

Abilene Christian University

There is no doubt that our country is at a pivotal moment, and we are hurting. We must always respect one another, and choose love and compassion over hatred and violence. The deaths of George Floyd, Ahmaud Arbery and Breonna Taylor are a tragic, and all too frequent, reminder that there is still much work to be done.

ACU doesn't typically comment on national issues; however, this is a good time to restate both our values and our commitment to racial reconciliation. Our core values include fostering a climate of respect and appreciation for all individuals. We have long been engaged in the process of reconciliation. At times we've made great progress. At other times, we have, regrettably, been part of the problem, yet our steadfast commitment is to celebrate diversity, and every individual, as being uniquely created in God's image.

We continually seek God's wisdom and guidance as we work to identify and address issues within our campus community, and promote open dialogue that advances unity. As people of faith, we all must be part of the solution, and our campus should lead the way by demonstrating how mutual respect and appreciation for one another can lead to harmony.

I hope you will join me in seeking God's counsel through prayer to discern how we can each make a difference. I hope you and your family will have thoughtful, serious conversations around these issues, as I am with mine. We must address the reality of racism as individuals, within our families and in our communities. ACU must be a light in the darkness.

In Him,

Phil Schubert, Ed.D.
President

Lytle Center for Faith and Leadership

[Our Statement of Support](#)

by Dennis Marquardt | Jun 5, 2020

The Lytle Center for Faith and Leadership is committed to training up leaders of exemplary character – men and women who stand for what is right and just, no matter the cost. Our Center's vision and mission is grounded in the teachings of Jesus Christ, teachings that point us to lead lives of service and to stand with those who are hurting, particularly the oppressed. That is why we stand with our communities of color at this time, unequivocally condemning injustice and any fragment of racism that may exist in society and especially in the churches and institutions that represent the name of Jesus. We mourn the murder of George Floyd. We hear the cries and voices of the African American community continuing to illuminate the fact that we still live in a time and in a nation where people of color are

not seen or treated as equal. Black lives do matter and we are committed to fostering a listening environment and to being an active partner in helping that statement be true not just in word, but in spirit and action.

In the coming weeks we hope to be launching some conversational starting points about how our faith should inform us regarding race, racism, and organizational leadership issues.

Dennis J. Marquardt, PhD
Director, Lytle Center for Faith and Leadership
Abilene Christian University

American Educational Research Association

For Immediate Release

June 19, 2020

Statement by AERA Executive Director Felice J. Levine on the Celebration of Juneteenth

AERA, the field of education research, and the entire scientific community stand together in celebrating Juneteenth, the true second independence day of the United States. On this important day and at this critical turning point in our society, we express our deep commitment to taking affirmative steps to eradicate systemic racism and to addressing the racial trauma that has afflicted so many for far too long.

As AERA President Shaun Harper said in a May 31 statement, “As a community of researchers, we must unite to take bold, evidence-based action that exposes and ultimately ends the catastrophic police killings of unarmed Black people.” Through its programming, convenings, and other organizational channels, AERA is committed to taking concrete steps to fight racism in academia and throughout society.

We encourage all those engaged in education research, practice, and policy, and others who intersect with education in any way, to reflect on the meaning and significance of this day. We urge them to find ways in their daily lives to join in conversations and actions that break down personal racial barriers and biases. And we urge them to unite and make their voices heard by our national, state, and local leaders until institutionalized policies, procedures, and actions that discriminate against and harm Black Americans are dismantled.

American Studies Association

Dear ASA Members:

Tony McDade. Breonna Taylor. Manuel Ellis. Ahmaud Arbery. George Floyd.

I am writing to you in my capacity as president of our organization to lift up these names and speak to the rebellion taking place in our midst across the United States and around the world. I do so in the last month of two tumultuous years during which I have had the honor to serve as ASA's president-elect and president. Those two years have been marked by triumphs and tragedies and filled with joys and sorrow. While the ASA's executive committee and national council are, respectively, the bodies empowered to issue statements and resolutions on behalf of the association, I have felt compelled by the murder of these and other African Americans in the midst of a pandemic to share my thoughts on how this explosive rupture of racial fault lines demands our attention and our action.

Over the past days and weeks, the public has learned the names that opened this statement because they are the most recent victims of a nation built on white supremacy, genocide, and colonialism. Once again, the system we live under has revealed in profound manner how it is served and protected by repressive policing that privileges private wealth over human life. Once again, the unequal burden has fallen on Black America to issue a national wake up call to remedy the intersecting plagues at the core of society. The New York Times could fill its front page every day for the next year with the names and stories of those falsely arrested, brutalized, or killed with impunity throughout US history and never come close to listing them all.

And, still, the list keeps growing. Italia Kelly. James Scurlock. David McAtee. Dorian Murrell. Sean Monterrosa. With every passing day, more families are forced to grieve for their loved ones killed under suspicious circumstances during the uprising. The numbers of those maimed and murdered continue to swell as the police and right-wing vigilantes respond to protests against police brutality and white supremacy with more and heightened acts of abuse and repression. Though we must respect the distinctiveness of the present actions, there is at least one clear parallel with the late 1960s rebellions. The primary cause of bodily injury is a nationwide police riot by militarized forces seeking to intimidate not only protestors but also journalists, bystanders, and entire communities.

No one should doubt that these problems predate the Trump presidency. But the contradictions have become too glaring for growing numbers to ignore. When armed white men stormed a state capital, they were held up as a model of protest by the same president who condemned Colin Kaepernick and others for taking a knee. Trump and his enablers in the Justice Department and Congress have fabricated a war on "domestic terrorism" and invoked the Insurrection Act of 1807 to threaten the use of military force against US citizens and residents. Coming from a man who has not only encouraged police brutality

but also honored war crimes as the highest form of service to the MAGA nation, this should be taken as no less than an outright embrace of fascist rule.

These facts make it more evident than ever that we must defund the police, prisons, ICE, and military in order to maximize our investment in human needs and social justice. However, transforming structures cannot occur without simultaneously decolonizing our collective mind and transforming our ways of thinking. In this regard, those based in academia have particular lessons to learn from organizers on the ground creating grassroots models of community solidarity rooted in de-escalation, nonviolent conflict resolution, and transformative justice. We must especially pay attention to the women, queer, trans*, disabled, and formerly incarcerated persons of color at the cutting-edge of these struggles. Every person who says the phrase, "Black Lives Matter," should be sure to read the policy platform and call to action from the Movement for Black Lives.

A half-century ago, the radical visions of the Black movement fostered new models of organizing for self-defense within communities and solidarity across racial categories and national borders. The struggle against the police as an occupying army particularly galvanized the Black Panthers, American Indian Movement, Brown Berets, Young Lords, and Red Guards. Today, we see new bonds of global racial solidarity being consciously forged. The Standing Rock Sioux Tribe's "Statement of Support for George Floyd" reminds us of the deadly connection between state violence and the battle for clean water among Black and Indigenous peoples, opening our eyes to the promise of what Leanne Betasamosake Simpson (Nishnaabeg) calls "constellations of coresistance." I am one of many Asian Americans challenged in this moment to commit what Soya Jung has called "model minority mutiny," as inspired by activist groups like Desis Rising Up and Moving.

While we demand an end to the anti-Asian hate crimes caused by xenophobic scapegoating, we also know that a structural response to white supremacy in the United States must address its foundations in antiblackness and anti-Indigeneity. According to the department's own statistics, the Minneapolis police use force against African Americans at 7 times the rate of whites. We should not hesitate to denounce the participation of MPD officer Tou Thao in the murder of George Floyd by Derek Chauvin in concert with Thomas Lane and J. Alexander Kueng, as well as the reactionary ideologies at the core American culture that predicate Asian American advancement on Black oppression. We must simultaneously work within our communities and lift up the voices of mothers like Youa Vang, whose son, Fong Lee, was killed by the Minneapolis police. Vang recently delivered an impassioned expression of solidarity with George Floyd's family at the Hmong for Black Lives rally.

Of course, we cannot forget that we remain in the midst of both a deadly, global pandemic and an economic depression unrivaled since the 1930s. By confirmed count, nearly 400,000 lives have been lost around the world and over 110,000 in the United States alone. Trump's America lies at the center of the Covid-19 pandemic because of the systematic and intentional disregard for human life. For every 100,000 African Americans in the US, 55

have already lost their lives to Covid-19. Black folk have died at nearly 2.5 times the rate of whites. A few weeks ago, CNN reported that the Navajo Nation “surpassed New York and New Jersey for the highest per-capital coronavirus infection rate in the US.” Already deprived of human rights, Latinx asylum seekers have been denied basic health protections in detention.

The mortal threat of Covid-19 has not abated, and each demonstration is a potential super-spreader event. But there is no vaccine against state violence and white supremacist oppression. We should not be surprised, therefore, to see tens of thousands taking to the streets, when they are already haunted by the specter of premature death. Moreover, unemployment and the burden and risk inherent in “essential work” have fallen disproportionately on those who are Black, Brown, Indigenous, working-class, and immigrant. The scenes of workers scrambling to use makeshift masks on the job, while protestors are met by riot squads decked out like Stormtroopers, have served a pedagogical function. The need for health care and survival programs for oppressed communities will continue to skyrocket as the federal government skews its trickle-down bailout toward the priorities of Wall Street.

For those whose eyes were not opened wide enough, the rebellions have taught a critical lesson: When governance becomes a rationale for oppression, it is rational for people to become ungovernable.

James and Grace Lee Boggs offered a salient definition of rebellion in their book, *Revolution and Evolution in the Twentieth Century* (1974):

Rebellion is a stage in the development of revolution, but it is not revolution. It is an important stage because it represents the “standing up,” the assertion of their humanity on the part of the oppressed. Rebellions inform both the oppressed and everybody else that a situation has become intolerable. They establish a form of communication among the oppressed themselves and at the same time open the eyes and ears of people who have been blind and deaf to the fate of their fellow citizens. Rebellions break the threads that have been holding the system together and throw into question the legitimacy and the supposed permanence of existing institutions. They shake up old values so that relations between individuals and between groups within society are unlikely ever to be the same again. The inertia of the society has been interrupted.

We must be mindful of where we stand in history. The rebellions of the late 1960s occurred at the height of American power and the peak of liberal reform. They exposed the hypocrisy of a system that preached equality for all but delivered incremental advances that were overshadowed by rampant police brutality, severe class disparities, entrenched housing segregation, and heteropatriarchal violence.

As the establishment’s response to the rebellions, the Kerner Commission report comprised the most concerted effort to stabilize the system through proposals to fulfill the promises of liberal reform. It called for “unprecedented levels of funding” to make

eradicating racism the nation's highest priority. But it was immediately cast aside, even by President Johnson who commissioned it, paving the way for neoliberalism and mass incarceration to widen the social divides and intensify exploitation and dispossession. Since then, the substantive gains of the Civil Rights Movement have been systematically undermined by the assault on public education, the expansion of repressive policing under the banner of the "War on Crime," the gutting of workers' rights, the Federalist Society's takeover of the courts, and right-wing schemes like extreme gerrymandering and voter suppression to nullify voting rights.

Today's rebellions are symbols of an empire in decline and a system in crisis. As such, they carry both a new sense of possibility and an incredible sense of danger during this age of transition and uncertainty. A wide swath of the U.S. populace that naturalized the spoils of gendered, white, and imperial privilege—to the point that these became inherent traits of American citizenship—has been whipped into a moral panic as the emerging nonwhite majority changes the face of cities, popular culture, and politics. Some are well funded. Many are well armed. Aside from a small band of "Never Trumpers," the Republican Party's leadership has implicitly and explicitly endorsed rather than confront these increasingly dangerous elements of society. They seem intent to go to the grave with Trump, and it is foolhardy to assume that even a decisive electoral defeat of Trump will guarantee a peaceful transition of power. Such is the gravity of this time on the clock of the world.

Where does higher education go from here? While the pandemic has unleashed a new fiscal crisis and "shock doctrine" response, it has affirmed the key place of the university as a site of struggle. Scholarly research and expertise have proven indispensable to public health, promoting general wellbeing and exposing glaring inequities, while challenging and answering the gross incompetence of government officials. Upholding the basic tenets of higher education for the post COVID world means we must continue to defend science in the public interest, affirm courageous and compassionate teaching, protect the status of graduate students and contingent faculty, and make college free and accessible for all. But these are baseline goals that do not even begin to address the glaring contradictions within academia.

I am mindful that engaged scholars can offer context, perspective, and pointed questions, but that we cannot claim the ability to lead or guide movements that must emerge and evolve through their own struggles. Those struggles belong to us, after all, only insofar as we join them. I am also mindful of the fact that statements are a dime a dozen these days. Particularly when coming from the mouths of academics, statements often read as tiresome and trite—not unlike the performative acts of cops kneeling with protestors or mayors pledging to do better... only to follow up with teargas, batons, and mass arrests.

As such, it is incumbent on those of us connected to academia to exert as much influence, defy conventional standards, disrupt the oppressive status quo, and foster substantive change in the places where we can immediately register an impact. Recognizing the patterns of exclusion and complicity that are ingrained in the history of our field variously

known as “American Studies,” “American Civilization,” and “American Culture,” we must constantly and consciously hold our own organization accountable to the expectations we set for others.

The following are ten examples of concrete steps leaders of higher education, particularly those in predominantly white institutions, can take to address structures that reproduce antiblackness and white supremacy:

1. Every institutional statement rightly expressing remorse or outrage at the death of George Floyd and other victims of racist violence must include substantive steps that institutions will take to confront antiblackness and white supremacy in admissions, hiring, retention, research, curriculum, fundraising, alumni and community relations, and athletics. We must remember that the Third World Liberation Front strikes fought not only to establish Ethnic Studies colleges but also for open admissions and accountability to tribal communities and working-class communities of color beyond the campus.
2. Institutions should fully research and provide reparations for their active role and complicity in slavery and Jim Crow. Land acknowledgements should include substantive measures for institutions to make restitution for their active role and complicity in genocide, colonialism, and the dispossession of land from Indigenous peoples. Doing this work correctly means recognizing the grounded expertise of academic and community-based Black, Indigenous, and Ethnic Studies scholars, as well as providing employment and compensation that properly values this expertise.
3. All schools should require intersectional knowledge of race and ethnicity to graduate. But we can push much further. Public university systems, like the University of California and University of Texas, should take the lead in making coursework on race and social justice required for admission of first-year and transfer students. This would compel immediate changes in high school and K-12 curriculum with a spillover effect on writing and publishing.
4. Following the demands of student activists at the University of Minnesota, institutions should renounce ties and contracts with law enforcement agencies that systematically promote state violence and discrimination. Campus security forces should not be armed, should not have arrest power, and should not collaborate with ICE. The concept of the campus as a “sanctuary” to protect undocumented immigrants provides a model for interrupting state repression more broadly. Degree-granting programs should not serve as proxies for police academies. Instead, the university should function as an incubator for alternative models of conflict resolution rooted in abolitionist principles. Institutions must “ban the box” for university-based jobs and remove barriers to access, aid, and employment for currently and formerly incarcerated students and other justice-involved persons.

5. Institutions need independent, external assessments of their leadership and administrative structures to eradicate antiblackness and white supremacy. Amy Cooper of the Central Park 911 scandal was a product of elite universities, which are filled with thousands like her in positions of power and influence read to weaponize white fragility at a moment's notice and perpetuate structural violence on a routine basis. The constant gaslighting and retaliation against those who challenge these structures must cease. As many have noted, the toothless "diversity and inclusion" statement or plan has become the academic version of sending "thoughts and prayers" to victims of mass shootings.
6. Institutions must end the use of sham internal investigations into racist and heteropatriarchal discrimination and violence. As we have seen with the police, institutions are generally incapable of reforming themselves and quickly succumb to obvious conflicts of interest. Any institution that is not annually documenting the number of racial discrimination complaints it has sustained and remediated is almost certainly not taking any effective measures against institutional racism. Instead of top-down control by administrative appointees, offices conducting Title IX and civil rights investigations should involve direct input from diverse members of the university and conduct independent investigations led by mutually trusted third-party experts on equity for members of protected classes.
7. Institutions must cease the repression and silencing of activists and protestors on their own campuses. A growing number of students have been subjected to arrest or academic discipline for demonstrating against entrenched structures of antiblackness and white supremacy. Students of color are often the ones rendered most vulnerable, including those from the #NotAgainSU movement led by Black students at Syracuse in February 2020 and Latinx students who protested the presence of Border Patrol at the University of Arizona in March 2019. Graduate student workers who struck for a cost of living adjustment at UC Santa Cruz have launched an academic boycott of the UC system in response to retaliatory firings.
8. Institutions must defend academic freedom and free speech rights when they are threatened by governmental bodies and private actors from outside the university. The attempt to silence pro-Palestinian scholars and students at UCLA, my alma mater, is but one among many disturbing examples. We must end the double standard that exists within institutions that protect the First Amendment rights of white supremacists, while allowing or endorsing campaigns that seek retaliation against dissident voices.
9. Institutions must prioritize the health not only of their own workforce but also the communities surrounding their campuses. It is not enough for colleges and universities to be good neighbors. Those that run hospitals have a particular responsibility to devote resources to eliminating health disparities. We can learn from the community activists who won a protracted campaign for the University

of Chicago to open an adult Level I trauma center in 2018, the first on the city's South Side in three decades. Such measures constitute concrete means to reverse the displacement and dispossession caused by institutions that have directly and indirectly advanced gentrification.

10. Institutions must take steps to reverse the corporatization of higher education. Wealthy universities have become sites of obscene privilege where a senior administrative appointment serves as an entry ticket to the 1 percent. Despite some visionary exceptions worth highlighting, we have increasingly witnessed the rule of higher education by these 1 percenters driven by an alliance with the billionaire investor class. Colleges and universities increasingly resemble hedge funds and real estate investment trusts that value students as collateral in the form of future tuition payments. Institutions must divest from prisons, fossil fuels, and other toxic industries that aggravate systemic oppression and cause underlying conditions of societal inequity.

This list is neither meant to be exhaustive nor a ranked list of demands made in the voice of communities beyond the ASA. It is only meant to illustrate measures that higher education institutions can take to demonstrate they are serious about meaningful social change and equity.

As we strive to meet the immense challenges of this moment, I draw continuous inspiration from the dedicated work of the ASA's socially conscious members and supporters. For our 2019 conference in Hawai'i, we centered the radical intellectual work and activism of Indigenous women and women of color at sites like Mauna Kea to advance the concept of "building the revolution as we fight." Many of you answered our call to resist the destructive, genocidal effects of this rotting system, while acknowledging the imperative to create alternative means of survival and models of community from the ground up to address social problems that those in power cannot and will not solve.

Working with president-elect Dylan Rodriguez, the 2020 Program Committee has crafted a phenomenal agenda for Baltimore under the timely theme, "Creativity Within Revolt." As their call cogently stated, "Revolt is a condition of being in 'America' for those who refuse to (or simply cannot) tolerate its normalized domestic and global productions of state and extra-state violence. Beyond notions of social justice, progressive electoral and policy change, or funded and publicly recognized grass roots resistance, revolt expresses a will toward collective being that radically challenges, displaces, and potentially abolishes life-altering, people-and-planet destroying relations of dominance."

For a collective of scholars, artists, community organizers, and educators of many kinds, the ASA annual meeting serves as one of our most crucial moments of engagement, interaction, and solidarity. Given the volatile state of the world, we can't know for certain whether or when we will be able to meet again. Those with understandable concerns about the status

of our 2020 conference should know that we have suspended our pre-registration requirement and will not in any way penalize those who need to withdraw.

But amid these perilous and shifting conditions, we must struggle to find ways to stay connected, informed, and relevant. We invite our members and friends to watch, discuss, and debate featured sessions on vital topics like intersectionality, climate justice, and Indigenous resurgence from our 2019 conference and prior events through the ASA's YouTube channel. For example, we honored Maori scholar-activist, Linda Tuhiwai Smith, and her monumental book, *Decolonizing Methodologies*, whose examples of dialogic research and teaching based on relationships that center reciprocity and mutuality are particularly instructive now. We also encourage you to follow the ASA's Freedom Courses, a new series of virtual plenaries that began last month with a panel on YouTube examining "Mutual Aid" as a people's movement.

As we look to educate ourselves and respond to the endless requests to educate others about the roots of our systemic problems, I also believe that the engaged scholarship of ASA participants is the perfect complement to the messages coming from the grassroots. For example, the John Hope Franklin Prize honors the most outstanding publications in our field. In the past two years, it has been awarded to Black Studies scholars Imani Perry (*May We Forever Stand*) and Kelly Lytle Hernández (*City of Inmates*), whose work confronts the centrality of white supremacy and state repression to US history, while recognizing how Black struggle and creativity have illuminated liberatory possibilities for a multitude of peoples.

We can also point to the guiding light from recipients of the ASA's Angela Y. Davis Prize for those who have applied or used their scholarship for the public good: Haunani-Kay Trask, Barbara Ransby, Steven Salaita, Robin D. G. Kelley, Rosa-Linda Fregoso, George Lipsitz, and Ruth Wilson Gilmore. And we should, of course, add Angela Y. Davis herself to that list. The time for calling these and other visionary scholars and activists "ahead of their time" is over. Read their work and learn from their praxis. These are the times of radical awakening for which they have prepared us.

In closing, part of what prompted me to write this message is so I could signal a series of steps the ASA will be taking to listen to, learn from, and support the advancing struggles of this period. We must vow to do more to recognize those who are continually working to confront and abolish state violence. As always, I welcome your comments, suggestions, criticism, and participation. As the calendar moves forward and I begin my year as ASA's past president, I know that Dylan, then Cathy Schlund-Vials will take this work to higher levels. Thank you for your attention, your work, and for being part of ASA.

Another world is necessary. Another world is possible. Another world is already being born.

Scott Kurashige

President

Agnes Scott College

[President Leocadia I. Zak](#)

Thank you to Chaplain Whitney and the Agnes Scott Wellness Center for hosting the candle light vigil yesterday for [#Scotties](#) to hold space for and uplift the names of [#GeorgeFloyd](#) [#BreonaTaylor](#), [#AhmaudAubrey](#) and the many others we've lost to racism and violence. May we continue to say their names and seek justice for them. [#BlackLivesMatter](#)

[A message from Whitney Ott '03, President, and Giselle Fernandez Martin '98, Immediate Past President, Agnes Scott Alumnae Association](#)

The Agnes Scott Alumnae Association Board of Directors stands against racism and intolerance. The tragic deaths of George Floyd, Ahmaud Arbery, Breonna Taylor and countless others are a painful reminder that many of our Scotties, in particular those in our Black Scottie family, continue to face hardships in the face of systemic racism, violence and injustice in our country. We share in your sorrow and outrage, and the Alumnae Board stands by each of you. We are an organization of strong, diverse leaders committed to building better Scottie communities. Accordingly, we must recognize these human rights issues and take them seriously. Now more than ever, our actions are critical. It is our duty as Scotties to educate ourselves, engage in difficult conversations and learn from one another so we can live up to Agnes Scott's mission to "engage the intellectual and social challenges of our times."

Here are two ways to engage:

- Consider adding these books to your reading list: "Between the World and Me" by Ta-Nehisi Coates, "The Color of Law" by Richard Rothstein, "Black Like Me" by John Howard Griffin, "The New Jim Crow" by Michelle Alexander, "So You Want to Talk about Race" by Ijeoma Oluo, "White Privilege" by Paula S. Rothenberg and "White Fragility" by Robin DiAngelo.
- Participate in the [Gay Johnson McDougall Center for Global Diversity and Inclusion](#)'s Truth, Racial Healing and Transformation Courageous Conversations.
 - Register now for the second conversation in the series, ["Local Leaders Take Action on Racism,"](#) scheduled for Wednesday, June 24 from 3-4 p.m. EDT.
 - You can watch and read about the first conversation in the series, ["Anti-Racist Work Begins at Home,"](#) now.

Alvin Community College

From: Christal Albrecht

To: All Personnel

Subject: diversity and inclusion

Hello everyone,

In light of the protests and violence going on in cities throughout our nation, I feel compelled to send out a message of solidarity in support of diversity, inclusion and human rights.

Like many, I have been horrified by the needless deaths of George Floyd, Ahmaud Arbery and Breonna Taylor. These tragedies have heightened the awareness of structural racism against African Americans persistent in the United States.

At ACC, we are dedicated to ensuring that all students have equal opportunity access to education and a better future. [Our Core Values](#) position us “to be caring, inclusive and welcoming, valuing all members of the ACC family.” We celebrate the diversity in our student body and in the communities we serve.

We welcome the opportunity to assist our African American students, staff and community members who face daily challenges because of the color of their skin. We wish to help resolve the longstanding injustices within our community and nation. We join in seeking justice for the victims and commit to listening to those who are hurt most by the destructive force of institutionalized racism.

