly allowance of \$15.00 is given to each individual. This additional allocation is theoretically to be used for incidentals such as personal grooming, laundry, etc.

The ruling concerning the \$15.00 per month was made approximately ten years ago by the NCAA. While this monetary allocation was perhaps adequate a decade or so ago, the continued increase in the cost of living necessitates either an increase in the monthly allowance or a modification of the "no work" policy.

The Black athletes have explicitly expressed a strong desire to be allowed to supplement their income through part-time employment during the regular academic year, and the Black Student Organization is relatively positive that White athletes share this same desire.

It has been proposed by the Black Student Organization that all athletes that are interested in supplementing their income be employed in the work-study program at Iowa State University. This program is currently administered by the Financial Aids Office in cooperation with each academic department of the university.

This federally supported program would prevent any attempt on the part of the athletes to be bribed or to illegally receive an inflated income that might result from employment outside the university. This, again, is one alternative.

The Black Student Organization, in conjunction with the Black athletes, recommend that this issue be presented to the NCAA for immediate and intensive study. We would hope that the Iowa State University representative of the NCAA would present the issue with an attitude that would achieve the desired modification of the policy. We, the Black Student Organization, are prepared to work with the Athletic Department at Iowa State and all other Big Eight schools in an effort to gather local, regional and national support in favor of this policy change.

8. We should be addressed as Black Students or Afro-Americans. The term Negro no longer applies.

We, the B.S.O. are requesting that we be called either Black students or Afro-Americans. In very specific terms, Negro, in the Portuguese language means black slave, and this is the spirit in which we feel the term is used. We feel that addressing us as Blacks or Afro-Americans more realistically identifies us in terms of ethnic background, specifically with regard to cultural roots. We feel that the word Negro is an unidentifiable, nebulous term which conveys no information relative to our motherland and historical cultural achievements.

The Black Student Organization