

The following information is a copy of the agreement made between UO Coalition for Palestine negotiators and UO administration obtained by the Daily Emerald.

**Agreement Between the UO Palestine Coalition Encampment and the University of Oregon
May 22, 2024**

The following agreement is organized in order of the UO Palestine Coalition demands. Their demands are numbered and italicized. Each of the demands are followed by agreements between the parties.

Statement on Ceasefire and Genocide

1. Issue a statement condemning the genocide against Palestinians and issue a declaration calling for an immediate and permanent ceasefire.

President's Statement

We are heartbroken over the devastating loss of innocent civilian Palestinian and Israeli lives in the Middle East and particularly in Gaza. We support an end to violence and to the current humanitarian and hostage crisis in Gaza. We join the calls by the President of the United States, as well as international organizations and leaders, for a ceasefire that will include an end to military operations, the release of the hostages taken by Hamas on October 7th, and humanitarian aid that reaches civilians affected by the violence in Gaza with the goal of achieving a lasting peace.

Boycott

2. End contracts with HP Inc., Sabra Dipping Company, LLC, and any of their respective subsidiaries or parent companies (by June 10, 2024).

See separate understanding.

Disclose and Divest

3. We want to clarify the nature of the UO Palestine Coalition's demand for divestment. We understand that the UO Foundation is not directly managed by the UO itself, and we understand that Jasper Ridge Partners is not uniquely unethical among investment managers. While some public comments made by representatives of the Coalition may have confused some people, our demand is not and has never been that UO divest its endowment from Jasper Ridge Partners. Instead, we demand that steps be taken to ensure that no UO endowment money is invested in the US-Israeli war machine and present a practical plan to accomplish this. The UO Endowment includes more than \$2.8 billion, representing almost 10% of the assets managed by Jasper Ridge. As such, as one of its largest clients, the UO is in a position to demand that

Jasper Ride comply with certain investment restrictions and guidelines, via side letter agreements. Our proposal is that the UO create an agreement with Jasper Ridge Partners imposing additional ESG standards on the UO Foundation account, to the effect that those funds not be invested in weapons manufacturers. Jasper Ridge should have no problem making those arrangements for such a large client. In the unlikely event that Jasper Ridge Partners refuses to make this arrangement, then our demand would conditionally become that UO divest from this firm and find an investment management firm willing to accept such a minor restriction.

In line with this, we call for disclosing all information regarding UO investments in all military contracting companies and for creating a process that ensures students, faculty, and staff have oversight over the UO's investments managed by the UO foundation. Include within the President's regular work a duty to annually update the Senate and ASUO with a public document outlining the human rights implications of all UO's investments (by June 10, 2024).

An agreement for full participation in the UO Senate Working Group on Ethical Investment, Purchasing, & Contracting.

CHARGE: The purpose of this working group is to understand how the principles of ESG (Environmental, Social, Governance) inform investment and business decisions made by the Oregon Foundation and University of Oregon Purchasing & Contracting Services. In addition, the working group seeks to ensure that these decisions are aligned with the University's academic, research, and public service mission. The primary goals of the working group are: (1) Facilitate Open Communication, (2) Engage Diverse Perspectives, (3) Education & Action.

4. Create a Palestinian studies program, in line with other leading universities, such as Columbia. Hire 3 visiting Palestinian faculty and a permanent MENA-endowed chair position. Commit to bringing 15 Palestinian students on a full scholarship from Gaza and the West Bank. Sign a memorandum with Berzeit University, following precedent set by Rutgers University and William Paterson University (by June 10th, 2024).

Visiting Scholars

UO will convene a meeting, by 31 May 2024, of the standing, 8-member faculty committee that manages the Global Justice Program (which brings visiting professors on international relations, peace and the UN system; members listed on website). Given the urgency of the current situation, that standing faculty committee will be asked to consider: a) making a special commitment of \$50,000 each year for the next three years to bring to campus visiting scholars who can offer courses and enhance programming on Palestine/Israel; and b) working with interested students to select visitors. These visitors will complement the faculty hiring initiative in contemporary Middle East Studies described below.

Study Abroad Programs

In Summer 2024, the university will invite interested faculty and students to work with the UO Senate's Study Abroad Programs Committee (charged with reviewing and approving all credit-bearing study abroad programs) to: a) ensure that UO study abroad programs are inclusive of all qualified applicants; b) remove barriers to participation in such programs for all students, especially on the basis of community of origin and identity; c) maximize international education opportunities for international students, undocumented students, and other students whose travel document status may limit access to some destinations.

Exchanges and Educational Opportunities in the Region

The Division of Global Engagement will develop a new inter-institutional exchange partnership with Birzeit University in the West Bank, initiating that process by Summer 2024, while exploring additional partnerships with other Palestinian institutions. We will maintain institutional partnerships in Israel and maintain existing study abroad programs, partnerships, and scholarships linked to Arab societies in the region.