Christal

American University**Subject:** A Message on Racism and the Pain in Our Communities**Date:** Sunday, 31 May, 2020 at 15:58:01 Eastern Daylight Time**From:** AU President Sylvia M. Burwell

Dear AU Community,

I am usually a measured person, I believe that focus and hard work brings change, but today that is not enough. I write to you sad, frustrated, and angry. The horrific acts of violence against Black communities break our hearts. I just want to scream STOP! The killings of George Floyd, Breonna Taylor, and Ahmaud Arbery lay bare the deep wounds of racism that have plagued our country for too long. My heart goes out to everyone hurting from these unacceptable tragedies and the centuries of injustice they represent.

The anguish in so many communities is the effect of systemic racism that tears at the fabric of our society. We have experienced this pain firsthand on our campus. We know we have more work to do to combat racism and foster inclusive excellence. We have to listen, to live our values through active anti-racist practices, and to confront all forms of discrimination, bigotry, and hatred in our society. While COVID-19 makes it difficult for us to gather and address this heartbreak together, we are here for our community. If you need support, please reach out to our university resources, including the Dean of Students' office, the Center for Diversity and Inclusion, the Kay Spiritual Life Center, the Counseling Center, and the Faculty/Staff Assistance Program (FSAP).

While the journey toward a more just society is demanding, we must each take steps that propel us all forward. At American University, our educational and research mission, our committed faculty and staff, and our students give us the opportunity and the obligation to take up this challenge. We will build on the work of our scholars who engage on the problems of racism, criminal justice reform, and societal disparities. We must take responsibility to educate ourselves and others about the issues and structures that perpetuate racism so we can work to change them. We will listen and learn from those who have experienced these tragedies and who live with the fear and pain of racism every day. And we must reject the fear and violence that some would use to further divide us.

In these overwhelming times, please take care of yourselves and each other. Let us acknowledge the pain so many are feeling and find ways to support the Black community. Let us remember those who have suffered and lost from racism and hatred. And let us find strength in our shared humanity and our hope for justice.

Be safe and be well.

Sylvia M. Burwell

President, American University

MEMORANDUM

FROM: Jack C. Cassell, Chairman, Board of Trustees

SUBJECT: Board of Trustees Spring 2017 Meeting Summary

The Board of Trustees held their spring meeting on Thursday, May 18, and Friday, May 19, on AU's new East Campus. Committee meetings were held on Thursday and the full meeting on Friday. A number of newsworthy items came from the two days, which I want to share with you.

Recent Racial Incident

A key item was the board's full review and discussion of the racist hate crime that targeted members of Alpha Kappa Alpha Sorority, Incorporated, including our recently elected Student Government president. The status of the investigation by AU police, in conjunction with the United States Attorney for the District of Columbia and the FBI is ongoing. To protect the integrity of the investigation, additional details will not be forthcoming. The president and board are continuously updated on the investigation; we fully support President Kerwin's commitment that the university will not rest until those responsible are identified and brought to justice.

The board strongly stated that it believes an attack on any member of the AU community is an attack on all of us; and while significant efforts have been made to create a truly diverse and inclusive campus community, there is much more to do to achieve our ideals. The board acknowledges that parts of our community do not feel supported. The board pledges to increase its own efforts to work with the AU leadership and campus community to address systemic racism in all of its forms and to strive to make AU a model campus for inclusion. The board unanimously approved a resolution to rededicate its efforts on this topic that is vitally important to our campus community and our future.

Neil Kerwin Steps Down May 31

This was the last Board of Trustees meeting with Neil Kerwin as president, as he steps down on May 31 after serving for 12 years (including two as interim and ten as permanent president). To honor his achievements of more than a decade as president, the board announced that he will become president emeritus upon the conclusion of his term this month.

American University's growth in standing and stature has been exceptional under President Kerwin's leadership based on any number of measures—including academics, facilities, selectivity, research, faculty hiring, profile among national universities, and various other metrics. At the board dinner on Thursday evening, we were proud to

announce that more than one million dollars has been raised for the Kerwin Family Emergency Financial Aid Fund—first established by Neil and Ann Kerwin to help enrolled students whose financial circumstances have changed to address immediate financial hardships. Donors and friends provided gifts to the fund in honor of Neil’s leadership, with 100 percent of the board participating in this important effort.

Further, the board announced that the building currently housing the School of Public Affairs (Ward Circle Building), has been renamed Kerwin Hall in honor of Neil Kerwin’s more than four decades of service to American University—as president, provost, dean, alumnus, and student.

Other Board Actions

In other action, the board passed resolutions to thank outgoing trustees for their service, including Shyheim Snead as student trustee; Larry Engel as faculty trustee; and Gisela Huberman, who is leaving the board after 12 years as trustee. The board approved the creation of four new degree programs: an MS in Agile Project Management, an online program in SPExS; an MS in Instructional Design and Learning Analytics, an online program in SPExS; a BA in Dance in the Department of Performing Arts/CAS; and a joint degree/BA in Global International Relations between AU SIS and Ritsumeikan University in Japan.

The plenary featured a presentation of a new mobile tour app—resulting from a collaboration between the Sony Corporation and American University. This pilot program is an innovative effort to help potential students and their families to not only learn about—but also to experience—AU via mobile device.

Following the public portion of the meeting, the board met in executive, then closed executive session. The next meeting will be the annual board retreat on September 14, at Airlie.

And on June 1, we welcome Sylvia Mathews Burwell to campus as she begins her tenure as AU’s 15th president. She attended the May 19 board meeting and has worked with the board, President Kerwin, and the cabinet over the past several months to provide an orderly transition.

Subject: A Message of Support from Beth Muha and Mary Clark

From: American University Office of Human Resources

Dear Colleagues,

The deaths in recent weeks of George Floyd, Breonna Taylor, and Ahmaud Arbery leave us heartbroken and enraged yet again over the persistent systemic racism and hatred in our country. It is even more difficult at a time we cannot be together in person as a community. Despite our distance, we stand in solidarity with our Black staff, faculty, students, and

alumni. We want to stress the importance of taking care of ourselves as well as each other, as we try to cope with the emotional turmoil of ongoing racial trauma.

We ask managers to touch base with their staff, offer support, and keep communication open. This is a difficult period of anxiety, fatigue, frustration, anger, and despair. For our Black colleagues and colleagues of color, trying to go about living and working while experiencing these and many other emotions may be taking a toll. Staff who need some time off for self-care should work with their managers to take a sick day or some hours of sick leave, and we ask everyone to take steps to take care of yourself and each other.

If you or members of your team are feeling overwhelmed, please take advantage of our campus resources such as the Faculty Staff Assistance Program and Kay Spiritual Life Center.

We ask faculty to consider the pain their Black students and students of color may be experiencing and support them through this time. CTRL has resources available for faculty to address racism in their classes and use antiracist teaching practices to foster a more inclusive classroom. In addition CTRL will host a forum on recent events for faculty; they will send the details soon.

AU will continue to advance racial equity in an ongoing and systemic way as part of our Inclusive Excellence efforts. In response to these most recent events, community members may join the Kay Spiritual Life Center on June 7th at 5pm EST for a service on white privilege and racism. Staff and faculty who are interested in learning more about race and racism may want to explore the new portal from the National Museum of African American History and Culture with tools for reflection and learning including resources for parents and caregivers.

This week is Staff Appreciation week, a time we honor the contributions of all our valued staff. This year, our week of celebration is also one of reflection and self-care. Let us take the time we need to process, and also to move forward as we continue our work towards a more diverse, equitable, inclusive, and antiracist future for AU.

Beth Muha

Assistant Vice President of Human Resources

Mary Clark

Deputy Provost and Dean of Faculty

Subject: Support for Students and Faculty in Summer 2020 Classes

From: Dean of Faculty

Dear Summer 2020 Faculty,

Thank you for everything you are doing to support our students during a time when so many of us are deeply struggling with the impacts of systemic racism in our country. Even as you each grapple with the ongoing trauma, many of you have reached out for guidance regarding how best to support our students who are enrolled in summer 2020 classes. For that, we thank you, and offer a few thoughts:

- Be proactive about naming and addressing the impact of systemic racism—especially on our Black students, colleagues, faculty, and families--which is especially acute in this moment. CTRL's Faculty Resources on Diversity, Equity, and Inclusion may prove helpful in guiding these conversations:
<https://edspace.american.edu/deiresources/>
- Approach these as ongoing discussions; the pain is acute right now, and it is critical to hold space now for processing and reflection. But it is equally important that we continue these discussions with each other and with our students over the course of the semester. We have an obligation to engage in anti-racist work every day, not just around nationally triggering events.
- Continue to critically evaluate the materials you assign. Consider how materials (or the absence of them) may impact students in your courses.
- Affirmatively ask how your students are doing, and ask about the support they may need. Consider multiple ways for students to share their experiences and needs with you: while some students may want to have direct conversations via video, others may feel more comfortable conversing over phone or email, or providing feedback via anonymous surveys.
- Consider whether you can provide academic flexibility for your students during this time. This could include, but is not limited to, providing attendance policy flexibility, assignment extensions, or alternate assignment opportunities for students who may be struggling.

We are each available to consult with you over the course of the summer. Please know we are here to support you and our students.

With deep gratitude,

Mary, Jessica, Wendy

Mary Clark, Deputy Provost and Dean of Faculty

Jessica Waters, Dean of Undergraduate Education

Wendy Boland, Interim Dean of Graduate Studies

Subject: Invitation: Faculty Discussion to Support Equity and Justice at AU

From: CTRL

Dear Colleagues,

All of us at CTRL grieve following the most recent, racist murders of Black persons. We recognize now, and always, that we must act to critically examine current practices and policies in our own work in order to dismantle those that allow overt, systemic, and all racism to exist.

We invite you to a faculty conversation to discuss how we, as faculty, can continue to support equity and justice in our capacities at AU.

We hope you will join us on **Thursday, June 11th, from 2:00 – 3:00pm EST**. There will not be registration for this event. On Thursday morning we will send another email with Zoom meeting information. **Please note this meeting will require you to have an authenticated, American University Zoom account.**

Whether you are able to attend or not, we offer the following resources as a starting point. We recognize everyone comes to this work at different levels. For some, this might be an introduction to a rich field of antiracist work. Others are leading scholars in this area. If you are looking for different resources or if you have resources you would like to discuss adding to the CTRL website, please do not hesitate to reach out to us.

- Center for Teaching, Research & Learning. (n.d.). Faculty resources on diversity, equity & inclusion.
- Sathy, V. & Hogan, K. A. (2019, July 22). Want to reach all of your students? Here's how to make your teaching more inclusive. Advice guide. *The Chronicle of Higher Education*.

As always, please let us know if you have any questions. We look forward to seeing you on Thursday at 2:00pm.

Sincerely,

Center for Teaching, Research & Learning

From: President Biddy Martin

Dear Faculty, Staff, Students, Alumni, and Families,

As of late Friday evening, I had not yet found a single theme for my weekly message to you. There is a lot on my mind. Classes are done and reading period ends tomorrow. Faculty members are reading thesis work and papers; they will soon be grading the exams for which students are preparing. I always look forward to reading students' thesis work and hope to find time for it in the next couple of weeks.

Ordinarily, we would be looking forward to senior assembly, senior week, and Commencement, but there is nothing ordinary about the circumstances that have robbed our seniors of those experiences. I feel terrible about the activities and events seniors are having to forgo. I've been finding it difficult to rise above my sadness at the many kinds of loss we are seeing and experiencing. It is difficult to comprehend the magnitude of the lives and livelihoods that have been lost to this pandemic and those that will still be lost. How are we to take this in without feeling despair? How can we feel a sense of despair and know that it is part, but not all, of what's available to us? There is the inspiration that keeps coming from frontline workers in every field. There is the beauty of this campus and the region with those soft Appalachian Mountains that remind me of my native Virginia.

Yesterday was a somewhat typical day for these times. I met with the presidents of the independent colleges and universities in Massachusetts to discuss possible guidelines for opening up in the fall. I met with my counterpart presidents in the Five College consortium about the possibilities for collaboration, and then with the senior staff about our own efforts to prepare for several possible scenarios for the fall. I had fun working with our events team on a virtual senior celebration and with our Bicentennial planning committee about new and adaptable ideas for the College's celebration, starting this fall and extending through fall 2021. I was delighted to receive the names of students willing to serve as an advisory group to us on decisions for fall. And, in the minutes between meetings, I read and replied to emails.

In the back of my mind, all through the day, was distress over a loss that is unrelated to COVID-19, one that I imagine has troubled us all—the killing of Ahmaud Arbery over two months ago in Georgia and the video that has only now brought it to the nation's attention and led to an investigation. How horrifying it is, how infuriating. The racism in our country that persists and is displayed out in the open could not be more troubling. I grew up in the midst of hatred and bigotry: the violent rhetoric, the threats, warnings in articles about the rape of white girls by black men left at my place at the kitchen table, chain gangs of black men on rural roads, minstrel shows, and physical violence. I am lucky, only in retrospect, to have been considered early on as an outsider, somehow wrong by virtue of who I seemed to be. It forced me to create a distance for myself and to be “overly sensitive” to what I heard and saw. From Charlottesville to COVID-19, we are experiencing ample evidence of what the long history of racism has wrought and how much of it persists. Those of us who are white have got to take stronger, braver, and more concerted stands against the

increasingly overt displays of white supremacy and racism. We have work to do here in our own college community, and a great deal more that urgently needs to be done beyond. Seeing both sides as “good” is to take the wrong side.

I had thought of writing to you this week about the importance of public universities and the high stakes in current decisions about federal funding for states and localities. Far too many institutions—public and private—face untenable financial circumstances as a result of COVID-19. Even our wealthier institutions will not escape the damaging effects of this pandemic and will need the continued support of alumni. I hope for federal funds for states and localities because we cannot afford, as a country, to have our public institutions of higher education weakened and, some, even decimated. Sometimes I wish everyone had a realistic view of a United States without a flourishing and diverse higher education sector, a country and a world without the teaching and research, the inventiveness and economic impact for which higher education in this country is known. We need all kinds of post-secondary opportunities, not one at the expense of others. The diversity of post-secondary education has long been our great strength. I lived it in my own family. My younger brother was placed in a “slow” track in school because of learning problems that were nameless back then. In a fifth-grade science experiment with a homemade wooden maze and two hamsters, I thought I had proven that his anti-seizure medication, not his lack of intelligence, had made him “slow.” But he never got off the “slow” track and I am obviously still angry about it. Had it not been for the local community college he attended as a fireman, he would not have had access to any education after high school. My older brother went to a nearby junior college on a football scholarship. He played in a junior college national championship that we drove to Savannah, Georgia, to watch. If not for football, he may not have advanced beyond high school, either. And had his football not helped support his education, I may not have made it to college, a public college that charged only \$1200 a year in tuition.

Because of my background, I have an allergy to the forms of snobbery that can run rampant among those who think only the big or little Ivies provide a decent education or a worthwhile career credential. Even at William and Mary, I had wonderful professors who nevertheless repeatedly referred to people who came from the rural part of Virginia where I grew up as “a bunch of ignorant rednecks.” I knew people who may have seemed to fit the description, but I was also offended by it and it contributed to a sense that I was an outsider at college, too. I got a truly great education at the University of Wisconsin, one I’d put up against any other I could have gotten. When I arrived at Cornell to begin my career as a faculty member, people would sometimes struggle to remember where I got my degree. “You got your Ph.D. at, was it Michigan or Minnesota?” they’d say. I was surprised at their inability to distinguish among institutions west of New York. I’d make a joke out of it, but I genuinely found it strange. Our great midwestern public research universities are quite different, one from another, though together with other publics, they teach by far the greatest number of students and produce a very significant proportion of the important research that is done.

Unfortunately, there is also the populist sport of tearing down elite colleges and universities, no less and, at this moment, possibly more destructive than the elitism people believe they're fighting. Some of this comes with the human tendency to compete. Some of it arises out of a legitimate worry about prestige, warranted or not, and the advantages it confers. Too much of it results from cynical political efforts to undermine the authority of science; the efforts at cross-cultural understanding; the benefits of bringing together talented people from every region and group in this country and also around the world; and respect for data, evidence, and expertise.

I wish more institutions of higher learning had the student-to-faculty ratios that Amherst can afford. Students flourish as a result of those ratios. The intensity of intellectual exchange gives rise to surprising and important connections that push knowledge and understanding in new directions. It also gives rise to lifelong friendships and bonds between students and professors, students and staff. The world needs its Amhersts. I often find myself wishing I could have been a student here.

Elite institutions can do more to create greater access, success, and equity in the world—but without their particular contributions, the world would be a poorer place. The world needs its Amhersts, but not only its Amhersts. To lose the gift of our great public universities will make us all poorer. I urge those of you who are so inclined to advocate actively for federal funding for the states and localities; this need, like so much else, has been turned into a partisan political issue, but its outcome has the potential either to help protect or greatly to weaken, and even to break, some of our great public institutions, which are the economic, social, and cultural engines of so many states and the nation as a whole. I owe the great gifts of my life to my education. I know the difference it can make.

Thank you for listening. Those are my thoughts today.

Biddy

American Political Science Association

[APSA Statement Condemning Systemic Racism](#)

The recent murders of George Floyd, Breonna Taylor, and Ahmaud Arbery have reignited protests and calls for justice in the United States and across the world. These murders are among the latest in a long history of police brutality and violence upon members of the African American community. The American Political Science Association recognizes and condemns in the strongest terms the systemic racism that contributed to these deaths and shares the justified outrage it has provoked. We strongly support the right to protest and are alarmed by the government's violent responses to peaceful protesters, including excessive uses of force in the name of order. We are also alarmed at the opportunistic criminal conduct of some who do not share the protesters' commendable goals. These actions are a severe violation of democratic principles.

Political scientists have long examined the linkages between race, power, governance, social injustice and oppression. This scholarship has made an invaluable contribution to our discipline and to public discourse. It has illuminated the sources and structures of pervasive inequality and human rights abuses in the United States, as well as the resulting social, political, and public policy consequences. A more just society will require more of this knowledge but also action by all of us within the discipline to examine and address how our own programs, procedures, teaching, and scholarship may be shaped by or contribute to upholding, rather than dismantling, systems of oppression. As an association, we recognize our responsibility to elevate the existing scholarship, support scholars, and promote new research and pedagogy in this area, and continue to examine our own policies and programs towards the realization of a more informed and just society.

Barnard College

From: Alumnae Relations at Barnard

Subject: Denouncing Anti-Black Violence

I hope this message finds you and your loved ones safe and well.

As the United States continues to confront the harsh realities of inequality and systemic racism, and demonstrations grow across the country and around the globe, I want to reach out to Barnard alumnae and echo the sentiments below, shared over the weekend by President Sian Leah Beilock.

The Alumnae Association of Barnard College stands in solidarity with our Black alumnae, students, faculty, and staff, and in support of all those who are finding ways to contribute to their communities in this struggle for justice.

President, Alumnae Association of Barnard College

Dear Members of the Barnard Community,

Although we are not physically together at the moment, I have seen so many ways in the past several months in which the Barnard community has stepped up to support one another — even in the darkest moments of loss on our campus and in our community. It is in this spirit of support that I write to you today to denounce, in the strongest possible form, the anti-Black violence and rhetoric that is currently unfolding across the nation.

The recent killings of George Floyd, Ahmaud Arbery, Breonna Taylor and others serve as horrific reminders of how structural racism is enacted in this country. The pain that these injustices inflict, especially to members of the Black community, is immeasurable. And that these atrocities have occurred during the current pandemic, which has disproportionately affected people of color, only adds to the distress. The fact that people of all ethnicities are gathering in protest, even while many states are just beginning the process of a gradual reopening, further demonstrates the pain inflicted by the inequalities that continue to plague our society.

Barnard is an institution that aims to interrogate racism and systematic discrimination in all its forms and to produce knowledge and actions that help address entrenched disparities in our society. One example is the work being done at the Barnard Center for Research on Women around interrupting criminalization and transformative justice. I encourage you to learn about and get involved in this important work that we are fortunate to have at Barnard.

Every institution, including our own, has work to do here. Our educational mission demands that we speak up when we see violence against other human beings and relentlessly commit to the creation of a more just society.

There are resources available to you in these difficult times. Students can call Furman Counseling Center at 212-854-2092 for consultation and referral to counseling resources in their local community during the summer months. Faculty and staff can make use of our Employee Assistance Program through Humana at 800-448-4358.

I also encourage you to look for ways to support Black communities and those in need across the nation. Vice President of DEI Ariana González Stokas, the Barnard Center for Research on Women, the Athena Center for Leadership, and Barnard SGA are all sources of information and have resources you can access.

There are moments in history that test who we are and what we stand for. There are many ways to struggle for justice. There are many ways to express solidarity. The first is to commit to anti-racism and to find, even in small ways, how we can contribute in our own work toward racial justice and equality.

Please take care of yourself and each other during these challenging times.

Sian Leah Beilock

President

From: "Jyoti Menon '01, Barnard College"

Sent: Mon, Jun 1, 2020 at 4:08 PM

Subject: Denouncing Anti-Black Violence

Trouble viewing? [View in browser](#)

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Jyoti Menon '01

President, Alumnae Association of Barnard College

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Please take care of yourself and each other during these challenging times.

Sian Leah Beilock

President

Bard College

[A Message to the College Community from President Botstein](#)

Stevenson Library at Bard College.

“On behalf of the entire Bard College community, I want to express our solidarity with all who grieve for the deaths, with all who live in constant fear of the brutality of racial discrimination, and with all who find themselves without hope in these dark and violent times. [...] Something has to change in a way that actually helps the lives of our fellow citizens and neighbors of color.” —Bard College President Leon Botstein

Dear Members of the Bard Community,

I am writing to all of you today with sentiments that I know are widely shared throughout the Bard College community.

Words cannot properly express the anger, sadness and despair each of us feels at the murder of George Floyd by police officers in Minneapolis, the killing, by two civilians, of Ahmaud Arbery in Brunswick Georgia, and the murder, once again by officers sworn to uphold the law, of Breonna Taylor, in Louisville, Kentucky. The victims were all black; the perpetrators were all white.

On behalf of the entire Bard College community, I want to express our solidarity with all who grieve for the deaths, with all who live in constant fear of the brutality of racial discrimination, and with all who find themselves without hope in these dark and violent times.

As we all continue to follow the unfolding national crisis, I also wish to express Bard’s support for the journalists who have covered and continue to report on these events and their aftermath, particularly those of color such as CNN’s Omar Jimenez, who have been punitively targeted by the police because they are professionals of color. Not only are black lives in danger, but our fundamental civil liberties, including freedom of the press are at risk today.

The Bard College community includes members and families connected to Bard’s main campus in Annandale, Simon’s Rock in Great Barrington, Massachusetts, and Bard’s seven public High School Early Colleges in New York City, Newark, Baltimore, Washington D.C., Cleveland, and New Orleans. Bard’s family includes the students and their families in the Bard Prison Initiative, Bard’s Microcolleges in Brooklyn and Holyoke Mass., and our Clemente Courses throughout the nation. The majority of the students Bard serves across its network are non-white, and nearly half come from families in poverty.

The mission of this nation’s universities and colleges requires faith in the proposition that language and reason are the proper shared instruments of politics and society. Places of learning are dedicated to the belief that, in the long run, the pen is indeed mightier than the sword. Bard takes pride in its commitment to these ideals.

However, if we are to redeem these noble and just convictions, we must confront the complacency and hypocrisy with which this country has dealt with the systematic injustice based on race that is visible every single day. The COVID-19 pandemic has made the tragic consequences of our tolerance of economic and social inequality plain, as we watch Americans of color suffer disproportionately from the epidemic and the national failure to combat this new disease and its spread.

We must do more than express outrage. Something has to change in a way that actually helps the lives of our fellow citizens and neighbors of color. We have witnessed too many of our nation's failures to make progress in the matter of racial justice after eruptions of civil unrest. The failures to make sufficient progress, during Reconstruction, after the racial violence of the 1920s, the broken promises of Brown vs. Board of Education of the 1950s, and the dashed hopes after the urban riots of the late 1960s remain vivid in our collective memory. To add insult to injury, we seem to accept with striking passivity the divisive hostility, the open appeal to prejudice, the incompetence, mendacity and ignorance that now represents the Executive Branch of our Federal Government.

We have come to accept as normal the persistence of discrimination, the toxic link between race and economic justice, in which the quality of our public schools plays a central role, and the daily experience of fear on the part of people of color. Universities and colleges must no longer accept the unacceptable that we have the power to change: a substandard education for people of color, particularly in our cities. In an era when the rich have become richer, and when the technological consequences of economic inequality—the digital divide---have accelerated, how can we tolerate the status quo?

I want to assure each and every one of you that Bard College will continue to do its utmost to lead in the task of articulating a better vision of democracy and government and a better reality for all in our country in the sphere of education. Bard's mission is not restricted to the pursuit and dissemination of knowledge. It seeks to forge a link between what is true and what is right and good, a connection between epistemology and ethics. Bard is proud to be an institution committed to combating injustice through education. Its investment in educational access for historically underserved populations is in support of the cause of a more just and civil society.

I recognize this is a deeply frightening, frustrating, and challenging time for students, faculty, and staff, particularly those of color. On behalf of the College, please know that Bard is with each of you in spirit, even if, for the time being, we cannot be physically together. In the face of these difficult circumstances, our commitment and resolve is to work together to play our part in building a better future. We will try to do our best as the nation confronts its failures and, guided by its better angels, resolves to change, and realizes the promise of freedom and justice for all.

Leon Botstein

President

July 21, 2020

To the Bard College Community,

Thank you for the warm welcome extended to me during my inaugural semester at Bard College. This is the first of several updates that I will share, highlighting progress on diversity/inclusion initiatives during this challenging time in our nation's history. It is my goal that everyone who lives, works, and/or visits Bard be unapologetically empowered to bring their "whole self" to campus - honoring their unique calling to be change agents in their local, regional, and/or national community.

Please know that I am working diligently to connect with as many people as possible, while simultaneously honoring COVID-19 social distancing guidelines. As a recent addition to the College's COVID-19 Response/Planning Team, I am pleased to observe the genuine concern for the holistic needs of a diverse community. In response, I commit to partnering with campus colleagues and local municipalities to proactively address the many racial and socioeconomic disparities of this plague. However, I do feel compelled to share my opinion that the Coronavirus attacked us when our country was already suffering from a "pre-existing condition" - systemic racism.

I'll begin by explaining that in my vernacular "Black Lives Matter" (BLM) is a full and complete sentence that requires no editing. This movement was never named "ONLY Black Lives Matter." Therefore, I do not spend significant energy debating the language of a historical movement (i.e. "All lives Matter") when Black and Brown bodies are the primary ones being assassinated in the street by those who took an oath to "protect and serve."

The higher education community has reason to demand institutional action. The shooting of Botham Jean, Atatiana Jefferson, and Breonna Taylor in their own homes should legitimately ignite feelings of civil unrest on a college campus. Blocking a person's airflow with an arm or a knee is not a reasonable response to the selling of loose cigarettes or an allegation of forgery. Furthermore, execution is not an appropriate response to an unarmed man running AWAY FROM a police officer. When I think about these life-ending circumstances, "I can't breathe!"

When an unarmed Black therapist asks a police officer why he shot him, "I don't know" is not an acceptable response. This is particularly alarming, as the therapist intentionally remained supine on the ground with his hands in the air, working fervently to keep his special needs client calm and in a non-threatening posture. Furthermore, the murders of Tamir Rice, Trayvon Martin, and Antwon Rose, Jr., should justifiably ignite feelings of rage in young adults, as all three of these individuals were killed prior to their 18th birthday. This is a clarion call for the leadership of Bard graduates.

Sadly, this felonious behavior is not new. The only new aspect of it is the cell phone video footage that makes it difficult to deny the systemic racism underpinning these murders. Yet, as a microcosm of the larger society, Bard College and the surrounding communities are not immune to the painful realities of racism and implicit bias.

Although it is a public thoroughfare, racial slurs targeting Black students on Annandale Road are a Bard College problem. A student cannot reasonably be expected to learn or function in class if their mental health and self-esteem are attacked by the simple act of crossing the street.

Microaggressions and implicit bias are commonly reported experiences of students of color - including Bardians - who attend predominantly White institutions (PWIs). This magnifies the marginalization experienced when those who instruct, counsel, program, clean, protect, repair and support the institution do not look like them or identify with their experience. Finally, as a Black man, I too have experienced the fears of walking through Red Hook and/or Tivoli wearing a face mask and the anxiety of wondering whether or not a routine traffic stop will be the last encounter of my life.

It is my belief that all of us - faculty, staff, and students - play a pivotal role in transforming Bard students into civically engaged global citizens. This is a reasonable expectation for the alumni/ae of a "private college for the public good." Therefore, we must remain vigilant in this moment and use this sociological crisis as a catalyst for action.

I have spent a significant portion of my time supporting and listening to students and colleagues who are trying to make sense out of this senseless loss of life. For some, these conversations are essential to healing and their ability to effectively support the institution when responding to demands for action. As a result of these meetings, I have proposed a three-phase plan of action to help move campus diversity issues forward in a sustainable manner:

I. Phase 1: The healing and care for the immediate emotional needs of the campus community. Answering the cries of hurting people remains a priority. The acknowledgement of pain (both verbally and in writing) and the provision of emotionally safe healing spaces must occur if people are legitimately expected to move forward in a productive manner.

A sampling of some of the diversity, equity, and inclusion activities at Bard during the earlier part of June include:

- A campus-wide Candlelight for Vigil for Justice, Love, and Solidarity
- A letter from President Botstein
- A letter from Counseling Services
- A letter from the Richard B. Fisher Center for the Performing Arts
- A check in session with the Professionals of Color - a group of (non-faculty) employees from historically marginalized ethnic identities who are committed to enhancing the campus experience for students and employees of color
- Library: Creation and dissemination of an Anti Racism Resources and Statement

- Reflecting on the Moment: Video Series on community activism and engagement in the name of racial equity and justice.
- Student Reading Initiative: Black Playwrights
- Black Talks: Student Panel
- An invitation from the Mayor of Tivoli offering a community conversation in response to constituent concerns about local policing policies
- Reflecting in the Moment: Black & Blue All Over
- What the 1960's Can Teach Us About Today in the Wake of the Murder of George Floyd
- A Student of Color Debriefing Session - A Forum to Aid the Healing Process
- In the Moment: The Power Behind Revolution - Essay Series
- College Officials Meet with Dutchess County Human Rights Commission
- Statement from the Center for Civic Engagement
- Men of Color Emotional Check-In (Brothers at Bard)

Again, this is just a small representation of the many activities occurring on and around the campus during this time of unrest. In addition, as a reminder, campus counseling continues to be available during the summer.

Also, regarding the financial disparities of COVID - 19 that further compound this issue, a request was approved for the Bard Student Emergency Fund to remain an ongoing initiative under the auspices of the Council for Inclusive Excellence (CIE). With the support and leadership of our campus Development professionals, we will continue to solicit financial contributions to support students experiencing unforeseen financial challenges. This funding complements the institutional and government resources already allocated to support this effort.

Phase 2: Empowerment, preparation, and education for action. This phase includes solidifying the needed educational, human, and fiscal resources to sustain long-lasting change.

I am currently reviewing the structure of the Council on Inclusive Excellence and reconstituting the Campus Climate Committee/Bias Incident Community Response Team - these entities are charged with ongoing data collection, planning, and action for institutional progress forward. For example, data garnered from a survey that I recently administered to the Professionals of Color (another CIE working group) will now provide vital information on the experiences of professionals working at the campus who identify as members of historically marginalized communities.

Although the primary focus of my position is administrative in nature (i.e. marginalized student support, professional staff, strategic planning, diversity training, development, community relations, etc.), I am excited about partnering with academic colleagues on inclusive pedagogical instruction/coaching, the review of curricular and programmatic offerings, and faculty engagement as panel participants, subject matter experts, and co-organizers of collaborative institutional programming. These initiatives are a few of the preliminary aspirational desired outcomes - all of which require the brilliance and leadership of Bard's phenomenal faculty and talented academic administration. I look forward to supporting this work in sustainable, meaningful ways.

To ensure that student voices remain heard, my office is establishing a Dean of Inclusive Excellence Advisory Board consisting of the student leadership of all affinity-based clubs and organizations. This ensures direct student access to the institution's chief diversity personnel when concerns arise. Diversity-centered partnerships with local and county municipalities are also being secured. Also, although no formal policy on racial and ethnicity-based harassment currently exists, a collaborative team of campus leaders is working diligently to ensure that a policy is in place by the start of the fall semester.

Phase 3: Evaluating/strengthening successful systems and incentives. Pending COVID regulations, the fall semester will include the development of a long-range diversity strategic plan that ensures unit-level engagement and accountability. We cannot let this moment pass without a clear (written) commitment to a sustainable and inclusive future. Additional future actions also include the exploration of a department-level diversity assessment tool. These instruments provide individual departments an opportunity to engage in transparent conversations about the role of diversity/inclusion in their current service or program delivery.

Furthermore, a Campus Affiliate Chapter of the National Coalition Building Institute will be launched in the fall. The benefits of this affiliation include options for curriculum integration, (free) diversity training/workshops on demand, student engagement programming, controversial issues expertise, and the potential to consider this cultural/inclusion training model as an essential part of the new student/employee onboarding experience.

Given the vital role of athletics to campus life, I am honored to have been appointed the Diversity and Inclusion Designee for our athletic program. In addition to being an avid fan of college athletics, this role provides me an ideal opportunity to support athletic operations through an equity and inclusion lens. For example, I am currently serving as the Chairperson of Excellence in Athletics – A Coalition to Support Diversity, Equity, and Inclusion in Bard College Athletics. With this dedicated cadre of student athletes, athletics staff members, and interested partners from across the institution, I am absolutely confident that the Bard College Athletics Department will further its commitment to diversity in permanent and sustainable ways.

In addition to athletics, another co-curricular passion of mine is college gospel choirs. I was elated to relaunch the Bard College Gospel Choir in the spring, as I know that this group will have a tremendous impact on the campus. In addition to supporting the spiritual needs of some students while the campus ministry team explores grant funding for more sustainable options, my doctoral dissertation research focused on the perceived impact of college of gospel choirs on the retention of African American students at predominantly White Universities. Therefore, I am excited about re-engaging in this work and the higher-level benefits that will be potentially realized for the campus.

You are aware that President Botstein has appointed me to serve as chair of the recently announced President's Commission on Racial Equity and Justice at Bard College. Although I am happy to serve in this role, the journey of institutional self-examination is not an easy one. It requires honest conversations, transparency, and a willingness to challenge long-standing assumptions and practices - even when the dialogue is uncomfortable to hear or experience. For the Commission's work to be effective, EVERY member of the Bard community must be willing to hold themselves individually accountable for their role in making Bard College a more welcoming environment to live, work, and learn. On behalf of this forward-thinking and strategically-focused commission, we look forward to your support of our work.

In closing, this correspondence is in no way intended to resolve all fears and concerns surrounding this national trauma. Although I and colleagues across campus will continue meeting to evaluate, refine, and create campus-wide initiatives, I fully appreciate that these actions fall short in addressing the pain that prompts the creation of a Black Lives Matter movement. However, it is my firm belief that through transparent dialogue; the ability to step outside of one's self and view issues with a more critical lens; and a commitment to a diverse, equitable, and inclusive campus, we can significantly augment the role of diversity and inclusion in institutional decision-making, thereby better equipping our graduates for success in a diverse, and at times tumultuous, world.

I look forward to your support as we collectively examine, re-evaluate, and challenge the status quo at Bard College - "A Place to Think."

Sincerely,

Dr. Kahan Sablo,

Dean of Inclusive Excellence

Pronouns: He/Him/His

Bethel College

[Responding to the Death of George Floyd](#)

By the Office of the President

Bethel community:

We reach out to each of you today with broken and grieving hearts. On Monday, May 25, a handcuffed black man named George Floyd died after being pinned to the ground with the knee of a white police officer on his neck. Three other police officers at the scene refused to intervene. Their refusal to act was a powerful demonstration of what silence and inaction in the face of brutal injustice leads to for many people of color in our nation.

For me (Jay), this brought back memories of the death of Philando Castile in 2016, when I said, "It is dangerous to be a man of color in America." Four years later, the same can be said today. It is *still* dangerous to be a person of color in America.

For me (Ross), this strikes home as I reflect on the reality that safety and risk for my black grandsons are dramatically different than they are for my white grandson. Trustee and Pastor Rod Hairston challenged us at our Board of Trustees meeting yesterday: "How would you feel if George Floyd were your son, your nephew, your father, or your brother? He is our brother. Racism is very simple: It is sin. It's that simple." And for many of you, Pastor Hairston's question isn't hypothetical. Because of the color of your skin or your children's skin, you experience trauma-inducing instances of racism every day.

Along [with our partners at Converge](#), we grieve for the families and friends of those whose lives have been taken—people like Ahmaud Arbery, George Floyd, and countless others. As truth-seekers, we are called to recognize these tragedies for what they are: evidence of systemic racism. As reconcilers, we are called to uphold the worth and dignity of all people. As Christ-followers, we are called to live out the teachings of Jesus by seeking justice for George Floyd's death.

We condemn racial and judicial discrimination in all forms. We pray for healing. And we are committed to ensuring that Bethel will be a community that works for justice, peace, and unity among all people. In the next week, the Office of Christian Formation and Church Relations will host a time for us to pray, share, and come together as a community.

Jay Barnes, President

Ross Allen, President-elect

Bates College

[Racism and Educational Mission](#)

Dear Members of the Bates Community,

As a nation, we continue to enact and re-enact race-based violence and murder. These brutal patterns are the work of centuries and decades, they are baked into the structures that define our society, and they are carried forward by the perverse intention of some and the broad indifference of many. Over the past several months we have been reminded again, in particularly painful ways — by the killings of George Floyd in Minneapolis; Breonna Taylor in Louisville; Ahmaud Arbery near Brunswick, Ga.; Tony McDade in Tallahassee; and Sean Reed in Indianapolis — of our capacity for brutal acts based on race.

On behalf of Bates College, I condemn these acts of extreme cruelty and the long history of racial injustice and violence against black, brown, and indigenous people that have made them possible and dangerously routine. Over 50 years ago, on April 9, 1968, following the assassination of Martin Luther King Jr., Benjamin Mays, Bates Class of 1920, president of Morehouse College, and lifelong mentor to Dr. King, spoke of the same pattern of violence, shock, and inaction, when he stepped to the lectern to deliver King's final eulogy:

A century after Emancipation, and after the enactment of the 13th, 14th, and 15th Amendments, it should not have been necessary for Martin Luther King Jr. to stage marches in Montgomery, Birmingham, and Selma, and go to jail 30 times trying to achieve for his people those rights which people of lighter hue get by virtue of their being born white. We, too, are guilty of murder. It is time for the American people to repent and make democracy equally applicable to all Americans.

Plainly, we have failed to heed Dr. Mays' call. As an educational institution, we have an urgent responsibility to prepare our students to be conscious, informed, and ethical actors in the world. This cannot happen unless we teach them the history and modalities of racism, equip them with the tools to fight against it, and motivate them to act for justice as they carry out their lives.

The work of racial equity and antiracism is central to our mission, and it should guide the actions we take every day as an institution and as individual members of this community. We know from our students, faculty, staff, and alumni of color, and others who care deeply about these issues that we have a long way to go to protect members of the Bates community from racist acts. We have an even longer way to go to foster a campus and culture where every student is supported for success across all aspects of their college experience and all students feel the ownership and belonging that are crucial to personal growth and transformation.

The atrocities that we have witnessed over the past several months are not, in the vernacular of 2020, merely evidence of "hot spots" of racial unrest. Events and attitudes that are the product of generations and high intention must be met with an extraordinary

depth of commitment and a determination to make, and hold ourselves accountable for, tangible progress.

The work of antiracism is difficult work. But we are committed to this work, and to making democracy, in the words of Benjamin Mays, “equally applicable to all Americans.”

Sincerely,

Clayton Spencer

[The Work of Antiracism at Bates](#)

Dear Members of the Bates Community,

In light of the national crisis arising from ongoing police killings of black people and accompanying public outrage at the ways in which we persist in diminishing the value of black lives, I wanted to reach out to affirm my personal commitment and that of the college to our faculty, staff, students, and alumni of color and to the work of antiracism.

I want to respond, as well, to members of our community who have been in touch with me recently to learn what Bates is doing concretely to disrupt structural racism on this campus, in the lives of our faculty and staff, and in the education of our students. I also want to share the plans we have now for intensifying our efforts, and how we will hold ourselves accountable for progress.

Before turning to specifics, I want to acknowledge the deep pain and hurt felt by black, indigenous, and people of color who are members of the Bates community. These are heavy times, as we find ourselves in the midst of three interlocking crises – the pandemic, the worst employment economy since the Great Depression, and race-based killings and the devaluation of black lives. Any one of these crises alone would be powerfully disorienting and fear-inducing, but taken together they can feel overwhelming, not least because each of them lays bare the same deep cleavages and profound injustices on which our society, including Bates College, is built.

Speaking with students of color over my time at Bates, I have learned again and again that I do not have the lived experience to begin to grasp the pain and isolation they feel on a daily basis as they navigate life on this campus. But I do understand that it is a serious failure when we continue to fall short in making “the emancipating potential of the liberal arts” a reality for all of our students, faculty, and the community as a whole. We know that black, indigenous, and people of color at Bates are subject to racist acts, and we know that we have not achieved a campus and culture where every student is supported for success across all aspects of their experience, and where faculty and staff from traditionally underrepresented groups are adequately supported in their professional growth and development. These failures go to the essence of our mission, and I regret that we have not

made greater progress in closing the gap between mission and reality at Bates, particularly for our students, faculty, staff, and alumni of color.

I also take it as a call to action. The issues of structural racism that Bates partakes of are long-standing and deeply ingrained, and overcoming them will depend on sustained, collective effort across the institution. In doing this work, we are building on foundations laid by others. I want to recognize the leadership, intellectual contributions, and efforts of many people who have worked at Bates over decades to create a more just and equitable environment at the college. In particular, early faculty-led efforts, in response to student interest and critique, created curricular paths that introduced important disciplinary perspectives to our campus, and challenged historic and normative traditions in the academy. These are now encompassed within Africana, American Studies, and Gender and Sexuality Studies. Many faculty and administrators, as well, served in an array of institutional roles that are precursors to the current Vice President for Equity and Inclusion, the Office of Intercultural Education, and ongoing faculty efforts to promote curricular transformation and inclusive pedagogy.

Moving forward, we will continue to center the work of equity, inclusion, and antiracism as a core institutional priority and build on the efforts that have been undertaken with particular focus and energy over the past several years. We will take the following specific actions:

- **We will ask each member of senior staff to develop a plan for racial equity work in their part of the college by September 1.**
 - This past academic year, the entire senior staff and I participated in intensive racial equity training with an outside consultant, and each member of the senior staff was charged with carrying forward racial equity work in their own organization.
 - I have asked each member of the senior staff for a report on progress to date and plans for the coming academic year by September 1.
 - We will synthesize and share this information during the fall semester.
- **We will expand racial equity training across the college.**
 - In addition to senior staff, more than a third of staff across the college (218) have participated in racial equity training over the past three years, as have 34 faculty. The goal will be to make racial equity training available to all staff and faculty over the next two years and thereafter on an ongoing basis.
 - In order to create internal capacity for racial equity education and training, I have committed a discretionary Mellon presidential grant to fund a position of “Director of Equity and Inclusion Education,” reporting to the Vice President for Equity and Inclusion. The search for this position is well advanced and we are optimistic that it will be successful.

- We are also in the process of creating a website to provide readings, videos, blog posts, and other resources to members of the Bates community seeking to learn more about antiracism.
- We took the important step of elevating our Chief Diversity Officer position to Vice President for Equity and Inclusion (VPEI), who serves as a member of the senior staff. The work of the VPEI includes assessing the campus climate and needs of the college through the lens of equity, inclusion, and antiracism, and collaborating with colleagues across the college to develop specific strategies and plans to move the work forward.
- **We will extend our efforts in curricular transformation, inclusive pedagogy, and the support of all students for academic success.**
 - Bates is one of 57 colleges and universities across the country that won a \$1 million, multi-year grant from the Howard Hughes Medical Institute Inclusive Excellence Initiative. The goal is for any student at Bates who is interested in STEM to be provided with an inclusive curriculum, support structures, and dedicated faculty and staff mentors to ensure that they have the opportunity to thrive. We received the grant in 2018 and our work under its auspices will extend through academic year 2022–23. [Our efforts and progress to date are described here.](#)
 - We have undertaken similar work in curricular transformation and inclusive pedagogy in the Humanities and Humanistic Social Sciences with the support of a \$1.2 million grant from the Mellon Foundation. That work will continue through 2024.
 - Moving forward, the Dean of the Faculty will work with colleagues to extend these efforts across the curriculum at Bates, phasing the work as appropriate, because these initiatives are very faculty intensive. The goal is to provide Bates faculty with ongoing professional development in inclusive pedagogies and evidence-based practices that lead to equitable outcomes for our students.
- **We will work actively to promote policies, practices, and structures that support faculty from minoritized and marginalized groups in their work at Bates and in their academic careers.**
 - Our hiring practices will continue to improve the ways we are building the Bates faculty for the 21st century. The Active and Inclusive Search Plan is an effective tool, and we have seen important gains in the tenure track searches over the past several years. For example, in the past five years, almost half (49%) of the new hires for tenure-track positions are black, indigenous, and people of color.

- Bates joined the National Center for Faculty Development and Diversity (NCFDD) in the fall of 2018 in response to interest and recommendations from faculty of color. We will continue the opportunity, begun last year, for pre-tenure faculty in their first or second year to participate in the year-long faculty success program offered by the NCFDD.
- The Tenure and Promotion Review Committee will begin in the fall to socialize with the faculty changes that it is considering to broaden and clarify the standards and processes for reappointment, tenure, and promotion. The call for a review of these processes reflects our desire to ensure that our standards for evaluation eliminate bias to the extent possible, recognize the importance of inclusive pedagogies, and embrace emerging fields of scholarship. The entire faculty community will have opportunities in 2020–21 to ensure that the language incorporated into our handbook is clear with respect to substance and process and reflects our shared aspirations for the faculty of Bates.
- The Committee on Personnel (COP) will continue the practice, adopted two years ago, of beginning its work each year by studying the ways that bias can be embedded in the materials used in the evaluation of faculty. The objective is to elevate awareness of bias on the COP and strive toward equitable processes for reappointment, tenure, and promotion.
- **We will extend systemic and structural change across the entirety of the student experience.**
 - The Office of Admission will continue to recruit, admit, and enroll students from historically marginalized backgrounds, building on the enrollment of two of the most racially diverse classes in the history of the college with the Classes of 2023 and 2024.
 - Our Student Affairs staff has taken the lead over the past several years in providing racial equity training for its entire staff and holding each area of its operations accountable for tangible progress. This work will be continued in the coming academic year, and it encompasses many aspects of the student experience.
 - Student Affairs departments have overhauled their policies and procedures so that they are clear and available to all students in a fair and equitable manner. These policies apply to a broad range of student support services, including Accessible Education, the Academic Resources Commons, Counseling and Psychological Services, and Health Services.
 - Equity- and inclusion-related programming has been added to a number of areas, including training for leaders of student organizations and clubs and training for student staff in residential life. Additional programming focused

on equity includes Breaks at Bates, Purposeful Work initiatives to ensure equitable access to resources and programs, and new racial equity programming as part of first-year orientation. Additionally, equity and inclusion values are being embedded in a comprehensive student leadership framework, funded by the Arthur Vining Davis Foundation, that will inform the further development of 20 leadership programs across the college.

- The Vice President for Equity and Inclusion is in the process of completing hiring and planning for the Bobcat First! Program in the Office of Intercultural Education (OIE), which supports first generation to college students across all dimensions of their Bates experience. Additionally, they will appoint a student advisory committee for the OIE that will provide a leadership opportunity for students to shape the work of the OIE as well as racial equity work across campus.
 - In the coming academic year, we will assess the Student Support Advising system with the explicit goal of improving support for black, indigenous, and students of color.
 - Leadership and staff in the Office of Security and Campus Safety have undergone multiple series of racial equity training, including training on procedural justice and de-escalation techniques. A Security Advisory Council (SAC), composed of students, has been appointed to work with the office on a range of issues, including issues of bias and racism. A number of recommendations from the SAC have been implemented, including posting student-facing policies on the website, student notifications when a report is written about a particular student, and the availability for a student to provide their account of an incident prior to a conduct meeting. In addition, the office has increased efforts related to relationship and community building with students. In the coming year, the office will undergo additional training and will invite the Lewiston Police Department to join.
- **We will fundraise, and assist students in fundraising, for efforts related to antiracism.**
 - The Bates Student Anti-Racism Coalition is a group of student clubs led by the Africana Club, the Black Students Union, and the Caribbean Students Association, with support from the Bates College Student Government and a range of Bates-recognized clubs. The Coalition has come together to initiate a fundraiser for three racial justice organizations that work to support black communities: Color of Change, #FreeThemAll, and Liberation Farms Somali Bantu Community Association. Information on how to contribute to this effort will be forthcoming from the Coalition early this week.

- Two Bates trustees will match gifts made by alumni to support a new series of Purposeful Work internships for Bates students working at organizations committed to ongoing racial justice work. Information on this challenge will be released the week of June 22.
- In addition, the financial aid challenge currently offered by an anonymous Bates donor will be expanded to match new gifts to the Benjamin E. Mays Scholarship Fund, which is a financial aid endowment fund established through a gift from the estate of Dr. Mays, with a preference for an African American student. The fund has been added to over the past 35 years through gifts by alumni, parents, and friends.
- **We will improve our support for, and engagement of, our alumni of color.**
 - In January, 2020, the former Director of the Office of Intercultural Education joined the College Advancement office to evaluate alumni engagement programs through the lens of equity and inclusion and to lead the development of programs designed to increase our support for alumni of color.
 - We will begin enacting the resulting plan at the beginning of the new academic year.