Support for Faculty and Students Impacted by Conflict and Crisis

Since 2023, the UO has been a member of Scholars at Risk and Welcome Campus. A faculty and staff committee, convened by the Division of Global Engagement, has been working on our engagement with these organizations. We will expand that committee to include students and faculty concerned by the current crisis in Palestine/Israel. That group will use the Summer 2024 to develop plans to regularly host 2-3 scholars or students from the Scholars at Risk network, impacted by conflict and crisis, with priority in the coming two academic years on scholars/students directly impacted by the Palestine-Israel conflict.

We will work with the Division of Global Engagement to develop scholarships for long-term educational needs of students who first come to UO through these visiting programs. Beginning in Summer 2024, the university will solicit philanthropic support to expand this program. The university will add new language to the Office of Admissions website specific to welcoming applications and working with students displaced from universities in Gaza due to the ongoing war.

The UO will make available up to five scholarships and ensure wrap-around support services for displaced students from Gaza transitioning to our campus after experiences of trauma. Support services will include dedicated orientation programs, immigration and visa services, advising and acculturation programs.

Faculty Hiring & Curriculum Expansion

The UO Office of the Provost will encourage the School of Global Languages and Studies to use existing faculty hiring processes to develop a cluster of expertise on the background and

contemporary study of Palestine/Israel. This cluster could consist of four faculty, two existing positions and new new positions.

1. New position: Modern Middle Eastern Studies in Comparative Context, field open, preference for history, political science, sociology, economics, anthropology, international studies, legal studies, or related. Ability to help students understand contemporary Palestine-Israel conflict, placing it in wider context of regional and global geopolitics, political economy, trade relations, ecological dynamics, transnational cultural flows, or related themes. Preference for scholar who can provide a comparative perspective by comparing Palestine/Israel to other international conflicts and intra-state violence beyond the Middle East.

2. New position: Modern Middle Eastern Studies with a Palestine emphasis, field open, preference for history, political science, sociology, economics, anthropology, international studies, legal studies, or related. Ability to teach courses on the contemporary social, political, economic and cultural realities of Palestinian communities. Preference for scholar with near-native fluency or fluency in Palestinian Arabic.

3. Existing position in Global Studies, start date Fall 2024 in military justice and the carceral state in Israel, with particular attention to the impact on Palestinians of the Israeli criminal justice system.

4. Existing position in Anthropology, start date Fall 2024 in the Iranian Diaspora and Iranian and Kurdish feminisms. Hire will contribute significantly to analysis of Middle Eastern Studies within the Diaspora.

5. Create a West Asia, North Africa, and South Asia Cultural Center that includes a regular annual budget and guaranteed physical space in the EMU. The Dean of Students would commit \$50,000 to employ a committee of undergraduate and graduate students to provide a framework for the center, drawing in part from other universities. The framework would be delivered by the Dean of Students for approval by the ASUO (by May 30th, 2024).

All space requests must follow current policies, and student groups requesting space must be recognized by ASUO. Colleagues from Student Life stand ready to be a resource for pursuing recognition by ASUO and helping students understand the request process.

Given the lack of availability in the Erb Memorial Union, Student Life will work with Encampment affiliates, including the Muslim Student Association and other recognized student groups, as well as a faculty sponsor, to identify a meeting and event space using our well-established existing channels. Division of Global Engagement and Student Life will pursue longer-term vision for a SWANA/MENA cultural space

6. Amnesty for any students charged with violating the code of conduct policies at UO.

The Office of Student Conduct and Community Standards is committed to an educational, student-centered process that focuses on self-accountability and social responsibility.

The Office of Student Conduct and Community Standards will consider the ending of the encampment and commitment to future compliance with established campus policies as favorable mitigating factors in the resolution of any potential student violations of policy related to overnight camping, utilizing space without a reservation, and improper use of amplified sound.

Protestors involved in the encampment will remove all materials associated with the encampment. Future related protest and advocacy-related activities will adhere to all relevant University policies, including appropriate demonstration guidelines and prohibition on encampments. Any violations will be referred to standard University disciplinary processes. Individual students will not be referred to Student Conduct and Community Standards for having participated in educational activities sponsored by the encampment, expressed support for the encampment, were present at the encampment, or engaged with the encampment in a way that did not violate the aforementioned policies (overnight camping, utilizing space without a reservation, improper use of amplified sound) or other violations of the code.

This agreement does not pertain to Code of Student Conduct violations that occur or come to be known after this agreement, nor shall the review and resolution of any such individual conduct matters alter or invalidate this agreement.

No member or groups (official or unofficial) of the University of Oregon community— including faculty, staff, graduate students, undergraduate students, or alumni-found to have been present at the encampment or involved with related encampment activity will face adverse action as a result of their participation in protected speech activities.