To succeed in these efforts, and particularly to create a body of progress that is greater than the sum of the parts, we need actively to seek to understand the experiences of the black, indigenous, and people of color in the Bates community. We need to talk to each other and listen to each other. We need to explore issues of inequity and injustice with the rigor we apply to other subjects. This won't happen unless we demonstrate that we are, collectively, willing to identify, acknowledge, and address issues, and that we have the commitment and capacity to repair harm and make change.

This work has always been important to Bates, it is urgent in this moment, and it is the right and human work to do. I am grateful, as ever, for your help and solidarity as we carry it forward together.

Sincerely,

Clayton

[Bates Student Government Statement/Fundraiser](#)

Dear Bates Community,

Over the course of the past few weeks, protests across all fifty states have called for equal justice and an end to racist policing within the United States. Black people and people of color are forced to fear for their lives at the hands of police, even while they are in their

own homes. This is unconscionable. As the movement sweeping our nation has demonstrated, now is the time for real action and change.

We, as an alliance of Bates Clubs, Bates' Anti-racism Coalition, are taking informed civic action. Stemming from the work of Africana, Black Students Union, Caribbean Students Association, and Student Government with support from collective clubs, our coalition is seeking donations for racial justice organizations that work to support Black communities in and around the Lewiston-Auburn area. These organizations include Color of Change, #FreeThemAll, and the Liberation Farms Somali Bantu Community Association. We ask that you join us in supporting the hard work of these organizations. If you have the means to do so, please strongly consider a financial contribution to the Bates' Anti-racism Coalition [GoFundMe](#) page. If you do not, please show your solidarity by protesting, writing to your representatives and the local police department, or having conversations in your own communities.

This international movement sparked by the murder of George Floyd has already made tremendous, unprecedented progress highlighted in the Minneapolis City Council's promise to dismantle their police department, the same department which employed the four officers responsible for the murder of George Floyd. Minneapolis, however, is just one city among many plagued by long histories of racial inequity and structural injustice, and Lewiston is no exception. The city of Lewiston has been a place of academic and personal growth for all of us. It is time that we use the values instilled in us as Bates students to promote racial justice and equality in Lewiston and the surrounding communities. In the words of the Bates mission statement, now is the time for each of us to uphold our responsibility to "take informed civic action" and be "responsible steward[s] of the wider world."

In Solidarity,

Africana

Black Student Union

Caribbean Students Association

Student Government

Earth to Bates

Environmental Coalition

Feminist Collective

Immigrant Engagement Club

International Club

Latinos Unidos
Sangai Asia
SnaggleTooth
The Strange Bedfellows
Sunshine Society
Women's Ice Hockey
Olivia Eaton
Bates Robinson Players
Women of Color
South Asian Student Association
Dance Club
2BEATS
Circus Club
Bates Outing Club
OutFront
Muslim Student Association
Bates Coding Club
Bates Builds
Cold Front
Womxn's ultimate frisbee team
Bates Dems
Jewish Student Union
College Guild
Garden Club
Bollywood Club
Bates Video Game Club (BGC)
High Altitude Ballooning Club
Men's Lacrosse

Bates Swim and Dive

[Berea College](#)

[Black Lives Matter](#)

Lyle Roelofs

Berea College stands in solidarity with the [Black Lives Matter](#) movement and those peacefully demonstrating against police brutality across the country and around the world. [Our founding in 1855](#) by radical abolitionists, the Reverend John G. and Matilda Fee, as the first interracial and coeducational college in the South underscores our unwavering commitment to equality and equity. Black lives mattered to Rev. Fee and the early founders of Berea. When the Kentucky legislature passed the Day Law in 1904, prohibiting integration in private schools, Berea College took the fight all the way to the U.S. Supreme Court because Black people would have had little chance for education in Kentucky without Berea College. The Court ruled against Berea College, and it was forcibly segregated in 1910.

Stripped of its founding mission for over four decades, the College struggled for nearly a century to reclaim an interracial heritage that includes such notable African American graduates as Carter G. Woodson – known as the father of Black history; Julia Britton Hooks, a teacher, suffragist in the fight for women’s rights, and the grandmother of former NAACP executive director Benjamin Hooks; and James Bond, the grandfather of civil rights activist Julian Bond.

Grounded in a history of activism, Berea College demonstrated its commitment to human rights through its participation in the monumental March on Frankfort, Ky., in 1964 and the Selma to Montgomery March in 1965. Throughout the past 40 years, dedicated efforts to recruit, enroll and retain a diverse student population, combined with increased hiring of African Americans in faculty and staff positions, have resulted in a campus community where nearly half of the students identify as people of color.

Still...we can and must do more. This moment calls for our support. Our history demands it.

Here are several examples of the work we’re already doing to ensure Berea College continues to live fully in its mission to educate blacks and whites together, living up to its motto: God has made of one blood all peoples of the earth (Acts 17:26). We reaffirm our commitment to interracial education, diversity, equity and inclusion, and dismantling white supremacy and systemic racism. Berea College commits to the following:

1. Increase our efforts in recruitment, enrollment and retention of African American students from Appalachia and urban areas within our enrollment territory.
2. Create an endowment to support the [Carter G. Woodson Center for Interracial Education](#) and the programs it offers.

3. Establish an endowed professorship in interracial education who is charged with creating a curriculum in interracial education that has a particular emphasis on understanding and equality among all peoples.
4. Continue to support dialogue on race and education in a bi-annual symposium. [The Carter G. Woodson Center for Interracial Education](#) would collaborate with the [Black Cultural Center](#), [Student Life](#) and the [African and African Studies department](#) to host the event, which will feature discussions on issues of equity in America and what the College and the community can do to dismantle white supremacy and systemic racism.
5. Endow the [Civil Rights Tour](#), hosted by the Carter G. Woodson Center, as an educational program that explores important locations involved in the Civil Rights movement in the American South.
6. Introduce courses in Native American studies into the Berea College curriculum to educate students about the history of indigenous people in Kentucky and throughout Appalachia.
7. Continue to support collaborative diversity, equity and inclusion initiatives through the office of the Vice President of Diversity, Equity and Inclusion.

Berea College is guided by eight [Great Commitments](#), among them one that asserts the kinship of all people. Standing in solidarity with Black Lives Matter, the College strives to uphold its commitment to creating an equitable educational community that welcomes, supports and values all members. We invite institutions of higher learning throughout the Commonwealth of Kentucky and the South to join us in our support of the Black Lives Matter movement.

Baylor University

[Our calling to act justly, love mercy and walk humbly](#)

President Livingstone's Statement on Racism and Violence

My heart is broken as I join with our Baylor students, faculty, staff and alumni in deep grief and prayer over the pain, fear, anger and injustice caused by disturbing events of racism and violence in our nation. As a Christian university, we are called to offer the grace and peace of Christ to others. These continued heartbreaking acts emphasize the great need for all of us to come together as a people, deepen our capacity for compassion and meaningfully address the systemic issues that allow them to happen again and again. Today, I joined my Big 12 Conference colleagues in releasing a statement underscoring the Big 12's core commitment of "fostering a culture of inclusivity and respect in our campus communities" and how "acts of racism and violence, no matter their origin or target, contradict this core commitment." Baylor stands with our fellow Big 12 universities in this shared commitment and in the call for "all Americans to join together in addressing matters of racism and injustice in a united, meaningful way."

From: Baylor University

Subject: Resolution on Racial Healing and Justice

Dear Baylor Family,

These are extraordinary times in our nation and in higher education, and I am honored to be the Chair of Baylor's Board of Regents as we walk through these days together. I am equally honored to be working alongside the selfless, committed Administration of our University.

Over the past months, as each of us has been fully awakened to the injustices faced daily by our brothers and sisters of color, we have been challenged to ask ourselves not only where our own personal biases have taken hold, but also where the organizations we lead and serve have opportunities to denounce racism and pursue change and a brighter future.

President Linda A. Livingstone, Ph.D., whose leadership has already yielded multiple initiatives to examine and institute systems and conversation that lead to change, has engaged the Board in vital conversations about Baylor's response and future actions. The Board has offered its full support and committed to work hand-in-hand with University

Administration to ensure Baylor is taking tangible steps to pursue equality and justice for our students, faculty, staff and all of the Baylor Family.

The Board of Regents has issued a resolution to codify its dedication to these efforts and to document the actions it will take to further the pursuit of a University committed to excellence in all things and striving to openly and actively ensure a campus community where every individual feels valued and equally a part of the pursuit of the University's mission today and for the future.

The Resolution issued by the Baylor Board of Regents may be read in its entirety below.

Working together for a stronger Baylor University,

Mark Rountree

Chair, Board of Regents

Baylor University

Baylor University Board of Regents

Resolution on Racial Healing and Justice

June 25, 2020

The mission of Baylor University is to educate men and women for worldwide leadership and service by integrating academic excellence and Christian commitment within a caring community. That Christian commitment is inconsistent with racism in any form. Baylor has an opportunity and an obligation to pursue racial healing as an expression of our Christian faith and adherence to Biblical principles of justice and love.

Baylor was chartered on February 1, 1845, by the Republic of Texas, and Baylor accordingly reflected the times in which it grew as an institution of higher education during its first decades of operation in the community of Independence, located in Washington County, Texas.

We understand and acknowledge a number of the Baptist leaders and their congregants who began moving into Texas in the 1830s, primarily from the southern half of the United States, owned enslaved persons and held racial views common in that era. These early Baptists eventually included Baylor's three founders – Judge R.E.B. Baylor, Rev. James Huckins and Rev. William M. Tryon – most members of its initial board of trustees, and several early leaders of the institution.

During Baylor's infancy, a number of University leaders and prominent individuals connected to the institution supported Confederate causes and engaged in the fight to preserve the institution of slavery both during and following the Civil War, including some serving as members of the Confederacy's armed forces.

THEREFORE, Baylor University recognizes its historic roots and initiates the process of racial conciliation.

BE IT RESOLVED that the Baylor University Board of Regents openly acknowledges the University's historical connections to slavery and the Confederacy and must pursue opportunities to inclusively explore and engage in significant conversations about this aspect of the institution's past.

BE IT FURTHER RESOLVED that the Board of Regents and University denounce racism in all its forms as being inconsistent with Baylor's Christian mission and the teachings of Jesus Christ and remain committed to instituting and promoting tangible and systemic changes to ensure fair and equitable policies and practices and to holding individuals accountable for such actions and activities that contradict such policies and practices.

BE IT FURTHER RESOLVED that the University acknowledges the need to strengthen its commitment to a vibrant, diverse campus community and will intentionally listen to those affected by racism and shall develop a plan to initiate campus-wide conversations; to take steps to increase racial and ethnic diversity of our students, faculty, staff and Administration; and to recognize the significant contributions of the Black community throughout Baylor's history.

BE IT FURTHER RESOLVED that the Board of Regents, as an extension of the Administration's important, ongoing work of racial conciliation and as part of this process, hereby establishes a Commission on Historic Campus Representations at Baylor University, an advisory committee established to provide guidance on presenting Baylor's history as the University continues working to foster an environment through which racial equality is inextricably linked to its mission, and in which students, faculty, staff, alumni and friends of color know they are valued and loved throughout the Baylor community, both on campus and in all reaches of the Baylor Family.

AND BE IT FURTHER RESOLVED that the Commission on Historic Campus Representations shall review the historical context of the University and its connection with all statues, monuments, buildings and other aspects of the campus in reference to their physical location, placement and naming, and provide observations for consideration by the Administration and Board of Regents.

AND BE IT FINALLY RESOLVED that this resolution be shared with all constituencies of Baylor University in a spirit of openness and transparency and with an expression of the Board's recommitment to providing a Christ-like compassion and dedication to equality, justice and conciliation at Baylor, throughout our state and nation and among all people.

The Baylor University Board of Regents this twenty-fifth day of June two thousand twenty:

Mark Rountree

Chair, Board of Regents

Baylor University

Members of the Board of Regents

Beloit College

[Juneteenth](#) — June 17, 2020

Brandeis University

From: Brandeis President Ron Liebowitz

Subject: Clarifying action plans to address systemic racism issues at Brandeis

Dear Brandeis Community,

I want to clarify one part of the message I sent out last week regarding the action plans aimed to address racism on our campus.

Thanks to messages I received from a number of colleagues, and a good discussion with our Faculty Senate last week, I see how my message lacked clarity and specificity when it comes to the intended composition of the groups to draft the action plans. Allow me to clarify and also apologize for the confusion.

The names listed in the memo are those who will be responsible and accountable for submitting plans to me by September 1. I had not intended to limit membership to those involved in the reporting process. I anticipate that each group of action plan leaders will invite individuals to submit ideas and develop the action plans. Mark Brimhall-Vargas, Chief Diversity Officer and Vice President for Diversity, Equity, and Inclusion, will coordinate these plans with each other and our institutional mission and values.

If someone, or a group, prefers to contribute to the action plans outside the structure I outlined in my email message, I invite and encourage them to do so. They should submit their ideas and recommendations to those responsible for each action plan, or to any office they feel is appropriate, and that office will then share the recommendations with the responsible administrators.

I am aware of the additional burdens we have placed in the past on a small number of individuals, and so I wanted the noted administrators listed in my previous email message to bear the burden of organization and the compiling of these plans. The content, however, must come from the community.

Sincerely,

Ron Liebowitz

[Standing Together Against Racist Violence](#)

June 1, 2020

Dear Members of the Brandeis Community,

George Floyd's killing was cruel, inhumane, and contemptible. The injustice of violence against black people must stop.

The history of our great university is intertwined with the pursuit of justice. Brandeis was created in response to antisemitism and bigotry. We cannot tolerate discrimination, hatred, or violence against another person based on their race, religion, or background. These values are as important today as they were at our founding.

These are not just words or noble ideas. These are principles that inspire us at Brandeis to educate, to learn, and to act.

With that in mind, I join with Mark Brimhall-Vargas, chief diversity officer, in calling for us to come together, even if virtually. In the [message](#) Mark sent on Friday, he mentioned two different events happening this week. The Heller School is hosting a conference, "[Co-Constructing Racial Justice through Life and Work](#)." And Mark will host "[Coming Together to Face Systemic Racism](#)." I hope you will join me in attending both.

As Brandeisians, not all of our experiences are shared ones. We come from different backgrounds and have different perspectives. But I know that there are some things we have in common. This includes an unwavering commitment to justice, equity, and inclusion. It includes respecting other people, no matter their background.

I hope to see you at one of the events tomorrow or the next day. Let us come together to express our commitment to ending racist violence.

Sincerely,

Ron

[Transforming our campus to eliminate systemic bias](#)

June 9, 2020

Dear Members of the Brandeis Community,

Black Lives Matter.

Last week, I wrote to all of you saying violence against Black people must stop. The killing of George Floyd by police was inhuman, contemptible, and tragic. We [gathered together virtually](#), and I heard many of you express outrage, fear, and the exhaustion of living with cruel racism in your lives and on our campus.

I said then that we must do more; we must do better.

In that spirit, I am announcing an initiative that will transform our campus and address systemic racism. I have asked key administrators to develop and submit action plans in the next 90 days.

- These action plans must include ongoing, significant engagement with members of the campus community. We must listen, and understand the kinds of systemic racism, bias, and ill-treatment experienced by Black members of our community. But we must go further than dialogue and understanding. We must rapidly move toward concrete change.
- The action plans I am calling for must be transformational, including new approaches regarding the roles and responsibilities of Public Safety, the Department of Community Living, Human Resources, Athletics, the Academy, and all of us who are charged with creating and sustaining a safe, respectful environment for learning and living.
- Action plans must be developed with broad input from diverse constituencies. Black students, Black student organizations, other students of color, other student organizations, faculty, members of each of the aforementioned departments, and other staff should all be invited to be part of the drafting process.

I am asking the following administrators to develop and submit these action plans by September 1:

- Executive Vice President Stew Uretsky, Vice President of Campus Operations Lois Stanley, Vice President for Human Resources Robin Switzer, and Director of Public Safety and Chief of Police Ed Callahan for the plans for Public Safety and Human Resources
- Vice Provost for Student Affairs Raymond Ou, Assistant Dean of Student Affairs Tim Touchette, and Director of Athletics Lauren Haynie for the plans for Community Living, Residential Life, and Athletics
- Provost Lisa Lynch, Dean Eric Chasalow, Dean Dorothy Hodgson, Dean Katy Graddy, Dean David Weil, and Vice President Lynne Rosansky for the plan for the Academy and its constituent Schools

Despite concerted efforts to address past incidents on campus, discrimination and bias continue to be issues for us at Brandeis. While we have piloted a number of initiatives, most of them voluntary in nature, across the university, we are committed to a more comprehensive approach to addressing racism in order to build stronger, more respectful relationships within the community.

Our university was founded on principles of inclusion that are as relevant today as they were in 1948. As I said at the community virtual gathering last week, we have not always lived up to our ideals, but those ideals — our values — point us in the right direction. The administration and I are committed to moving beyond “business as usual” and requesting voluntary efforts for change. We must work together to build a community that is diverse, welcoming, and free from bias and discrimination.

Sincerely,

Ron

[Clarification regarding action plans to address issues of systemic racism at Brandeis](#)

June 16, 2020

Dear Brandeis Community,

I want to clarify one part of the [message I sent out last week](#) regarding the action plans aimed to address racism on our campus.

Thanks to messages I received from a number of colleagues, and a good discussion with our Faculty Senate last week, I see how my message lacked clarity and specificity when it comes to the intended composition of the groups to draft the action plans. Allow me to clarify and also apologize for the confusion.

The names listed in the memo are those who will be responsible and accountable for submitting plans to me by September 1. I had not intended to limit membership to those involved in the reporting process. I anticipate that each group of action plan leaders will invite individuals to submit ideas and develop the action plans. Mark Brimhall-Vargas, Chief Diversity Officer and Vice President for Diversity, Equity, and Inclusion, will coordinate these plans with each other and our institutional mission and values.

If someone, or a group, prefers to contribute to the action plans outside the structure I outlined in my email message, I invite and encourage them to do so. They should submit their ideas and recommendations to those responsible for each action plan, or to any office they feel is appropriate, and that office will then share the recommendations with the responsible administrators.

I am aware of the additional burdens we have placed in the past on a small number of individuals, and so I wanted the noted administrators listed in my previous email message to bear the burden of organization and the compiling of these plans. The content, however, must come from the community.

Sincerely,

Ron

Celebrating Juneteenth

June 19, 2020

Dear Students, Faculty, and Staff,

I invite us all to join in a celebration today of Juneteenth. This year, perhaps more than in other years, it seems particularly important that we acknowledge this special day and all that it means for us.

Juneteenth celebrates the end of slavery in the United States. The date refers to the day in 1865 — more than two years after the Emancipation Proclamation was issued — when African Americans in Galveston, Texas first learned of their freedom.

The recent violence against Black people reminds us that we are still fighting racism in this country. We have come a long way since 1865, but it is clear that in 2020 we still have much work to do to combat racism and bigotry.

I recently announced a new initiative to address systemic racism on the Brandeis campus. Because I recognize that it is time to move beyond discussion and study, I have asked for a set of action plans to be submitted to me by September 1. I look forward to working with all of you to convert recommendations in those plans into tangible change on our campus.

Thank you for your ongoing commitment to justice, equity, and inclusion.

Sincerely,

Ron

Bowling Green State University

From: Pamela J Conlin

Subject: BGSU Foundation Board: Injustice anywhere threatens justice everywhere

Dear Foundation Board members,

As our country grapples with the recent events underscoring racial and social injustice, I'm sharing the following message from President Rogers, sent to our campus community this afternoon. It is appropriate to make a statement underscoring BGSU's commitment to shared respect and an honest willingness to listen, learn and evolve as a community. We have a large number of students who were looking for a response from BGSU regarding the tragic event in Minnesota, and we wanted to share this message prior to a scheduled protest that is occurring in downtown Bowling Green this evening.

Please let me know if you have any questions.

Pam Conlin

Vice President for University Advancement

President & CEO, BGSU Foundation, Inc.

From: BGSU President Rodney K. Rogers

To: Pamela J Conlin <pconlin@bgsu.edu>

Subject: Injustice anywhere threatens justice everywhere

BGSU remains committed to diversity and belonging.

May 31, 2020

Dear Pamela,

Like you, the response to the senseless death of George Floyd has filled me with many emotions, from anger to sadness. Many of our friends, families, colleagues and peers have made their voices heard or participated in demonstrations across Ohio and the nation.

The recent incident is beyond a tragedy, and it joins what seems an endless list of racism, discrimination and acts of hate that threatens the very fabric of who we should aspire to be.

I know that there is nothing I could say today that would fully heal the pain and hurt that our community, especially those of color, is experiencing. I also recognize that my background affords me many advantages. However, as president and a person who strives to be decent and understanding of others, I have a responsibility and a desire to speak up.

Our unjust and inequitable past that has scarred our nation for centuries continues to stain our present and has no place here. We must demand a different and brighter future.

I have been reflecting about just what this means for Bowling Green State University. We believe we are a community where each of us can belong. One of the many things that makes our University so vibrant is that our reach does not stop in Bowling Green or in Huron. We have students, faculty, staff, alumni and friends in Ohio, Minnesota, Georgia and beyond.

While the senseless death of George Floyd did not happen in our own backyard, it does not mean we are immune to injustice. You see, the truth is, I do not have an answer or solution, but collectively, I am confident we must try to find a way forward, and it must be more than dialogue. It will require us to take action based upon a common and shared vision for what we wish our own community to be. Together, we must meet this moment head on, and build bridges and be committed to change using a process of shared respect and an honest willingness to listen, learn and evolve as a community. We can do better, we must do better. As Dr. Martin Luther King Jr. said, "Injustice anywhere threatens justice everywhere."

Regards,

Rodney K. Rogers, Ph.D.

President

Bowdoin College

From: Bowdoin College

Sent: Thu, Jun 11, 2020 7:25 am

Subject: A Message from Clayton Rose

June 11, 2020

To Bowdoin students, faculty, staff, and alumni,

I have been involved in the work of diversity and inclusion as a white ally for thirty years—in the business world running a diversity and inclusion effort, as a mentor, in my research and teaching, and here at Bowdoin. I believed that I was doing good work, that I was making a difference. But these past few weeks have caused me to reflect on this work, and it is clear that, whatever I have done—am doing—it is not enough. Not nearly. I have come up well short as an ally, and I need to learn how to be better and how to make a more meaningful difference in the fight against racism and to the aspiration of being anti-racist. I am at work on this.

I would like to ask the white members of the Bowdoin community do the same—consider what you can do to be a better ally to make a real difference in this fight and to join me in honest reflection and in the consideration of how to change ourselves and to make change in the world. To begin, please watch two videos; they will take about twenty minutes of your time. The first video shares a powerful truth offered by three members of our faculty—Professors Judith Casselberry, Tess Chakkalakal, and Ayodeji Ogunnaike—at a gathering Monday evening on the Quad, exactly two weeks after the murder by police of George Floyd. The second video presents the thoughts, released last Friday, of four-star general Charles Brown—the new US Air Force chief of staff.

Please take the time to view these videos, and to reflect on what they say about where we are as a country and the work that we need to do individually and collectively.

As for our College, we talk proudly about preparing our students to tackle the most difficult challenges and to lead in solving the world's biggest problems. This is real. We are genuinely successful at this. But, when it comes to racism, we have not lived up to our promise.

This past November, Bowdoin marked the fiftieth anniversary of the founding of the Africana Studies Program, the African American Society, and the John Brown Russwurm African American Center. Even as we celebrated our Black alumni and students, and the community, scholarship, and programs, we acknowledged the challenges and lack of progress that have confronted Black Americans and our Black community at Bowdoin over those fifty years. The sad truth is that we have not done enough. We are a powerful, privileged institution, and we are obligated not just to stand on the side of what is right, but

to fight for it, to make it real in what goes on here and in how we educate, and to prepare our students to lead.

Deliberate, focused, and persistent commitment and action are required if we expect these outcomes to be different. With this in mind, we will start by moving forward on the following work:

- Require and support every division of the College to develop a plan for the education of its members on institutional racism and anti-racism, building allyship, and creating a more diverse work environment.
- Ask the appropriate faculty governance committees to examine how the faculty can provide robust educational opportunities for students to engage across the curriculum with the phenomenon of institutional racism, its persistence, and the inequalities, injustices, and harm that result.
- Create the mechanisms to have greater success in recruiting more Black faculty and staff, and in providing them with the opportunity to thrive and succeed. This will also be true for faculty from other communities of color.
- Create the mechanisms to have greater success in recruiting more Black students, and students from other communities of color, and give them the support necessary for success. This includes more athletes of color.
- Significantly improve the engagement and understanding of all students with the issues of structural racism, its persistence, and its outcomes.
- Create the programming to substantively engage all members of the campus community in the skills to discuss the issues of difference, race, and racism.
- Engage, educate, and collaborate with the alumni body on the work of understanding and ending structural racism and supporting anti-racism.
- Collaborate with other academic institutions in this work.
- Collaborate with state and regional partners to identify and adopt practices that address the eradication of institutional and structural racism.
- Provide the resources necessary to ensure that these measures are carried out.
- Develop specific goals and metrics with respect to all of the above, and make the progress and results fully transparent.

We will create and share a specific plan for this work by the time classes begin in the fall, and will solicit the engagement of faculty, staff, students, and alumni in the development of this plan.

We have been in this place many times before—where we see and participate in a collective cry of outrage over the horrific history and evidence of racial violence in this country, but little actually changes. My commitment is to carry out this work and I am accountable for the results. It is through progress and success in this effort that we will make clear Bowdoin's commitment to this fight, and that we stand in solidarity with our Black community—students, faculty, staff, and alumni.

Sincerely,

Clayton

Boston University

From: president@bu.edu

Sent: Wednesday, June 3, 2020 1:01 AM

Subject: Following up on Monday's Letter to the Community

June 3, 2020

Dear Friends,

On Monday, I sent a letter to the BU community to express my horror at the killings of Ahmaud Arbery, Breonna Taylor, and George Floyd at the hands of police officers and others motivated by their hatred of Black people. I tried to express my condemnation of a racist system that is deeply embedded in American life and creates an environment where the murder of Black people and their systematic exclusion from social and economic justice is a daily part of this country's existence.

Many of you read that letter and have told me I did not do a good job in expressing how I felt about this tragic situation and the state of our country. Hundreds of you spoke from the heart, and I hear you loud and clear. Talking about the return to campus in the same breath as the deaths of those individuals, as I did in the letter, was a mistake. Your concerns have pushed me to reflect on what is most important to say to you at this moment. So if you will allow me one more opportunity.

The entire Boston University community condemns what has transpired in Minneapolis and every other city where African Americans have been killed and racism has been tolerated.

The lives of our Black students, faculty, and staff, and all Black lives, matter. The deaths of Black men and women at the hands of racists should shake every other soul in this nation and make us understand and share your anger.

Racism is an affront to humanity. At universities, of all places, we should understand that by not reminding ourselves of this every day, by not assuming responsibility for its eradication, we aid and abet its perpetuation. And yes, while Boston University has taken a number of steps to fight racism and promote social and economic justice, we need to assume even more responsibility, which we will do and you will see in the months ahead.

I am sorry that I disappointed so many of you on Monday. It was the last thing I wanted to do. Like you, I am sickened by what has happened and continues to happen in our country. In my letter, I spoke like the engineer I was trained to be, trying to look ahead to a time when our community can work together to push out racism and bigotry. Today, this letter is from my heart, and my heart is with all of you who feel the dehumanizing sting of racism, and who lose a part of your own life every time a Black man or Black woman is murdered because they are Black.

Sincerely,
Robert A. Brown
President

From: president@bu.edu

Sent: Tuesday, June 16, 2020 3:21 PM

Subject: Day of Collective Engagement: Racism and Antiracism, Our Realities and Our Roles
June 16, 2020

Dear Boston University Community,

We are currently experiencing one of the most significant human rights moments of our lifetimes, as people in all 50 states and around the world have mobilized in horror in response to the killing of yet another unarmed Black person by the police. This movement was sparked most recently by the heinous murders of Ahmaud Arbery, Breonna Taylor, and George Floyd, but is also in response to the deaths of countless Black people as a result of centuries of racism and racist policies and structures. The racial disparities which undergird so much of contemporary American society have also been laid bare in the disproportionate toll the COVID-19 pandemic has had on American communities of color. As a community of individuals committed to the attainment of knowledge and pursuit of the truth, we believe it is the responsibility of the entire University community to listen, learn, think critically about, and collectively reflect upon these issues deliberately and with the seriousness they deserve. What is racism? What are the policies that animate, perpetuate, and protect it? How did we get here? How do we change the policies and practices that perpetuate racism? These questions are essential at this moment in our history. And, exploring them is a necessary first step if we are ever to successfully address systemic racism. So, to begin, we will examine, learn, and reflect.

On Wednesday, June 24, we will turn our collective attention to exploring these and other questions during a University-wide Day of Collective Engagement: Racism and Antiracism, Our Realities and Our Roles. The day will begin at 8:30 am with an opening plenary titled "A Conversation on the History of Racism." This will be followed by a series of concurrent sessions, a Town Hall led by University leaders, and multiple closing debriefing sessions moderated by staff, faculty, and administrators.

We will soon launch a website with details about the day's schedule and how to access sessions. We ask that all faculty and managers ensure that all classes, meetings, and events currently scheduled for June 24 be rescheduled on another day so that all members of our community can fully participate in these dialogues.

We look forward to coming together as a community to start what must be an ongoing conversation about this vitally important issue.

Sincerely,

Robert A. Brown

President

Jean Morrison

University Provost and Chief Academic Officer

Crystal A. Williams

Associate Provost for Diversity & Inclusion and Professor of English

Boston College

June 2, 2020

Dear Members of the Boston College Community:

The senseless death of George Floyd while in police custody has left millions in our country shaken, angry, and wondering how is it possible in our day that another black person in America could die in such circumstances. I share those feelings and questions, and I particularly ask how we at Boston College, members of an academic and faith community, can and should respond to the inhumane, racist behavior so evident last week in Minneapolis.

First, I invite you to join me in praying for George Floyd—whose brother described him as a God-fearing person and a man of peace—and for his family and all those who mourn his death. May God give them the strength and consolation they need at this time of devastating loss and sorrow.

In addition, we must condemn the racial prejudice and profound injustice leading to this latest shocking loss of a black person's life in our country. Reflecting its Jesuit, Catholic heritage, Boston College insists that everyone should be treated with dignity, respect, and grace. It is essential that all of us review our lives to ensure that we act in accord with the Gospel mandate to love God and neighbor. Hatred and racism have no place anywhere, and we are called to challenge such behavior when manifested not only in our community but also in our nation and world.

Finally, it is essential that we remain people animated by faith, hope, and love and not let frustration, anger, and violence prevail. I believe especially helpful and appropriate for us today are words in the eighteenth chapter of the Gospel of St. Luke: "Pray and not lose heart." And strengthened by our faith and bonds with one another, we must recommit ourselves to promoting a society where all have the possibility of life, liberty, and justice.

William P. Leahy, S.J.

President

June 10, 2020

Dear Members of the Boston College Community:

America today stands as a nation divided and wounded because of longstanding tensions concerning race, police conduct, and civil liberties. The current anger, division, and alienation result from long-term, systemic causes, and they call for resolution of underlying

issues through immediate and sustained action. To move forward, it is essential for everyone to acknowledge and affirm that Black Lives Matter.

For centuries, universities like Boston College have provided venues for engaging critical contemporary questions and concerns and developing effective responses. Consistent with that heritage and influenced by Catholic social teaching, we write to describe how Boston College proposes to help contribute to addressing issues related to racism and racist behavior in our country in 2020 and beyond.

First, the University will establish The Boston College Forum on Racial Justice in America, which will have two key purposes: 1) provide a meeting place for listening, dialogue, and greater understanding about race and racism in our country, especially ideas for dealing with current challenges and planning for a better future; and 2) serve as a catalyst for bridging differences regarding race in America, promoting reconciliation, and encouraging fresh perspectives. Vincent Rougeau, Dean of the Boston College Law School, will be the inaugural director of the Forum, working closely with the President and senior leadership of Boston College as well as a national board of advisors.

The Boston College Forum on Racial Justice in America will begin by hearing from the victims of racism. It will invite individuals to speak about their experiences of racism, police misconduct, job and housing discrimination, healthcare inequities, and wealth disparity to recognize these realities, honor the dignity of those who have suffered from them, and help increase empathy and understanding. The Forum will also ask community and religious leaders, government officials, and members of law enforcement to comment on their efforts to foster community building and public safety in support of the common good. Participants will be offered the opportunity to describe their hopes and dreams for the future. The Forum will sponsor speakers, panels, and seminars about key issues regarding race and needed changes in attitudes and structures. It will also encourage scholarly exploration of conditions that result in racism and racist behavior, and suggest responses and solutions.

Second, the Division of University Mission and Ministry at Boston College will offer a series of multi-faith services to pray for healing and reconciliation in our local community and nation, and implore God's help in surmounting the sins and effects of racism, injustice, and violence. BC Campus Ministry will seek to establish partnerships with faith communities in the Boston area for dialogue and neighborhood service activities, and it will initiate efforts to enable elementary and high school students to discuss experiences and beliefs concerning race, community, justice, and the future with undergraduates at Boston College. Intercollegiate athletes at BC will also reach out in new ways to youth in metropolitan Boston to build bonds and provide mentorship through sports and academics.

Third, Boston College will strive through its recently announced integration with Pine Manor College and related establishment of the Pine Manor Institute for Student Success to recruit and graduate more underrepresented, first-generation students. This Institute will build on the successes of Pine Manor College in helping students facing major challenges in

their pursuit of higher education obtain college degrees, and it will work closely with existing academic outreach programs at BC. Boston College has designated \$50 million of its endowment to support activities of the Pine Manor Institute, and it intends to seek additional funds from various sources.

Finally, Boston College will keep working to be true to its mission and values as a Jesuit, Catholic institution of higher education. It will continue emphasizing the importance of the liberal arts and sciences as well as core curriculum courses because they help students engage central issues and ideas, develop skills in analysis and critical thinking, and become more whole, more human, and more free from ignorance and prejudice. These commitments urge Boston College to work for racial justice and to create opportunities across the curriculum for students and faculty to engage in the scholarly exploration of race through a range of disciplinary perspectives. In addition, Boston College will maintain its current commitment to need-blind admission and to meeting the full-demonstrated need of all accepted undergraduate students. Doing so has enabled many underrepresented and underserved students to earn degrees at “the Heights.” The University also will continue strategic investments in such programs as the Thea Bowman AHANA Intercultural Center, Options through Education, Learning to Learn, and the Monserrat Coalition, which have helped numerous students thrive academically and personally, as evidenced by the 96% graduation rate for the most recent cohort of Pell-eligible students. Boston College has also accepted an invitation to join QuestBridge, a highly respected program involving 42 of the nation’s best colleges and universities that helps thousands of talented and high-financial need students apply and gain admission to its partner schools.

We ask you for your advice and support in regard to The Boston College Forum on Racial Justice in America and related initiatives. Working together we can accomplish great things, and help Boston College, our nation, and the world be more just and more at peace.

Sincerely,

William P. Leahy, S.J.,

President

David Quigley,

Provost and Dean of Faculties

Joy Moore,

Vice President for Student Affairs

John Butler, S.J.,

Haub Vice President for University Mission and Ministry

Bryn Mawr College

From: The Diversity Leadership Group (Kim Cassidy, President; Mary Osirim, Provost; Jennifer Walters, Dean of the Undergraduate College; Cheryl Horsey, Chief Enrollment Officer; Gina Siesing, CIO & Director of Libraries; Darlyne Bailey, Professor & Dean Emeritus, GSSWSR; Kathy Tierney, Director of Athletics; Ann-Therese Ortíz, Associate Dean for Equity, Inclusion, & Community Life; Vanessa Christman, Assistant Dean for Access & Community Development; Rod Matthews, Multimedia Services)

Date: June 11, 2020

Re: Annual Report, DEI Framework for Action, 2019-2020

We write this year's report in the context of racist killings that have taken place in the U.S. through this spring and of evidence of deep racial disparities in health outcomes and economic fallout from the COVID-19 pandemic. These each point to grave inequalities in our American systems—inequalities that have demanded attention and action for years. We also write in the context of anger expressed by many students and alumnae about racism at Bryn Mawr, and about the College's communications about the current moment of protest for racial justice.

This report represents our commitment to remain accountable for the steps we have taken to act on goals we have set for ourselves, and to acknowledge the potential that this time offers for deeper change.

The College, inclusive of the graduate programs, made building an institution-wide commitment to address structural and institutional racism a priority over the past six years. As is evidenced in the annual reports published since this time, many people on campus have worked to advance this commitment and meaningful changes are in process. We have also made mistakes or omissions in some of our efforts, and are determined to learn from them. We reaffirm our commitment to accountability—to measuring our progress, to re-examining and revising as we move forward.

The College as an institution and many members of our community have not always recognized or addressed the full extent of pain that Black students, faculty, and staff have experienced. And we now find ourselves at a new moment in the U.S. that asks us to revisit our work to redress inequities and racism, and to reconsider the role of the College in a broader social movement for racial justice. In 2019 the Board of Trustees added a commitment to racial equity part of its mission statement, and to take responsibility for elements of white supremacy culture within our institution. We are obligated to hold ourselves accountable to that goal, and to continually review, revise, and recommit to it. We must keep advancing our ongoing work as we also realize the imperative of this moment.

This is a multi-generational commitment, undertaken with diligence and urgency, but also a long-term commitment. It requires that we continue to remember that this institution,

like all others, are part of the problem; that we need and must be open to guidance; and that we cannot be afraid to look carefully at who we are.

We are sharing some early plans at the same time we release this report, and we will take care to seek input from the community. We aspire to create a shared sense of purpose. As we have seen even over the past several days in our country, our impact is amplified when we work together.

The report that follows reflects work done in the past academic year, 2019-2020, to advance diversity and equity at Bryn Mawr. The College has prioritized its work to address institutional racism and other forms of systematic disparity, and to build a more equitable community in six broad areas:

- Increasing support and services for students
- Revising faculty hiring practices to build a more diverse faculty
- Enacting equity in staff policies and practices
- Engaging and acknowledging racism and bias in the College's past and present
- Identifying structural racism and disparities across the College with help from outside experts, and pursuing change in college and departmental policies and practices
- Providing education to faculty, staff, and students on racism and other forms of systemic bias.

We want to acknowledge the effort of all of those—students, faculty, and staff—who have contributed to progress over the past year and to express our gratitude for our efforts to build a better Bryn Mawr. We acknowledge that one year of action, no matter how productive, is insufficient to address 400 years of national racial trauma or to 135 years of bias and disparities at this institution. Each year's work is nonetheless essential to redressing harms and building institutional culture and practices that serve the interests of all members.

2019-2020 Report on Diversity, Equity, and Inclusion Framework for Action

Support for Students

New Staff Appointments:

- Ann-Therese Ortíz, Associate Dean for Equity, Inclusion, and Community Life, has brought new leadership to DEI work and to the Pensby Center and its programming. In addition, she is leading a review of the Bias Incident Reporting process and has delivered training, workshops, and mediation across the College.
- Ellen Farr was appointed to the new position of Assistive Technology Specialist, and is working with students, faculty, and staff to improve student access to the curriculum.

- Joi Dallas, a new Residential Life Coordinator, served as advisor to the Enid Cook '31 Center and worked with students to develop robust programming, including Community Nights, Friendsgiving, and a virtual Legacy Day.
- Kim Taylor was appointed as Bi-College Title IX Officer in February. The College has obtained grant funding to support sexual misconduct prevention programming and Title IX training.
- Nora Woods serves in the new position of Interfaith Chaplain. She has offered individual and group pastoral counseling, support for spiritual life, and interfaith services. In addition, Pensby hired a student manager to supervise the kosher kitchen.

Student Services:

- In response to student requests, the College increased support for undocumented and DACAmented students. Dean Ortíz now serves as staff liaison for students who are undocumented, DACAmented, or from families with mixed immigration status. She is providing attention to specific needs of this community, including a central website, workshops, and outreach; offices partnering in this work include Career and Civic Engagement, which offered a career workshop for undocumented students. The College also continues to provide group and individual sessions with immigration attorneys (also available to international students), and to lobby Congress for permanent protections.
- Pensby and the Dean's Office has convened a First-Generation/ Low-Income (FGLI) Steering Committee, which created a listserv, website and blog, other means of connection, FGLI Friday Workshops, and oversaw Breaking Barriers and developing recommendations to improve our support of students.
- Pensby created a Food Pantry open to students during college breaks, and collected supplies and warm outerwear for those in need. • Access Services and its student advisory group have developed informational materials for students with disabilities. This will be an ongoing project.
- Dean Walters has initiated an Advising Review Committee to assess our approach to student advising and explore alternative approaches using a racial equity lens.
- The Counseling Services offered psycho-educational groups and workshops tailored for students with different social identities and experiences and introduced new educational and advocacy services to assist students with navigating health insurance processes.
- The Career & Civic Engagement Center ("the Center") and Alumnae/i Relations and Development launched Mawrter Connect, an enhanced networking platform launched for alums and students. An important feature of this platform was the ability for people to selfidentify around dimensions of diversity to allow for more meaningful connections in areas important to the Bryn Mawr community.

The Center is also beginning a partnership with Elivade, a networking platform for Black and Latinx students and professionals co-founded by Bryn Mawr alumna Edisa Rodriguez.

- The Center worked with AMO groups to launch the AMO Partnership Pilot Project in 2019 to bring alumnae/i to campus for events and programming that represent the diverse student body. Visiting alumnae/I are asked to meet with AMO groups during their visits. The Center fully funds this initiative.
- The Center co-sponsored a TriCo Diversity Employment Showcase and led a BMC prep event in fall 2019. In partnership with Center staff, Rachael Bacchus '20 developed a Diversity Internship Workshop.
- The Center collaborated with Access services to provide new resources about accommodations needed for internships, and to work with organizations to ensure supports for student interns.

New Student Opportunities

- The College is establishing bridge programs for medical school admission for first-gen, low income students from underrepresented groups with the Robert Wood Johnson Medical School and with Penn's Perelman School of Medicine.

Faculty Hiring and Support

Faculty Search Outcomes:

- From 2015 to 2019, the percentage of tenure and tenure-track faculty who identify as AfricanAmerican, Latinx, Asian American, Pacific Islander or Multiracial has increased from 19% to 30%. We understand that we have not made as much progress in STEM fields as in other parts of the curriculum. Provost Mary Osirim is focusing on this issue with chairs of upcoming faculty searches.
- Of the nine successful faculty searches in AY '19-20, four (44%) resulted in hiring a U.S. citizen who identifies as a person of color.
- Athletics secured a NCAA Minorities and Women's Internship Grant for the 2020-2021 academic year.

Search Practices and Education:

- Provost Osirim and the faculty Committee on Appointments changed the faculty search process to require a diversity and inclusion statement from all candidates for faculty positions.
- Using tools from the Race Matters Institute, the group reviewed and revised the description of the College and its values to communicate a commitment to inclusion.

Staff Policies and Practices

- As of May 31, 2020 and after a multi-year effort of redirecting salary increases to our lowest wage positions, the College achieved a minimum wage of \$15/ hour for all permanent positions.
- In consultation with the College's Senior Staff and as a result of our work with Race Matters Institute, Human Resources created a new comprehensive staff recruitment and hiring manual based on current best practices for inclusive job descriptions, searches, and hiring procedures that is now being used for all staff searches. As with faculty searches, descriptions of the College used in job ads have been revised to attract a more diverse pool of candidates.
- A module on diversity, equity and inclusion has been added to the supervisor training sessions. About 75% of staff supervisors have completed the training so far.

College Histories

- The College began to implement recommendations in the June 2019 reports of the Telling Histories and History Infrastructure Working Groups. Progress included:
- Establishing a Histories Advisory Committee to the President, including faculty, staff, and students
- Revising the overview of College history on the College's website to acknowledge the legacy of bias and its harms.
- Initiating discussion with Philadelphia's Mural Arts Project about options to create a memorial that tells a more comprehensive history of the College and of what has been lost by policies of exclusion.
- Plan for a new exhibit, People Who Built Bryn Mawr, to recognize underrecognized, varied and important contributions to the College by staff, faculty, and students across the past 135 years.
- Creating a single location on the College website to find resources for pursuing projects on the College's histories and digital archives of past projects
- Creating opportunities for students to engage the College's archives for scholarly projects on the College's histories, including a Praxis Course taught by Professor Ignacio Gallup-Diaz, "Telling Bryn Mawr Histories"; summer archival internships (in 2020 on the Summer School for Women Workers in Industry); and the Telling Perry Histories oral history project, overseen by the Pensby Center and Residential Life, supported by College Archives and Alumnae Relations and Development, and funded through a LITS Digital Projects grant.
- Establishing an Oral Histories Steering Group to create policies and structures to guide oral history projects and identify opportunities for training. The Black at Bryn Mawr Tour, led by Jada Ceasar '20 for the past three years, is offered by students paid by the College. The Tour is offered as part of THRIVE; for alumnae/i at Alumnae Volunteers Weekend and Reunion; at Family Weekend;

and on request of departments and other groups. For 2020-2021, the student leader will be Khari Bowman '21.

Identifying Racial Disparities and Making Structural Change

Alumnae Relations and Development (ARD):

- Made diversity, equity, and inclusion the focus of training and planning at the annual summit for alumnae volunteers, and followed up with clubs and other alumnae groups to rethink events and outreach.
- Following training with the Race Matters Institute, created an internal leadership group to review practices and policies; to create goals and metrics for outreach and inclusion for FY21; and to create structures to keep these goals top of mind for all staff
- Continued education, including a workshop with Dean Ann-Therese Ortíz.

Career and Civic Engagement Center:

- The Center annually reviews disaggregated participation data in all events, programs, funding opportunities, and appointments it offers to identify any gaps that exist and to create outreach strategies to address those gaps.
- Center staff are working to create explicit DEI strategic goals for 2021-2024 drawing on the results of a student-led project from the Advancing Diversity in Higher Education course and on tools from workshops offered by Race Matters Institute, CITE, and Dean Ann-Therese Ortíz.

Enrollment (Admissions and Financial Aid):

- The College increased financial aid for all students with demonstrated financial need. These changes included giving \$2,000 more grant aid to our lowest income students and reducing summer savings expectations for all need-based financial aid recipients.
- Undergraduate Admissions staff continued work to build equitable review processes for admissions applications.
 - All admissions officers again participated in bias training before application review season.
 - Beginning in 2020-2021, the College will use “Landscape,” a service of the College Board, to ensure that application review is done with awareness of obstacles and disadvantages faced by candidates from poorly resourced schools and communities.
- Undergraduate Admissions continues to seek new partnerships with community-based organizations (CBOs) and is developing an MOU with Evanston Scholars, a non-profit CBO in greater Chicago, to build outreach to low-income, first-generation, and students of color.

LITS:

- Focused on staff recruitment through a DEI lens. 25% of new hires in the past year have been from underrepresented groups, an increase from 20% the previous year.
- Reviewed student employment data, and made changes to student recruitment to increase awareness of opportunities for students of all demographic groups.
- Formed a DEI Working Group to prioritize and continuously take action around anti-racist professional development and building equitable and inclusive practices.

The Campaign for Anti-Racist Literacy at BMC (CARLA):

- This grassroots group (launched in 2018) of staff, faculty, and students continued developing an anti-racist framework, leading BMC to center anti-racism and encouraging action steps including: meeting with President Cassidy with considerations for the appointment of the next Provost; direct outreach to faculty to enhance participation in the Posse Plus retreat; and alignment of course proposals and evaluations with anti-racist goals.

Board of Trustees:

- The Committee on Trustees has continued to act on its multi-year effort to building more diverse Board membership and leadership.
- Beginning in spring 2019, the Board of Trustees devoted substantial time to education and to review and revision of practices using a racial equity lens. This work was led by members of its Equity and Inclusion Working Group, co-chaired by Patrick McCarthy Ph.D. '80 and Jomaira Pujols Salas '13.
 - In October 2019, the Board held a retreat on diversity, equity, and inclusion facilitated by the Race Matters Institute.
 - In February 2020, each Board committee used tools provided by RMI to review its practices and set priorities for work
 - The Committee on Trustees has assumed oversight of continued actions.

Education for Staff, Faculty, and Students

- Workshops led by expert outside facilitators took place on advising (faculty and deans); on multi-dimensional diversity in the workplace (staff and faculty); on microaggressions and microreparations, and on writing support as an equity issue (GSSWSR faculty); and on multicultural competencies in the doctor-patient relationship (Postbac Program).
- The 2020 Summer Syllabus Writing Workshop, open to all faculty, is focusing on a decolonizing framework in developing our syllabi and our classes.
- Some faculty took part in the Pennsylvania Consortium for the Liberal Arts' Faculty of Color Symposium.

- Major workshops on inclusive classrooms were postponed when the Community Day of Learning was cancelled due to the pandemic. These will be rescheduled for 2020-2021.
- The Pensby Center presented workshops for enrollment staff, deans and student life staff, LITS staff, Career and Civic Engagement Staff, Alumnae Relations and Development staff, and at New Employee Orientation.
- Pensby offered workshops and trainings for students in THRIVE, the Postbac Program, and GSAS.
- Multiple administrative departments participated in anti-bias training, including Campus Safety and Communications.
- Pensby offered book discussions and seminars for faculty and staff on racism and white privilege in the classroom.
- Several departments—including LITS, the Center for Career and Civic Engagement, and Alumnae Relations and Development—have established internal DEI teams to lead and support colleagues in continuing education and program development.
- The Student-Athlete Advisory Committee (SAAC) and Athletics Department co-sponsored a "Big Cheesecake Panel" to discuss diversity in athletics recruitment for student-athletes, coaches and staff.
- BMC and HC Departments of Athletics and PE planned workshops for student-athletes, coaches and athletics staff on unpacking anti-racism and privilege and creating an inclusive culture. These were cancelled due to COVID-19, and are being rescheduled for 2020-2021. Nevin Caple, a nationally recognized speaker, will facilitate.
- If travel conditions permit, Athletics Department staff will attend the re-scheduled NCAA Inclusion Forum

Bucknell University

May 31, 2020:

The Breath of Life

The LORD God formed the human from the topsoil of the fertile land and blew life's breath into his nostrils. The human came to life. (Genesis 2:7, Common English Bible)

Dear Bucknellians,

Over the past months we have all learned of the terrible consequences of the COVID-19 pandemic, but relatively few have witnessed or described the horror of dying from this disease. In the end, victims suffocate as less and less oxygen is available to their blood, despite ventilators and all the rest that medicine brings to bear. It will likely be many months before a vaccine is developed, and in the meantime many thousands more will die. This past weekend, we passed the 100,000 mark of COVID-19 deaths in this country. We all want to be inoculated against losing our breath — the breath of life — seeing our life slip away, crying out, perhaps, for our mothers to save us.

The awful reality of this pandemic is amplified when one considers how differentially our nation's populations suffer under its murderous grip, signaling again just how far from ideal are our health-care system, our social infrastructure, our commitment to equality, and, I'm afraid, our conception of what it means to be human. The fact that black people are more than twice as likely as white people to die from COVID-19 in this country is an appalling reminder of where we are, and where we need to be, in America.

But now we see, of course, another appalling reminder of where we are in this nation, as again we witness the senseless terror of yet another person killed because he is a black man. George Floyd lost the breath of life not over days, but over minutes. Starved of oxygen just the same, under the knee of a white law enforcement officer, he called out for his mother too, but to no avail, as his life was stolen away. This is an atrocity; there's no justification, no excuse. The question now is: Will there be justice?

For all members of our community who feel and have felt the weight of that knee upon them, sometimes for decades, and sometimes right here on our campus, we are with you. We call out those who deny the dignity, the freedom and the peace of others. And to all of the Bucknell community: It is more important now than ever that we work diligently to do what we can, where we can, to end this terrible scourge, this stain on the fabric of our nation. If education is not the answer, then what is? What are we otherwise doing here?

A few days ago I was sitting in the MLK Garden behind Vaughan Literature as my two little boys were riding their bicycles around the Malesardi Quadrangle. Staring at the bust of Edward Brawley, Bucknell's first African American graduate, I read again and again Dr. King's quote on the pedestal, which states that injustice anywhere is a threat to justice everywhere. We have to do better. As an institution, as a community and as a nation. We must do better. And the onus is on us to transform the institution, the community and the

nation. Each of us bears that responsibility differently, but our collective investment is what a community requires. I look forward to the days when we are back together, here, and can work together to build that better community, that better nation and that better Bucknell.

Sincerely,

John Bravman

President

From: President John Bravman and Board of Trustees Chair Chris O'Brien

Sent: Monday, June 15, 2020 11:17 AM

Subject: Actions to Support Diverse Communities

Dear Members of the Bucknell Community,

In recent days many of you have reached out to us personally, posted on social media, or signed petitions on Change.org and elsewhere to express your frustration and anger regarding the circumstances surrounding the brutal murder of George Floyd and the many other cases of racial injustice in our country. You have asked Bucknell to take a deeper look at how it can do more to make meaningful change. We hear you and are committed to leading the University in that work. Black lives do matter at Bucknell.

In President Bravman's Breath of Life email, we reaffirmed that Bucknell can and must do more when it comes to issues that focus on justice, equity and human rights. As an institution of higher education, we have an obligation, as our mission statement and our strategic plan clearly state, to address historical and emerging barriers to equity and inclusion and provide all students, faculty and staff the structures and programs to thrive on campus and in a diverse world. This includes overcoming racism.

In the midst of these trying times, our challenge and opportunity is to find ways to bring all members of our community together to build a learning and work environment that is inclusive in fact and not merely in rhetoric. Although our work necessarily will be extensive and ongoing, some immediate actions we are taking are as follows. Other actions will follow, including development of evaluation and reporting processes, and all will be complementary to the existing efforts of the President's Diversity Council, the Provost's office, Student Affairs and many others.

Being Heard

There are far too few opportunities for Bucknell's diverse communities to truly and authentically be heard. You've told us this many times. In the past few weeks there have

been a few such opportunities, including Zoom meetings, for which we are grateful, but we know that these must not be organized just in the wake of tragedy. We understand that if people cannot be heard, learning is impossible.

We also understand that those who hear must truly listen and strive to understand, and must include those who have the special responsibility of nurturing the University at the highest levels. To this end, the president's senior team, the Operations & Management Group (OMG), will henceforth include the Associate Provost For Diversity, Equity & Inclusion. Furthermore, the OMG will create more opportunities to listen to individuals and groups concerning their experiences at Bucknell and how our work must evolve to make Bucknell better. Similarly, and at least annually, the Board of Trustees will, as a whole, directly engage with diverse members of the community on critical issues concerning the University. These forms of engagement, and others, along with ongoing assessments thereof, will help all of us further identify actions that lead to sustainable change.

Employee Training

As part of a systematic effort to build a more inclusive and diverse environment, we will design and institute a strengthened and more permanent set of programs that address such common workplace issues as unconscious bias, search process design and systemic pay disparities. Part of this effort will be aimed at new employees and the on-boarding process, but the training and reviews we build will be required of all employees and units. Additionally, college and divisional leaders will pursue training and professional development opportunities to raise workplace awareness of racism and other forms of discrimination, and to define action steps to create a more welcoming and inclusive environment at the University. One essential component of that improvement must comprise building and retaining a more diverse faculty and staff.

Curriculum

As an academic institution, the curriculum is at the center of our mission. As Provost Elisabeth Mermann-Jozwiak said recently in a faculty and staff town hall meeting, we are committed to incorporating the study of injustice and inequality across the curriculum. We are already doing this in parts of the institution, but we can and will do better. Consistent with the call in the Plan for Bucknell 2025 to study the feasibility of a University Core Curriculum, we will include in this analysis coursework centered on the role of privilege in contemporary society. This will further the goal of developing students who, in the words of our mission statement, "serve the common good while seeking to promote justice in ways sensitive to the moral and ethical dimensions of life."

Creation of an Anti-Racism Fund

Overseen by the Office of the Provost, an Anti-Racism Fund will support campus-wide anti-racism and anti-bias efforts including but not limited to facilitator training, resource materials, curriculum development, and faculty, staff and student education and programming. Until our financial picture for the next budget year is clearer, this fund will

be seeded by a reallocation of existing resources while also becoming a designation for philanthropic support.

Search for Our New Director of Multicultural Student Services

Our current director recently announced she is leaving Bucknell for an opportunity at another institution. We immediately posted the search for her successor with the goal of filling this critical position as soon as possible.

The University's work continues to be supported by our faculty and staff partners engaged in, for instance, the Griot Institute for the Study of Black Lives & Cultures, the Center for the Study of Race, Ethnicity & Gender, and Multicultural Student Services, amongst many others. We also will continue building upon the work of the Diversity Plan as we complete its second iteration. We ask members of our campus community to take advantage of these programs and resources and the dedicated staff who, through these initiatives, continue to focus on creating a more inclusive and welcoming Bucknell. For more, please visit this website.

Looking Ahead

We want to make clear, both personally and on behalf of Bucknell, that we need to do better. We must maintain the will and allocate the resources to do all we can as a University to cultivate an academic environment that is socially just, equitable, inclusive, accessible and diverse. We will address it in our educational programs, in our teaching and scholarly work, and in our engagement and related activities. In the coming weeks and months, you will hear more from us and other members of our campus community as we continue to find collective answers to the persistent issues we all know but too infrequently recognize.

We must and will do better moving forward. And this must be everyone's responsibility. We owe it to our current students, faculty and staff. We owe it to the communities and organizations where our students become not only contributing members, but also leaders. We owe it to our future students. And we owe it to our society. It won't be easy, but it is critically important, and we all need to join the conversation and take action if we are to make progress against racism and discrimination.

Sincerely,

John Bravman, President

Chris O'Brien '80 P'18 '20, Chair of the Bucknell Board of Trustees

Brown University

Dear Members of the Brown Community,

Unjust legacies of slavery and violence rooted in anti-Black racism have beleaguered this nation for centuries. These legacies appear today in both blatant and subtle ways, and are structural, systemic and persistent. They are obstacles to equity: in education, economic opportunity, policing, health care, housing, criminal justice and more, and threaten the lives and livelihoods of Black people in this country. These conditions are not new, but the brutal murder of George Floyd and countless others in the last few months have forced global attention on the realities that people of color, and especially Black people, face and fear in their daily lives.

Brown University, with its own well-documented direct ties to the trans-Atlantic slave trade, has sought to address the enduring presence and impact of racism and bias on campus, and to contribute to discourse, policy and outcomes through education, research and service. Through the extensive and deliberate work of so many students, staff, faculty and alumni, Brown remains deeply committed to this work, and to cultivating an environment in which every person is treated with dignity and respect.

While we have made progress in diversifying parts of campus, substantial work remains specifically in addressing anti-Black racism. Universities like Brown have a role to play in dismantling systemic racism by providing pathways for equity and access, advancing knowledge and enacting change locally and globally through teaching, research and public engagement.

We are writing to share steps that Brown will take immediately and over the longer term to more effectively drive necessary change on and beyond our campus to address anti-Black racism.

First, we want to acknowledge that Friday, June 19 (Juneteenth), is commemorated and celebrated in the U.S. by many as a day that marked the end of slavery. Brown will offer this as a paid day off for Brown employees, providing time to reflect on the national climate regarding issues of race, to learn more specifically about anti-Black racism, and to think about what each of us can do individually to promote change. There are a number of resources available to support this, including those offered by the Center for the Study of Race and Ethnicity in America, the Center for the Study of Slavery and Justice, and the Office of Institutional Equity and Diversity. Essential onsite staff who are unable to take June 19 as a day off should work with their supervisor to arrange for an alternative day.

The further steps outlined in this letter are a set of initial actions the University will pursue, aligned with Brown's mission. Additionally, we know that including students, faculty, staff and alumni in identifying significant ways to effect real and meaningful change is essential for the work we will do together, and we'll develop additional action steps following a process of community engagement.

Task Force

The scourge of bias, structural racism and violence against people of color, and particularly African Americans, runs long and deep, and addressing the origins and implications on and beyond the Brown University campus requires an intensive and comprehensive undertaking. The President will appoint a Task Force to focus on anti-Black racism, which will be asked to issue a set of recommendations by spring 2021. The Task Force will be co-chaired by Vice President for Institutional Equity and Diversity Shontay Delaloe and Associate Professor of Religious Studies Andre C. Willis, and membership will include faculty, staff, students and alumni, including members appointed through a process involving the various governance bodies (SAC, GSC, UCS, MSS, FEC, BAA, etc.).

Research and Education

Central to Brown's mission is advancing knowledge, raising awareness and contributing to policy discussion, debate and change through research and education. Building on the exceptional work taking place across campus — in the Center for the Study of Race and Ethnicity in America, Center for the Study of Slavery and Justice, and in many schools, institutes, departments and centers — the University will establish a seed fund to support research and education aimed at addressing anti-Black racism and police violence. The fund, to be administered by the Office of the Provost and the Office of Institutional Equity and Diversity, will provide grants to individuals or groups from academic and administrative departments to support scholarship and programming to advance awareness and understanding, and effect policy changes related to anti-Black racism specifically, and structural racism more generally. Details for proposal submission will be shared in the coming days.

In addition, through the various centers and departments on campus, the University will sponsor programming aimed at educating our community about the consequences of and strategies to combat anti-Black racism in the U.S. and throughout the world. Professor Tricia Rose, director of the Center for the Study of Race and Ethnicity in America, will coordinate these efforts.

Educational Equity and Access

The 2006 report of the Steering Committee on Slavery and Justice underscores the importance of addressing today's legacies of slavery through education, both by expanding access to Brown and also improving educational opportunities for marginalized students in Providence and Rhode Island.

In the coming year, the Office of College Admission will launch an initiative to intensify outreach efforts to attract and recruit more African American/Black undergraduate students to Brown with the goal of admitting a more diverse student body. Brown has a vibrant Black alumni community that, as students and now as alumni, has helped shaped the institution in innumerable ways. Brown is dedicated to continuing to recruit, matriculate and graduate more African American/Black students and those from other

underrepresented demographics to ensure the institution continues to provide equitable opportunities to individuals who have been historically barred from access to higher education and to enhance the educational benefits of a diverse student body.

Brown has long and deep connections to the Providence Public School District, though engagement efforts have been diffuse and decentralized, often lacking strategic alignment with the school district's priorities and overall accountability. Over the last year, Brown has been deeply engaged in discussions with city and state educational leaders to identify specific ways for the University to support efforts to strengthen teaching and learning in the Providence Public Schools. Drawing on the expertise and resources of Brown's Annenberg Institute for School Reform, Department of Education, Swearer Center for Public Service, and other departments and centers across the University, we are developing a set of initiatives that align with the school district's plans.

These efforts will require resources. We are committing to fully fund, no later than the end of this calendar year, the Fund for the Education of the Children of Providence, which was established in response to the report of the Steering Committee on Slavery and Justice. With discussions underway with the Commissioner of Education and the new Superintendent of Providence Public Schools, details on this initiative will be announced in the coming months.

Strengthening Partnerships to Improve Opportunities and Outcomes

Brown has a long and valued partnership with Tougaloo College, a historically Black college in Mississippi. As part of efforts to respond to the current national climate and fortify the partnership, Brown's School of Public Health and Tougaloo College recently announced the Health Equity Scholars program. With the goal of expanding voices and perspectives in public health by changing the makeup of public health leadership, the scholars program will begin by admitting up to five Tougaloo graduates into Brown's Master of Public Health program this fall and in subsequent years. Scholars will receive a full-tuition scholarship, enhanced mentorship and internships focused on training the next generation of public health leaders. We will work over the coming academic year to identify additional avenues for expanding upon the Brown/Tougaloo partnership in response to current times.

Review of Campus Policing Policies and Practices

Activism locally and globally is raising important questions about policing in the 21st century. It is important that we do this on our own campus in a thoughtful and rigorous way, and engage our community in the process. Brown University's Department of Public Safety (DPS) was already scheduled for an external review this summer, and we have retained Margolis Healy, a nationally recognized campus safety and security consulting firm, to lead this comprehensive external assessment. Through this process, we will evaluate campus safety needs and consider the relevant policies, practices and organizational structure required to ensure security on our campus. The review will also consider critical questions related to the reimagining of community policing that are

responsive to campus community voices and the national dialogue around policing. The process will include information gathering from diverse constituencies including students, specifically those from marginalized groups; student organizations; faculty; staff; DPS members; and other community members.

Community Voices

We have heard from graduate, undergraduate and medical students, staff, faculty and alumni with voices of fear, anger, hope, exhaustion, urgency and duress. Many centers, departments and campus-based organizations have created forums to discuss recent incidents of anti-Black racism and violence, join in solidarity, plan protest, offer care and comfort, and become more educated and aware. The University will also convene a range of sessions organized through the Office of Institutional Equity and Diversity to hear from the community. What we learn through this process, as well as information gathered in the past, will guide our work in the 2020-21 academic year.

We have heard from so many in our community for a call to action. We bring to this effort a shared sense of urgency as well as perseverance, as there is much to be done. We will need the entire Brown community to actively work together for real and meaningful change. By doing so, we can confront the entrenched forces that have prevented progress, equity and justice. We recognize this will not be easy and at times will be uncomfortable, but systemic change is never easy. This is Brown's role and part of our mission, and thus it is our responsibility.

Sincerely,

Christina H. Paxson, President

Richard M. Locke, Provost

Barbara Chernow, Executive Vice President for Finance and Administration

[Letter from Brown's senior leaders: Confronting racial injustice](#)

As communities confront ongoing anti-black racism, University leaders wrote to the Brown community to express deep sadness and anger regarding incidents that continue to cut short the lives of black people.

PROVIDENCE, R.I. [Brown University] — Brown University's senior leaders shared the following message about confronting anti-black racism and racial injustice with the University's community of faculty, staff, students on Saturday, May 30, and with all Brown alumni on Monday, June 1.

Confronting racial injustice

Dear Brown Community,

We write to you today as leaders of this university to express first deep sadness, but also anger, regarding the racist incidents that continue to cut short the lives of black people every day.

The sadness comes from knowing that this is not a mere moment for our country. This is historical, lasting and persistent. Structures of power, deep-rooted histories of oppression, as well as prejudice, outright bigotry and hate, directly and personally affect the lives of millions of people in this nation every minute and every hour. Black people continue to live in fear for themselves, their children and their communities, at times in fear of the very systems and structures that are supposed to be in place to ensure safety and justice.

The anger comes from knowing that we have been here before, and in fact have never left. Rallies and protests across the country are raising voices about ongoing injustice in the wake of the killings of Ahmaud Arbery in Georgia, Breonna Taylor in Louisville, KY, and George Floyd in Minneapolis. As a nation, we might have thought there would be some real change after the deaths of Freddie Gray and Sandra Bland, both who died in police custody in 2015, a year in which some justice organizations reported more than 100 police shootings of unarmed black people in the United States. And this was after our nation mourned and protested the ongoing epidemic of racism with the 2014 deaths of Michael Brown, Eric Garner, Tamir Rice and countless others before and after that year.

All of these deaths “launched national conversations” about anti-black racism. And we know that so many in our community keep asking how many times these conversations have to happen before there is real change. We know there are so many in our community hurting and deeply frustrated, and things are made worse by a pandemic that doesn’t allow us to be together and is disproportionately killing black people. We have not been able to gather in some of the ways that usually unite us to build collective understanding, mourn and make calls for action.

We hope that wherever you may be, you seek to effect change in your communities in the ways that make sense for you while preserving your health and safety in this time of COVID-19. And this does not apply only to members of our community residing in the United States. Tragic and traumatic examples of injustice against racial, ethnic and religious minorities persist around the world, resulting in horrific instances of brutality, incarceration and death. Our local and national government leaders need to hear from us as individual constituents in their communities consistently and persistently on issues of racial and ethnic injustice.

As a university, we have tremendous resources in our departments, centers and institutes that can help our community and our society interrogate the persistent and deeply disturbing issues related to race, racism and police violence in America. In the weeks and months to come, we will leverage the expertise of our faculty, staff and students to develop

programming, courses and research opportunities designed to advance knowledge and promote essential change in policy and practice in the name of equity and justice.

We are a community that does not condone acts of racism, discrimination or violence. This cannot be accepted as “normal.” We must continue to demand equity and justice for all people, inclusive of all identities. And we must continue to care for and support each other, especially in this time when we are apart.

Sincerely,

Christina H. Paxson, President

Richard M. Locke, Provost

Amanda Bailey, Vice President for Human Resources

Andrew Campbell, Dean of the Graduate School

Russell Carey, Executive Vice President for Planning and Policy

Barbara Chernow, Executive Vice President for Finance and Administration

Cass Cliatt, Vice President for Communications

Shontay Delaloe, Vice President for Institutional Equity and Diversity

Joseph Dowling, Chief Executive Officer, Investment Office

Jack Elias, Senior Vice President for Health Affairs, Dean of Medicine and Biological Sciences

Eric Estes, Vice President for Campus Life and Student Services

Eileen Goldgeier, Vice President and General Counsel

Sergio Gonzalez, Senior Vice President for Advancement

Marguerite Joutz, Chief of Staff and Assistant to the President

Larry Larson, Dean of Engineering

Bess Marcus, Dean of the School of Public Health

Kevin McLaughlin, Dean of the Faculty

Jill Pipher, Vice President for Research

Bill Thirsk, Chief Digital and Information Officer

Michael White, Chief Financial Officer

Rashid Zia, Dean of the College

Brooklyn College

[Enacting an Anti Racist Agenda at Brooklyn College](#) — July 2, 2020

California State University, Fullerton

To Our Legacy Leaders Across White America:

I write at my wits' end and with exhausted patience. I write on behalf of those who do not have the privilege to worry about their patience draining as they watch the news or their wits thinning as the next hashtag emerges; instead, they are, as they must be, focused on their blood draining in the street and the air thinning in their throats as they are shot down and suffocated under the knees and at the hands of the very people who are sworn to protect and serve them — all while white America watches it unfold, too silent and too much waiting in the background.

Yes, my heart breaks for our nation and the sickness that is the systemic racism and white privilege that we, you and I, as a people, are allowing at an incalculable cost. But in this time and space, it is not *my* heart that matters. It is the hearts of black moms seeing a video of another black son crying out for his mother as his life slowly drains from his body. It is the heart of the man disrupted from bird watching by a woman whose 911 call is riddled with a weaponizing subtext that anyone who looks like him knows all too well. And sadly, it is the hearts of all parents who send their black and brown children into the world every day, terrified that their son or daughter could be next.

While I do not pretend to fully grasp or understand the weight of this constant terror that people of color in our nation live with (and often die under), I can use my unearned privilege to call out a system that seems institutionally designed to have human beings imprisoned or murdered for doing just about anything — walking, jogging, driving, wearing a hoodie, and yes, birdwatching — while black. And to borrow Nancy Armour's words from her recent *USA Today* column, when I say "privilege," I am not referencing the economic sense, although that is real and tragic in and of itself. I am naming the privilege that is the "ability to go about daily life without being judged at first sight or having the innate fear that your mere existence will bring you harm." And if we do not believe that privilege exists or cannot recognize it, then we are not only a perpetuator of a system that benefits us, we are a real and actual danger to people of color.

To be sure, in the midst of the COVID-19 pandemic and what it has brought to bear on us at California State University, Fullerton and our leadership team — and all it has wrought and imprinted upon us as a nation and all leadership teams — it would be easy to miss or dismiss the events that reveal the true plague upon our communities. But my heart, my faith, and my God will not let me do that, and I feel certain that I am not alone among my colleagues. I feel sure that many are similarly disgusted, incensed, and moved to tears by what is rearing its visage in our communities, wreaking havoc in our institutions, and playing out upon the streets of our country.

To those allies I say we need to not just be moved to tears, but to action. To not just wring our hands, but ring the alarm. To not just stand by, but stand up. To not just talk about the

issue, but know when to shut up and listen to those whose lives are upended by it. To not just whisper in shaded corners, but shout out from whatever platform we have been given.

Indeed, there comes a time when inaction reveals more than betrayal of principle. It portends complicity and acquiescence, if not quiet permission. That time is long past due. These black and brown lives are our students, our future, our Eden. If we do not hear their cries, listen to their lived experience, and step out and stand up for and with them, we will surely perish ourselves as a people and as a nation. For one need only click on the television or social media to see that the ties that bind us as Americans are fraying and the bonds that quilt us as a people are at their ridged limit.

I write only after direct communication with multiple leaders of our black community in and around Orange County. Leaders like Dr. Thomas Parham, Dr. Ivan Pitts, Dr. Ralph Williamson, Dr. Dawn Person, Dr. Soraya Coley, and Lt. Col. Ron Coley (Ret). I write only after listening to what they say must happen; that *all* leaders in this nation — not just black leaders but *all* leaders — need to stand and be counted, to step up and out, to speak truth and work for systemic change.

And so I write to you, calling you out as I do myself. We, each of us, are in positions of leadership, positions of privilege, positions of influence. We tolerate, enjoy, and dare I say defend, the paradigms and institutions that have at their very inception insidious whiffs and seedings of racism and privilege for some at the expense of the other.

To you (to us) I say, it is time. It is past time. Time is up. We must face who we are, how we live, what we allow and turn our faces from. To do so is not traitorous or heretical any more than a peaceful black knee bending in protest of a murderous white knee is unpatriotic or un-American. On the contrary, kneeling with, standing for, and speaking out on behalf of our black and brown communities is not only the very definition of patriotism, but what we must do with greater courage and conviction if we hope to see the human spirit endure.

It seems that we have been put here with purpose and, for some of us, with privilege. Can we recognize our purpose and use our privilege to effect change? Can we do so not just in our classrooms and boardrooms, but in our streets and parks? Not only among our students, faculty, and staff, but throughout our communities? Not only in our heads, but in our hearts?

We often talk of existential threats. I say we have met that threat and it is clear. It is staring us in the face, reflecting in the mirror, smirking at us on video screens, rising from the shadows of persecution with the stench of marginalization and manipulation, ignorance and complacency, privilege and power.

Unchecked it has and will again shoot someone as they jog in the street, choke someone to death as others beg for empathy, or call the police with a false charge in the hope that similar atrocities befall another innocent person of color – and no one will stop it.

I want to stop it. Our black and brown communities want to stop it. I am sure in my heart you want to join us in stopping it. Now and forever.

And so I ask, might we begin to talk as a people to bring that dream to fruition? Might we talk of action to change; of stepping up and speaking out? Might we as leaders seek, no, demand a national convening, a renewed dedication, and a reaffirmed determination to face this enemy; to

root out this insidious institutional racism; to exhaust privilege and give way to justice, equity, humanity? Will you each commit aloud to this? Will you join me? Will you seek out, organize and galvanize with our communities of color to face this challenge; come together at the local, state, and national level; lend your name, character, reputation and, dare I say privilege, to this effort? Will you?

Please?

Sincerely,

Framroze M. Virjee, JD

President

California Community Colleges

Chancellor's Office

June 5, 2020

Dear California Community College Family,

With the goal of improving outcomes for all of our students, over the past three years we have been committed to implementing the *Vision for Success* reforms with equity at the core of our work. Over the past three months, this system has mobilized to help 2.1 million students in the middle of a global pandemic. With equity at the forefront of decision-making, our faculty, staff, student leaders, administrators and trustees have responded with resources such as, Wi-Fi, laptops, hot meals, emergency loans and online education for our students. Most recently, our system and our students are hurting and they are outraged because of the systemic racial injustices that still exist in our country. In this moment, we need to use our positions of privilege, influence and power to make a difference.

More than 69 percent of our students identify with one or more ethnic groups—this means that we serve the most diverse student populations in all of higher education. On Wednesday, the Chancellor's Office hosted a "Call to Action" webinar. Chancellor Oakley and system leaders called for our system to actively strategize and take action against structural racism. We cannot say that we are equity champions and be afraid to have open dialogue about structural racism. In this webinar, Chancellor Oakley called for action across six key areas that will require their own work plan and all of you to help us implement and hold us accountable. Specifically, the "Call to Action" asks for our system to mobilize around:

1. **A System wide review of law enforcement officers and first responder training and curriculum.** Our system trains the majority of law enforcement officers, firefighters and EMTs in California. We have an opportunity to transform our communities by leading the nation in training our law enforcement officers and first responder workforce in unconscious/implicit bias, de-escalation training with cultural sensitivity, and community-oriented/de-militarized approaches. This work must be led system wide in partnership with the Academic Senate for California Community Colleges (ASCCC), faculty at our colleges, Career Technical Education Deans, workforce education practitioners, local communities and key stakeholders such as the Commission on Peace Officer Standards and Training (POST).
2. **Campus leaders must host open dialogue and address campus climate.** The murder of George Floyd, ongoing violence projected in the news, increased unemployment, poverty and inequality impact every single community. Now more than ever, our students, faculty, staff and administrators need to feel a sense of agency and must have open and honest conversations about how we come together as an educational community to keep building inclusive and safe learning environments. Our campuses already use surveys, focus groups and town halls to

address campus climate, but building community virtually requires new strategies and tools. This work must be led by our campus CEO's/Presidents in partnership with district trustees, campus police, chief student service officers, campus student leaders and their community.

3. **Campuses must audit classroom climate and create an action plan to create inclusive classrooms and anti-racism curriculum.** As campus leaders look at overall campus climate, it is equally critical that faculty leaders engage in a comprehensive review of all courses and programs, including non-credit, adult education, and workforce training programs. Campuses need to discuss how they give and receive feedback and strive to embrace the process of feedback as a productive learning tool rather than a tool wielded to impose judgment and power. Faculty and administrative leaders must work together to develop action plans that provide proactive support for faculty and staff in evaluating their classroom and learning cultures, curriculum, lesson plans and syllabi, and course evaluation protocols. Campuses also need to look comprehensively at inclusive curriculum that goes beyond a single course, such as ethnic studies, and evaluate all courses for diversity of representation and culturally-relevant content. District leaders should engage with local faculty labor leaders to review the tenure review process to ensure that the process promotes and supports cultural competency. Additionally, districts should be intentional about engaging the experiences, perspectives and voices of non-tenured and adjunct faculty in the equity work of the campus. This work must be led in partnership with campus CEO's/Presidents, college faculty, chief instructional officers, chief student service officers, the ASCCC, the Student Senate for California Community Colleges (SSCCC) and campus student leaders.
4. **District Boards review and update your Equity plans with urgency.** It is time for colleges to take out their Equity Plans and look at them with fresh eyes and answer the question of whether it is designed for compliance or for outcomes. College leaders, both administrative and academic, must have candid conversations about the limitations and barriers to pushing their equity plans and agenda further, and where there are opportunities and support to accelerate the work. Colleges will need to pull together a cross-campus team, including research, human resources, technology, faculty, support services, classified staff and others to focus on naming the barriers, identifying solutions, and then rallying the full campus to engage in meeting the needs. Equity plans must take into consideration the non-credit and adult education students, who consist of close to a million students in our system, and make up some of the most vulnerable and socially disadvantaged groups. We have all seen campuses do what was previously considered impossible as they responded to COVID-19; it is time to channel that same can-do attitude and community resolve towards addressing equity and structural racism. This work must be led system wide in partnership with district trustees, CEO's/Presidents and all campus leaders at all levels.

5. **Shorten the time frame for the full implementation of the Diversity, Equity and Inclusion Integration Plan.** In 2018, the Board of Governors of California's Community Colleges (Board) mandated that our system create a plan to address diversity, equity and inclusion (DEI) in our workforce and learning environments. This work culminated in a unanimous vote September 2019 where the Board adopted a new system wide statement for DEI that impacts the mission of our system, the Equal Employment Opportunity (EEO) reports submitted by our districts and funding allocations for EEO funds. In addition to a new statement, the Board approved the DEI Integration Plan with a call to fully implement 68 recommendations over the next five years. Our system cannot afford to wait 5 years. The Chancellor calls for the Chancellor's Office DEI Implementation Workgroup, the statewide representatives in the Consultation Council and campus leaders to mobilize to implement all tier 1 recommendations in the next 6 to 12 months and to act with urgency to implement tier 2 recommendations.
6. **Join and engage in the Vision Resource Center "Community Colleges for Change."** As an educational community, we all need to continue to invest time to learn. The Chancellor's Office has created a virtual community in the Vision Resource Center where content, dialogue and modules will be uploaded. Visit visionresourcecenter.cccco.edu. After logging in, under the "Connect" menu, visit "All Communities" and look for "Community Colleges for Change". Select the community and then click "Join Community" to access the content. This site is open to our entire system.

This call to action does not end here. Our work has just begun. Similar to the Guided Pathways work you have been engaged in, it will take all of us to host honest conversations, call out structural barriers, present solutions and continually measure our progress to hold ourselves accountable for making progress. We invite you to continue to learn with us. Several of you have already emailed us to get access to the webinar recording and resources mentioned by several of the "Call to Action" webinar speakers. Below is a list of those materials.

June 3, 2020 "Call to Action" Webinar recording:

https://cccconfer.zoom.us/rec/share/ovNrIr_eyJGVJbdLAYkXQdaUgOq7seaa8gyMc-6VeyBz9P_Ku-NHJIQb3iV8uZ3Xt?startTime=1591200002000

Diversity Equity and Inclusion Legislative Report and Integration Plan:

[https://www.cccco.edu/-/media/CCCCO-](https://www.cccco.edu/-/media/CCCCO-Website/Reports/CCCCO_DEI_Report.pdf?la=en&hash=69E11E4DAB1DEBA3181E053BEE89E7BC3A709BEE)

[Website/Reports/CCCCO_DEI_Report.pdf?la=en&hash=69E11E4DAB1DEBA3181E053BEE89E7BC3A709BEE](https://www.cccco.edu/-/media/CCCCO-Website/Reports/CCCCO_DEI_Report.pdf?la=en&hash=69E11E4DAB1DEBA3181E053BEE89E7BC3A709BEE)

Webinar series by A2MEND. Join this Saturday June 6th at 11 a.m.

<https://twitter.com/A2MEND2006/status/1268630853002747904>

Panelist recommended articles and books: The Racist Roots of American Policing: From Slave Patrols to Traffic Stops

MappingPoliceViolence.org

"When Police Brutality Has You Questioning Humanity and Social Media is Enough"

How to Raise a Black Son in America

Between the World and Me by Ta-Nehisi Coates

75 Things White People Can Do for Racial Justice

The Conversation We Must Have with Our White Children

White Fragility: Why it's So Hard for White People to Talk About Racism by Robin J. DiAngelo

On behalf of our 2.1 million students and the 131 employees in the Chancellor's Office, we thank you for joining us to learn, listen and act. Together we are a stronger, more courageous, and creative community.

In solidarity,

Eloy Ortiz Oakley, Chancellor

Marty Alvarado, Executive Vice Chancellor of Educational Services and Support

Paul Feist, Vice Chancellor of Communications and Marketing

Barney Gomez, Vice Chancellor of Digital Innovation and Infrastructure

Dr. John Hetts, Visiting Executive of Research and Data

Marc LeForestier, General Counsel

Dr. Daisy Gonzales, Deputy Chancellor

Dr. Aisha Lowe, Vice Chancellor of Educational Services and Support

Kelley Maddox, Vice Chancellor of Internal Operations

Lizette Navarette, Vice Chancellor of College Finance and Facilities Planning

David O'Brien, Vice Chancellor of Governmental Relations

Sheneui Weber, Vice Chancellor of Workforce and Economic Development

Caldwell University

June 3, 2020

Dear Members of the Caldwell University Community,

It is with a heavy heart that I write to you today. In the course of the past few painful days and months, we have witnessed the horrific and senseless killings of George Floyd in Minneapolis, Ahmaud Arbery in Brunswick, Breonna Taylor in Louisville, and countless other people of color who died because of what they look like. It is a tragic reality that the sin of racism, which began over 400 years ago in the United States, remains with us today and is an insidious systemic reality in our society.

Racism is a social evil and conflicts with our university's Catholic Dominican values. As the U.S. Catholic Bishops expressed in a statement issued on May 29, 2020: "People of good conscience must never turn a blind eye when citizens are being deprived of their human dignity and even their lives. Indifference is not an option." We painfully witnessed the indefensible death of George Floyd at the hands of an officer who swore to protect the public's safety. We cannot in good conscience remain indifferent to the abuses that people of color endure regularly in our country.

We acknowledge the cumulative pain and trauma that these experiences bring, especially to those members of our community who time and again disproportionately bear the weight of racism. We are united in our fundamental belief that all people possess dignity and deserve respect, and we will not remain silent when any member of our family is harmed.

Together, we will draw strength to face these larger societal challenges, informed by our Catholic and Dominican mission and identity and our value of inclusiveness. We regret that the pandemic does not allow us to gather in person as a community to connect, support, pray and educate each other. However, Caldwell University stands with and offers condolences to the Taylor, Arbery, and Floyd families and the individuals and communities impacted by their deaths.

As a Caldwell family, we embrace the core value of 'community'; I encourage you to reach out in support of our students, colleagues and neighbors of color who are, without a doubt, feeling the weight of these tragedies. Please let them know they are not alone. Please do not be silent, but speak up for what is right.

For students who may find themselves struggling over these tragedies, please know that Caldwell University's Counseling Services is available to you. You can email a counselor at counseling@caldwell.edu for free and confidential assistance. Tele-counseling services are available.

Similarly, staff and faculty can receive counseling by contacting Caldwell University's EAP, Aetna Resources for Living; information can be found on the Benefits section of the Human Resources website page.

Let us stand together as a community to repudiate the racism that ravages the dignity of human life. Let us live out the core values of Caldwell University.

Sincerely,

Nancy Blattner, Ph.D., OPA

President

California Institute of the Arts

Dear Alumnx and Families,

We are sharing the following message, which was sent today to students, faculty, and staff from President Ravi Rajan.

Dear CalArtians,

We've begun the fall semester with the U.S. society facing a historic inflection point. In this moment, just before an important election, so much is coming to the fore, including this society's longstanding problem of implicit cultural bias based upon race and gender.

As President, I implore each of us to ask two questions: How will we confront the structural, systemic, and societal bias threaded through our communities, and how will we honor our commitment to eradicate it?

At CalArts we haven't yet fully lived up to our aspirational values of access, equity and inclusion. These values present for us, as for society, eternal goals -- things for which we have to continually strive. Moving forward we must do this work with intent, strength and conviction -- because we know that for many artists from underrepresented and minority backgrounds, joining the CalArts community remains opaque, or out of reach.

To be fair, inclusion, diversity, equity, and access work has been part of the CalArts community for many years. Individual Schools and programs have had various initiatives over many years. The Institute hired its first Campus Diversity Officer in 2009. Together as an Institute, in the past three years we've conducted the first Campus-wide Climate Survey; aligned support for the Black Arts Collective and other student identity groups with ongoing institute diversity work; conducted a Gender Pronoun Initiative; created direct access to the diversity officer with a private email account at diversityissues@calarts.edu; supported the entire student body's participation in national and local justice movements (ex. Black Lives Matter protests and voter registration); and hosted listening sessions [virtual] for students from underrepresented, underserved, and minoritized populations.

But as an Institute, we need to do more. We will do more. We will strive to include and create more access in ways that increases both representational and experiential diversity at CalArts, and thus in the world's art-making communities.

Launching 'IDEA'

This year I'm announcing a major initiative to help jump start our pursuit of inclusion, diversity, equity, and access: an IDEA Cooperative led by the Office of the President. This vital effort will begin in the fall semester, and continue on after, working to bring together and expand the things we have been doing, while fostering additional new initiatives.

Crucially, the structure of this collaborative is geared so that we can work together -- to allow us to better identify, foster, and spotlight the steps we must take to keep building an inclusive, anti-racist community, together. Our undertaking must make these conversations and measures more transparent, a criticism we have heard from students and alum. It should ultimately facilitate more access to sustainable financial support for IDEA work through grants, philanthropy, and open budgeting via the Institute's established processes.

It is my understanding that some inclusivity efforts in the past were not Institute-wide and may not have had broad leadership support. Thus, the IDEA Cooperative begins with the full support of the Institute's entire leadership -- the CalArts Trustees have authorized up to \$300,000 to be used from the Crisis Mitigation Reserve for the cooperative's initial start-up costs, and will look for a clear delineation of the ongoing financial commitment for this work in any future annual budget proposed to them.

To ensure ongoing sustainability, the Institute must first perform a rigorous self-evaluation to identify any practices, structures, or individual behaviors that enable racism, sexism, or cultural, civil or social inequity. This first comprehensive "IDEA Assessment" will commence and complete this academic year, paving the way for an action plan to be formed that works to root out these practices, a set of actions to be followed by subsequent assessments so we can gauge our progress.

The action plan that results from this first IDEA Assessment must include some things we already know and have heard from the community. Importantly, it should lay-out the development and oversight of a specific process to address issues of discrimination under Title VI of the federal Civil Rights Act. The quality and quantity of these issues of discrimination in the past few years compel us to do so. Likewise, the plan must continue to support our earnest efforts to build relationships with communities where we have had no, or only limited, ties, including underrepresented racial and ethnic groups.

This year's IDEA Initiatives

At this time of extraordinary financial pressure, this budgetary direction by the Trustees is no small commitment. As we put these resources in motion, Dr. Eva Graham, Title VI & Diversity Officer, will begin to use the title of Director of IDEA Programs. This year, our IDEA work will include the following key initiatives:

- **IDEA Assessment of CalArts:** This evaluation, led by Dr. Benjamin D. Reese Jr., will identify seen and unseen structures, systems, practices, and traditions of bias, racism, and inequity within our community. It will include how we assess and advance our curriculum and pedagogy, the nomenclature we use, and our systems of governance and organization - including all Institute policies and practices. It will make note of cultural racism in the artistic practices represented and taught at CalArts, and the way we structure that work. Dr. Reese is one of the foremost experts in institutional issues of diversity, equity, inclusion, and racist structures and cultures in higher education. For 23 years he was the leader of diversity for Duke University. He has over 50 years' experience in the fields of implicit bias, systemic and structural racism, and diversity, equity, and inclusion strategy, and has worked with over 50 colleges and universities in North America, most recently for Yale University and the University of Wisconsin System, to conduct broad assessments of their DEI work.
- **Leadership and Trustee Training:** Dr. Reese will also work with CalArts leadership and Trustees to ensure they understand diversity, equity, inclusion, bias, and structural racism, and their responsibilities as leaders to dismantle any and all white supremacist structures that may exist here.
- **Title VI Discrimination Complaint Process:** Dr. Reese also will assess our current processes and recommend a more transparent, central system to resolve discrimination complaints related to Title VI issues of race, color, or national origin.
- **Ongoing Faculty and Staff Training:** Starting this year, a systematic training approach will center on unconscious and implicit bias; structural racism; and inclusion, diversity, equity, and access. Dr. Bryant Marks and Dr. Tricia Rose will help us with this training, with Dr. Marks to conduct educational and training sessions on implicit bias directly with students and employees. He is a former senior advisor to the White House under President Barack Obama and founder of the National Training Institute on Race and Equity. Dr. Marks also will partner with Provost Tracie Costantino, faculty, and staff to create media that engage with understanding implicit bias – similar in nature to projects with the U.N.'s HeForShe initiative and the World Resources Institute.

Dr. Rose will work on implicit bias and racist structures with faculty, create a repository of resources, and help us foment shifts in hiring practices that promote meaningful representation and cultural change. She is Chancellor's Professor of Africana Studies and Director of the Center for the Study of Race and Ethnicity in America, both at Brown University.

- **A Strengthened Focus on Indigenous Communities:** In the spring we will seek to retain an expert who has experience in academia, is from an Indigenous heritage, and has experience directly working on programming and relationship building with Native nations. This person will embolden our work with and for Native American Indian communities and artists; help introduce new expertise in Indigenous studies; strengthen relationships with native communities; and build financial support to help Indigenous artists become a more active, present part of CalArts. This emphasis will include expanded educational opportunities for Native American students and their communities.
- **Future Arts Leader Development:** Through a partnership with the Posse Foundation and its founder, MacArthur Fellow Deborah Bial, we'll seek to create the nation's first Arts Posse. This leadership program for undergraduates will prepare a representationally diverse set of leaders and decision-makers in the arts sector, and support this CalArts Posse through significant financial aid and leadership programming for their entire undergraduate experience that follows the Posse model. Thanks to a grant made possible by the Andrew W. Mellon Foundation and Posse board Chair Brad Singer, we will begin work this year toward being able to recruit the first Arts Posse for fall 2022.

Ensuring Accountability and Commitment

Ensuring we're accountable to ourselves through this work will be critical. To that end, we'll create an **IDEA Task Force** that I will assemble and that includes both internal stakeholders from our faculty, staff, students, and trustees, and external ones with expertise at the intersection of race and other critical issues for our community, such as immigration, or indigenous studies. This task force, previously announced this summer, will meet quarterly on an ongoing basis to review the IDEA work of the Institute that took place in the previous quarter, and ensure that the Institute is making progress towards better living our values. The Task Force will do this through frank recommendations that will be published publicly to all. Transparency and accountability are paramount in this work.

Inclusion and social justice aren't just goals – they're our identity as CalArtians. We must strive to do as much as we can to live up to the reimagined [mission](#), values, and strategic framework we adopted in March. Being accountable to our core principles won't always be comfortable, but we must recognize our mistakes when we make them and explore ugly truths -- past, present, and future -- if we hope to move forward. We must be able to show progress in this both representationally and culturally.

Ultimately, we seek to become a global model for inclusive artistic development, artistic

study, and anti-racist cultural production. Through our work, we have the potential to raise unheard voices, broaden dialogue, introduce revelatory narratives, and do no less than transform society. Together, we can stand to intensify CalArts' outsized impact on art-making all over the world.

I believe that, in this moment, history calls us to this urgently, as does our collective conscience. It's my honor and privilege to undertake this essential work together with each of you. Expect updates and opportunities for participation in the days to come.

With gratitude,

Ravi

Ravi Rajan
President

California State Polytechnic University, Pomona

A Message from President Soraya M. Coley

May 30, 2020

Dear Cal Poly Pomona Community:

The murder of George Floyd and the senseless brutality of this tragedy has again laid bare the deep racism that persists in our country.

Like many of you, my sadness and outrage are fueled by an accumulation of grief. I grieve for George Floyd – for Breonna Taylor – for Ahmaud Arbery – and for all those victims we have come to know in recent years, as well as those whose names we have forgotten or never knew. Racism continues to be the defining wound deep within our society. Make no mistake, all of the individuals named above would be alive today, except that they were African American.

We cannot simply pause from our regular lives and daily routines to reflect on the lives lost, as we so commonly do when there has been a national tragedy. To be sure, in these fraught times there is much that occupies our minds – and it can be convenient to conclude that such killings are “awful” or “shameful” or to feel sympathy for families and loved ones affected – and then to resume our daily lives. But that is not sufficient!

For many, these deaths are profoundly personal, acutely evoking painful memories of our own lived experiences and the emotions that are associated with them. We reflect on these life-ending events, faced with the harsh reality that it could have easily been us or those we love.

The words of Martin Luther King Jr., written from a jail cell in Birmingham, Alabama in 1963, continue to have tremendous resonance for the work before us: “We will have to repent in this generation not merely for the vitriolic words and actions of the bad people but for the appalling silence of the good people.”

As an institution committed to educational opportunity for all, diversity and inclusion, and global and social responsibility, I take great pride in the knowledge that Cal Poly Pomona refuses to be a community of “good people” who exhibit “appalling silence.” Indeed, we defy the silence with our literal voices as well as the figurative voices sounded by our teaching and learning and by our unapologetic assertion of our CPP values. Our students, our faculty, our staff, and our communities expect that our values — our regard for humanity and each other — will consistently be reflected in our work, our teaching, and our engagement with one another.

We must continue to demonstrate, uphold and advance these values — now, more than ever — as the character of our country and our collective care for each other are being challenged. This is a time to reflect honestly on the history of our country and those pivotal

moments when words, actions, and deeds have aligned to truly deliver on the promise of *equal and fair treatment – of respect and dignity for all*.

I ask you to join me in recommitting to the values we hold most dear and to carrying out the deeds that make those values a reality for ourselves, our communities, and our nation.

Sincerely,
Soraya M. Coley, Ph.D.
President

Carnegie Mellon University

[Confronting Racism in Our Society](#)

A statement in response to the deaths of George Floyd, Breonna Taylor and Ahmaud Arbery

Dear Members of the CMU Community,

Even as our nation struggles to recover from the COVID-19 pandemic, we continue to bear witness to the reality that systemic racism and injustice pervades our society. The deaths of George Floyd, Breonna Taylor and Ahmaud Arbery are but the latest examples of violent and dehumanizing acts of racism across the country. I am heartbroken and outraged by these tragedies, and I know that the CMU community around the world shares my concern for the victims' families, and for those in our community who are most impacted by these hateful acts. Please know that we see you, we care about you and we are here for you.

While I recognize I cannot fully understand the pain, anxiety and fear these events inflict on Black and African Americans, including many in our own community, I know that it is up to each one of us – no matter our background – to confront and dismantle racism and injustice wherever they exist.

At times like this we must reflect on what we can do to make society, including our own community, more just. It would be inadequate to restate our commitment to respect, value, and foster diversity, equity and inclusion across our community. We know we have much work to do to live out these values at Carnegie Mellon. Learning about each other's lived experiences; engaging with and supporting colleagues; challenging injustice when we witness it; and, especially, actively listening to each other will truly help us build the campus climate we seek.

Uniting in the face of challenging times is the Carnegie Mellon way. Acts of solidarity at The Fence, community discussions and listening sessions have helped us all grieve and heal together. Although we cannot gather in traditional ways, we will be working in the days and weeks ahead to curate virtual opportunities to consider actions we as a community can take to be the change we wish to see in the world. In the meantime, we ask our entire community to come together, with humility, compassion and empathy, to support one another, including those who are feeling especially vulnerable now.

With great respect for you and every member of our community,

Farnam Jahanian
President
Henry L. Hillman Chair

[June 8, 2020](#)

Dear Members of the CMU Community:

Last week, President Farnam Jahanian [reached out](#) to reaffirm Carnegie Mellon's solidarity with our Black and African-American community in the wake of the tragic killings of George Floyd, Breonna Taylor and Ahmaud Arbery. We share his outrage, and commit ourselves to working to dismantle the systemic racism that still pervades society more than 60 years after the Civil Rights Movement started.

We write today to provide details on how CMU is moving forward. Following the announcement of the findings of the Campus Climate Task Force this past fall, we articulated a set of goals, one of which was the establishment of a university-wide office dedicated to diversity, equity and inclusion (DEI). Beginning in January, we hosted forums and discussions to hear from students, faculty, staff and alumni to gather our collective aspirations for this office, which will report directly to the provost. Today, we officially announce the launch of a global search for the inaugural Vice Provost for Diversity, Equity and Inclusion to lead this office and catalyze its important mission. The pandemic caused us to suspend the start of the search process, but recent events have caused us to realize there is no more time to delay. We look forward to updating the community later this month with details about the search, including the membership of the search committee.

Additionally, all academic and administrative units have pursued the development of DEI plans that, in spite of the pandemic, are entering their implementation phases, ensuring that our efforts are accelerating institution-wide. The new vice provost will assist the units in the continual evaluation and improvement of their plans. These units will be held accountable by the president and provost to confirm that progress is achieved over the ensuing years.

Our primary focus over the last week has been to continue to provide support and care to the students who have been impacted by racism, inequality, inequity, injustice and discrimination. Our health and counseling teams have shared resources on activism, exhaustion, and self-care on their websites along with statements of continued support for our Black community and are working directly with impacted students. Our [Center for Student Diversity and Inclusion](#) staff have been working around the clock to further support our students and student organization leaders.

We recognize that this is a time when we need to listen, learn, and act with purpose. Beginning last week, and on an ongoing basis, leaders from the colleges are partnering with experts to curate conversations with members of their communities. This fall we will establish a university-wide forum to address the issues we must face to confront racism and create a more just society. In these forums, we will invite all voices who wish to participate, and ensure that they are supported and able to be heard. Beyond our campus, we will pursue opportunities to engage our neighboring communities in a dialogue about how CMU can partner with city leaders to build a more just and equitable Pittsburgh.

Both of us appreciate the honest and difficult conversations we have had with student leaders over the last week. We have been humbled and impressed by the leadership and advocacy of CMU's student government and student organizations, and with their engagement of graduate and undergraduate student communities to advocate for the Black student experience on campus. We continue to learn from them and value the continued dialogue on how to do better.

Unfiltered discussion leads to stronger bonds and greater understanding, and we are grateful to have heard from so many of you in response to last weekend's message. We agree with your frustration that our words must be met with action. You asked pointed questions about how CMU will fulfill its promise to do better. Several of you offered suggestions about tactical solutions to racism across our global campus community, and over the weekend we received petitions with additional proposals for concrete actions. Thank you for being bold and leaning in to tell us what you need from us, for speaking the truth about your experiences, and for giving us feedback on where we have fallen short. In our process of self-reflection, we commit to give all the comments and suggestions we received their due consideration, and to report back to the community on how we will act upon them.

We recognize that real sustainable change comes not through words or one-off solutions but through deep introspection, intentional planning, transparency, genuine engagement with our community members and accountability. We will expand our commitment to combatting the systemic injustice of racism not just in moments of national attention, but also in the quieter times of perceived normalcy that exist between the headlines and protests. University leadership will use our influence and educational insight to combat systemic racism both on and off campus. We aim for Carnegie Mellon to be a model for others as we lead the charge forward, and we know that while we have made some progress, we still have work to do to achieve our shared vision.

Sincerely,

Jim Garrett, Provost

Gina Casalegno, Vice President for Student Affairs and Dean of Students

July 2, 2020

Dear Members of the CMU Community:

I write to you today with a critically important [communication](#) on behalf of the leadership of Carnegie Mellon University. In the weeks since the tragic killing of George Floyd in police custody, hundreds of thousands of people have stood up in protest against the racism and systemic injustices against Black Americans that plague our society. The voices raised

represent a broad cross-section of our society and they are echoing around the globe. **As we witness our nation confronting the legacy of racial injustice, we are committed to ensuring that Carnegie Mellon stands on the right side of history through bold and concrete actions moving forward.**

The Carnegie Mellon University community stands unequivocally against racism and the systems that have perpetuated racial injustice. We support those exercising their rights to protest for the protection of the historically marginalized and to speak out against senseless brutality at the hands of police. **We join them in proclaiming that Black Lives Matter.**

The past several weeks, we have heard from faculty, students, staff and alumni through emails, petitions and conversations. We are grateful for all of your suggestions and have given each one thorough consideration. In particular, I want to acknowledge and thank our Black community members for engaging in an open and constructive dialogue with me, Provost Garrett and other CMU leaders through countless Zoom calls over the past three weeks. I am humbled by the insights gained from listening to these candid and courageous reflections. Too many stories highlighted that the pain associated with systemic racism and structural barriers to access and opportunity in our society has only been heightened by times when CMU has not served its community better, and for that, **I am truly sorry. I acknowledge we need to do more and, like so many of you, we seek to respond and hold ourselves accountable to this individual and collective call to action.**

During this profound moment of reckoning for our nation and for institutions across our society, we must start by acknowledging that Carnegie Mellon exists within the very system that has failed Black Americans. This is an uncomfortable reality, but if we do not confront it, we will not create true cultural change for CMU or for the communities we serve. **It is our responsibility to work together – intentionally and with clarity of purpose – to assure that racism and injustice are not tolerated on our campus and to leverage our position of power and influence in advancing true progress in our society.** This is neither a side project nor a temporary distraction. This work is critical to the future of Carnegie Mellon and it demands the sustained commitment of faculty, students and staff across the university. Anything less will simply not be enough.

Commitments and Actions

To make our commitment actionable and accountable, we are putting forth a set of commitments and new initiatives today, which are outlined in more detail in this [PDF document](#) and on the CMU [website](#). I encourage you to read carefully through this material, which also seeks to answer many of the questions we have received from our community in recent weeks. All of these actions are drawn from the input of faculty, students, staff, alumni and partners and have been endorsed by CMU's leadership team,

with the support of our Board of Trustees. These efforts also build on the foundation developed through the CMU Experience and Campus Climate initiatives over the past several years, which have focused on promoting a more enriching, inclusive and equitable community for all Tartans.

We undertake this important work bearing in mind that we are an academic community with the ability to create meaningful forums within which constructive dialogue can and should flourish. We also have the power to apply our research and creativity towards creating actionable solutions to society's most challenging issues. We further recognize that it is our obligation to use our privilege, our influence and our resources to extend the fight for racial equity and justice beyond our campus.

Our commitments span three broad areas of impact: (1) Commitments to the CMU Community; (2) Commitments to the Expansion of Knowledge and Expertise at CMU; and (3) Commitments to Engagement and Economic Empowerment for the Broader Community.

- We commit to engage every member of the CMU community in **working together to build and sustain an inclusive culture that promotes equity for all and is intolerant of racism, discrimination and bias.**
- We commit to **recruit and develop a student body that truly represents the vibrant diversity of our nation and the world**, where all Black and marginalized students feel supported throughout their education and experience.
- We commit to **recruit, retain and develop Black and underrepresented faculty and staff** and to provide all of our employees with an environment that fosters their collective success.
- We commit to build **greater trust, understanding and transparency between the CMU community and the CMU Police.**
- We commit to **grow our leadership in the study of racism and systemic injustice** for the purpose of influencing public policy and developing meaningful interventions.
- We commit to partnering with our community to **develop positive social innovations that expand access, opportunity and economic empowerment in the Pittsburgh region** and reverse the trends of racial injustice and inequality.

In pursuit of these commitments, we have developed 34 concrete actions, with short-, medium- and long-term horizons. Again, these actions are outlined in more detail [online](#) and will soon be incorporated into a new, expanded webpage with detailed tracking measures. These steps will also require changes to policies and structures at CMU and we are committed to making this progress.

All of these commitments and related actions will require accountability, leadership and dedicated resources. As announced previously, as a result of the Campus Climate Initiative, we are launching a search for the new position of Vice Provost for Diversity, Equity and Inclusion to lead a new university-wide office dedicated to DEI. **I am pleased to share that this search will be co-chaired by professors Eric Anderson from the College of Fine Arts and Linda Babcock from the Dietrich College.** This vice provost will partner with Provost Garrett and me to hold ourselves and the community accountable for the commitments we are outlining today, and any future actions.

We are at a profound inflection point – for our community, for Pittsburgh and for our global society. I am grateful for the thoughtful input from faculty, students, staff, alumni, trustees and other partners in formulating this road map, which amounts to the boldest and most sweeping plan in our university's history to promote a more diverse, inclusive, and equitable CMU. I am especially grateful to the leaders of our Black student organizations, as well as the leaders of CMU's undergraduate and graduate student governments, whose engagement helped shape many of the ideas, and whose partnership we appreciate as we move forward.

Next Steps

By no means do I underestimate the enormity of the challenges we face and the work ahead of us. Especially given the uncertainty caused by the pandemic and the related financial challenges, we will need to engage creatively and collectively on next steps. **In the coming weeks, the leadership team will continue to hold conversations with key stakeholder groups, such as Faculty Senate, Staff Council, Student Government, leaders of academic and administrative units, alumni, local partners, and the CMU community members with whom we have been engaging throughout our planning.** These conversations will help us fine-tune our strategies and develop the appropriate implementation and assessment plans, with a focus on sharing transparent, measurable progress. We also invite members of our community to send feedback and reflections regarding this work and the university's commitments.

Inevitably there will be those who think these actions do not go far enough and those who believe they go too far. The truth is: these are deeply complex issues and we do not have all of the answers today. **But we know that the only way to find meaningful solutions is to dig into this work together and in a manner that is authentic to CMU.**

I want to assure you that these will not be the last actions we announce, and that **this is the start of a larger, ongoing effort that must involve every single person in this community.** The scourge of racism will only be cured when we all step up to do the right thing and hold ourselves and each other accountable to make *meaningful* progress.

At CMU, we have always approached major societal challenges with a trademark fearlessness and commitment to impact, and I believe we are equipped with the power to forge a new future. Together, let us embrace this historic opportunity to reshape the arc of justice with passion, conviction, and action.

Sincerely,
Farnam

Farnam Jahanian
President
Henry L. Hillman President's Chair

November 2, 2020

Dear Members of the CMU Community,

I am so pleased to share a sample of the work being done across our academic units to build a more diverse, inclusive and equitable community at Carnegie Mellon University.

First, the [search](#) for an inaugural **Vice Provost for Diversity, Equity and Inclusion (DEI)** is making good progress. We received an impressive group of candidates, which the committee is presently evaluating. We will provide a more detailed update to the university community before Winter Break.

Despite the COVID-19 pandemic, all of the academic units have launched their **5-Year Strategic Plans for Diversity, Equity and Inclusion (DEI)**, and are now in the final approval and early implementation phases this semester, on schedule. These plans embody the commitment, diligence and creativity of the deans, the college plan leads, their committees and collectives, as well as the many faculty, students and staff who have participated throughout the design process. Some examples of projects undertaken under these plans include:

- The Heinz College appointed a Social Justice Committee comprised of students, faculty and staff representatives to envision and design programs, utilizing the college's relevant scholarship to shape national discourse and policy action. The first program, [Reimagining Public Safety](#), launched on October 30 with a panel sharing diverse points of view on police reform and is open to the entire community.
- The University Libraries debuted their [What We Don't Have](#) exhibit this fall which shows gaps in the archival collections that fail to reflect the diversity of the CMU community and the experiences of faculty, staff and students.
- Dietrich College continues to develop community engagement programs like [Arts Greenhouse](#), an arts and humanities education initiative supported by the College

of Fine Arts and in partnership with Pittsburgh Public Schools, Homewood Children's Village and the Center That CARES. The program fosters the expressive and intellectual development of Pittsburgh's youth.

- The development of a new general studies course in the School of Drama focused on the core competence of identifying, confronting and overcoming racism in the collaborative theater profession.
- The Mellon College of Science (MCS) has been holding a series of [dialogues](#) for the MCS community in order to empower their faculty, staff and students to identify and work to address racial inequalities in their personal, professional and educational spheres.
- The College of Engineering, in cooperation with the Center for Student Diversity and Inclusion, hosted the Forum on Inclusive Excellence as part of Homecoming this fall. This forum equipped students, staff, faculty and alumni with resources and tools to help continue advancing DEI efforts at CMU and beyond.
- In addition, the [College of Engineering](#), College of Fine Arts, [Mellon College of Science](#), and the School of Computer Science are conducting searches to recruit associate deans who will lead their efforts on diversity, equity and inclusion. These new leaders will join incumbents in Dietrich and Heinz Colleges, the Tepper School and CMU-Q.

Please get involved in your department, school, college, campus and with the University Libraries. As we move forward, we will continue to identify areas for coordination and collaboration with the new Vice Provost for DEI playing a critical role in supporting these efforts.

In the meantime, [Dr. Shawn Blanton](#), our Interim Vice Provost for DEI, is working to advance institutional DEI goals during the current academic year. This includes helping to expand CMU's partnership with [The National GEM Consortium\(GEM\)](#) to improve recruitment of underrepresented graduate students. As a result of the GEM program, racially underrepresented students enrolled in our engineering graduate programs more than doubled between 2017 and 2020 and racially underrepresented students now represent more than 20 percent of our domestic graduate students in engineering. In addition, he is partnering with the Office of Admissions to engage historically underrepresented prospective students from the Pittsburgh Public Schools and is conducting an inventory of current DEI activities and programs at CMU.

Dr. Blanton will also administer the new **Strategic Faculty Opportunity Fund** that was announced as part of our Confronting Racism action plan and recently made available to the academic deans and department heads. This fund is designed to support the recruitment, retention and development of outstanding scholars in all fields who will contribute to diversity and equity. We are finalizing the process for awarding these funds and look forward to sharing more details about the first round of support being provided in the near future.

The [Campus Climate Implementation Steering Committee](#) also continues to meet and

act on several university commitments made last fall. The steering committee is planning a climate survey for faculty and staff, which is scheduled to launch in the spring semester. In addition to the committee's progress on other commitments noted above, a number of [new training and awareness programs regarding civility, diversity and inclusion](#) are available to the CMU community. Please look for future updates from human resources and the vice provost for faculty on additional training and programs as they become available.

We continue to be heartened by the efforts of colleagues across the university to create a true sense of belonging for Carnegie Mellon students. Last year we launched the [Tartan Scholars program](#), with a mission to support students who are academically high-achieving but may have experienced opportunity gaps. We have doubled the size of this program, and now 100 first-year students are participating, in addition to the inaugural scholars now in their second year at CMU.

We are also proud to announce the inaugural cohort of [Provost's Inclusive Teaching Fellows](#) are enhancing inclusion and equity in CMU's learning environment. This year's projects explore approaches to inclusive excellence regarding course materials and curricula, student projects and assignments, and learning experiences across a variety of CMU disciplines. As part of our recent commitment to confront racism and promote equity and inclusion, future cohorts will expand to twenty fellows, starting next year. The call for applications will be announced early in the spring semester.

There is so much more happening across campus. And yet there is so much more to accomplish, and we are committed to sustaining CMU's momentum. In the coming weeks, you can expect another update from President Jahanian with additional details about our broader DEI activities, including ways to track the progress of our Confronting Racism and Promoting Equity and Inclusion [action plan](#). Thank you to all of you for ensuring that diversity, equity and inclusion play a central role in our academic mission through your own commitment and effort.

Sincerely,

Jim Garrett
Provost

Carleton College

[Statement on the George Floyd Incident](#)

29 May 2020

By President Steven Poskanzer, St. Olaf President David Anderson

Dear Students, Faculty, and Staff,

As neighbors and as a community, we come together with a united message about the terrible and heartbreaking events that are traumatizing our state. Like many of you, we too are experiencing pain and anger, and together express our hope that we can stand together in our shared grief, anguish, and frustration.

This week, we witnessed another atrocious act of violence against a person of color in the police officer-involved killing of George Floyd. Our hearts go out to Mr. Floyd's family and to the many others whose lives he touched. This incident in Minneapolis raises profound and troubling questions about police brutality, violence in our society, and institutionalized racism — issues that are critical for us to explore, teach about, research, study, discuss as a community, and address in our individual lives.

We are always working to improve equity and inclusion on our two campuses and throughout our shared community, but this moment once again makes it clear that there is still so much more work to do.

Our strength is defined by how we treat and nurture each other. We are committed to making our community one that supports healing, advocates for meaningful action, and moves forward for a better future together.

Steven G. Poskanzer

President, Carleton College

David R. Anderson

President, St. Olaf College

[A statement to the Carleton community](#)

2 June 2020

By President Steve Poskanzer

I reach out to the Carleton community in a time of torment.

Last week's police brutality that murdered a Black man, George Floyd, is outrageous and terrifying. It has added another layer of fear, pain, and outrage to our senses, which are

already battered by a global pandemic whose impact falls disproportionately on the poor, the disadvantaged, Black and African-American communities, and other persons of color.

On Friday St. Olaf and Carleton issued a joint statement of anguish and intention to work together against racism, hatred, and ignorance in our shared community. But I understand—and have heard from so many of you—that the Carleton community itself is reeling, and that many faculty, staff, and especially students are frightened and angry, and seek to hear more from their own College and its leadership at this wrenching time. I hope to begin to address some of these needs in this letter. Today I am writing not just on behalf of Carleton but also from my own perspective, speaking more personally than I usually do. The circumstances warrant this. It might seem that the extent to which we can bear witness to each other's suffering right now is diminished due to the distances between us, but I am seeing and hearing much distress, and I feel this sharply.

We are all horrified by George Floyd's death and heartbroken for his family. As many commentators, protestors, and some of you have correctly pointed out, we are rooted in an unending cycle of violence directed at persons of color, especially Black men and women who already bear the legacy of centuries of enslavement and racial violence. Mr. Floyd's tragic murder at the hands of Minneapolis Police officers has raised yet again deep and profoundly troubling questions about police brutality, violence in our society, and both personal and institutionalized racism.

Certainly these are issues that are critical for all of us at Carleton to grapple with, teach about, research, study, and discuss—and we must take action to help rectify them. Our faculty, staff, and students have much knowledge and valuable insights to bring to this dialogue and the ensuing policy debates. Knowledge gained in this way will let us deepen our understanding, be more thoughtful and engaged citizens, and help us build and maintain the kinds of local, state, national, and global communities in which all will genuinely thrive and be proud to live.

We cannot achieve this shared understanding without also addressing racism and other forms of hatred and ignorance in our individual lives. Each of us must seriously examine our own role and function in our culture at this time, including identifying the blind spots from which we suffer, the prejudices we carry, and the range of our personal responsibility. This has been a focus of my own reading and thinking and conversations in recent days, and I urge all of us—especially those of us vested with various kinds of privilege—to do the same.

And this is also a time where we need to look deeply at our own College and local community and commit ourselves to identifying and addressing the assumptions, prejudices and racism that can grow within institutions. Carleton and Northfield also have such deep-seated problems. We should particularly use this stark and disturbing time to consider and make needed improvements to our College. We must have candid, even if at times necessarily painful, conversations among students, staff, faculty, and alumni about these matters. I will be part of such discussions, and I look in particular to CEDI—Carleton's

Community Equity Diversity, and Inclusion council—to play a leadership role in these efforts, along with faculty and administrative leadership. Some initial actions we will take are to engage with the Black Student Alliance and with the faculty in the Africana Studies Program. CEDI will schedule open talking circles to take place both before and after exams.

While the academic year is drawing to a close, we cannot brush aside these issues to await the return of students and faculty in the fall—particularly when we still face uncertainty about the nature and schedule of the coming academic year. Accordingly, I ask each of you to join in the dialogue now and over the summer about how Carleton can be true to its aspirations and its best self. Just as we have been learning to do our academic work and to run much of the College remotely these last three months, some of this dialogue will need to be virtual. And some of these discussions and the resultant actions will also need to extend into the next academic year so they can draw upon the direct face-to-face exchanges that lead to the deepest understanding and longest-lasting breakthroughs.

Let us engage in this work together.

Steve Poskanzer

[First Steps in Demonstrating our Support](#)

8 June 2020

Dear Members of the Carleton Community,

Following the murder of George Floyd in Minneapolis, Carleton is establishing a \$200,000 endowed scholarship in his memory that will be awarded to aspiring young Black and African-American student leaders beginning this fall. It is important that future generations of Carls remember this time in history and the horror Mr. Floyd's death represents for all Americans, but especially for the Black and African-American communities. The George Floyd Memorial Scholarship will add to a number of existing endowed scholarships for students of color at Carleton. Funds to establish this endowed scholarship were provided by donors who made unrestricted gifts to the College through bequests in FY2020. With this action, we are affirming the challenge from the president of North Central University in Minneapolis that all colleges in the United States established their own George Floyd Memorial Scholarship Fund.

Additionally, we've seen communities come together to protest injustice and meet pressing needs after devastation. Many members of our Carleton community live in impacted areas, and they've shared with us their ideas about organizations in need of our support. On behalf of the students, faculty, and staff of Carleton, donations of \$10,000 are being made both to A Mother's Love and to the Harold Mezile North Community YMCA Youth & Teen Enrichment Center. These two organizations are working to meet the needs of residents in

Minneapolis, and we are pleased to lend the College's financial support to their efforts. Carleton is able to make these two gifts with funds from the President's Discretionary Fund.

We furthermore encourage employees of the College to make personal contributions to organizations of their choice, as their financial circumstances allow.

Financial contributions make up just a small part of the many efforts we know the Carleton community and the College, itself, are making—and will make—in this time of change. We are inspired by the actions and generosity of our students, alumni, faculty, and staff, and we encourage all of us to consider the ways we can personally help organizations that are lending support in this difficult moment.

Additional steps will be taken in the weeks and months ahead. We look forward to the opportunity to work together as a community to advocate for and seek justice and equality.

Steve Poskanzer
President

Bev Nagel
Dean of the College

Fred Rogers
Vice President & Treasurer

Carolyn Livingston
Vice President for Student Life and Dean of Students

Tommy Bonner
Vice President for External Relations

Art Rodriguez
Vice President and Dean of Admissions and Financial Aid

George Shuffelton
Faculty President

Elise Eslinger
Vice President and Chief of Staff

Carleton College History Department

[June 5, 2020](#)

Dear history students,

We know that the present always shapes our writing about the past. None of us, students and faculty alike, will ever be able to write about the past in the same way again. The horrifying murder of George Floyd has led to mass uprisings against the militarized police who have directed state-sponsored violence against Black bodies. We know that many of you have chosen to throw your energy and passion into supporting these peaceful protests. Many of you have also found other ways to demonstrate your condemnation of police brutality. As historians who study how people can make change over time, we deeply appreciate the power of protest. In this moment, we commit ourselves, alongside you, to using our positions to speak against anti-black, state-sanctioned violence.

In our minds' eye, we can see threads of the past converge into this moment: the slave patrols that metamorphosed into police; the ways that COINTELPRO tried to undermine social movements; the rise of authoritarianism around the world; the political symbolism of churches and bibles; the development of school-to-prison pipelines and corporate prisons; the role of public health in political movements. As many have said, the system is not broken — it is doing what it was designed to do. The strategies of a settler colonial system maintained through the exploitation of Black communities are plainly visible this week.

This knowledge does not and should not reassure any of us. But for the long history of structural violence, there is an equally long history of resistance and strategy. We can also all call to mind the intrepid people who marched and wrote and worked for a better world. We are reassured to know that we can count many of you among their number.

Legal scholar Derrick A. Bell, Jr. wrote, "My challenge is now to tell the truth about racism without causing disabling despair. For some of us who bear the burdens of racial subordination, any truth — no matter how dire — is uplifting." He argued, "Continued struggle can bring about unexpected benefits and gains that in themselves justify continued endeavor. The fight in itself has meaning and should give us hope for the future." In our continued struggle to find and speak the truth together, we are here alongside you.

The history department has long been committed to addressing structural inequities of all kinds including race, ethnicity, gender, class, wealth, and nationality in our work and teaching. But the structural inequities laid bare by the recent pandemic and murders show us plainly that we must redouble our efforts.

As a department, we pledge to devote both funds and time to learning more about the historical injustices against Black, Indigenous, and other people of color across the world. We would like to start with a faculty-student book group on the history of racist thought in America, for which we can offer a small stipend to participants. Looking ahead to the fall, we have agreed that we will select Lefler speakers whose lectures will speak to these topics as well. Similarly, we will hold career panels to help you explore pathways from a history major to careers in racial justice. We look forward to hearing from you about other ideas that you would find helpful.

We appreciate that this is an exhausting and intense time for you in many different ways. We hope that, whether graduating senior or rising sophomore, you will stay connected with us and with each other to find support of many kinds, conversation partners, and opportunities to express, reflect, plan, and act. We are here for you now, and will be over the next weeks, months, and years. We are holding all of you in our thoughts.

Seungjoo Yoon, Department Chair

Tony Adler

Annette Igra

Adeeb Khalid

Amna Khalid

Nikki Lamberty

Austin Mason

Meredith McCoy

Victoria Morse

William North

Susannah Ottaway

David Tompkins

George Vrtis

Thabiti Willis

Serena Zabin

P.S. For an addendum to this letter by Professor Harry Williams, [please click here](#).

See also [Carleton Gould Library's Combating Racism Guide](#).

Case Western Reserve University

From: **President Barbara R. Snyder and Provost Ben Vinson III**

Date: Sun, May 31, 2020 at 9:35 PM

Subject: Eric Garner, George Floyd, and Tamir Rice

To Our Faculty, Staff and Students:

Six years later, the words are the same.

I can't breathe.

After all of the mourning and protests, the lawsuits and training, the promises made and lessons learned, nothing, it seems, has changed.

Lying on a Staten Island sidewalk in the summer of 2014, Eric Garner said “I can’t breathe” nearly a dozen times as a police officer’s arm stayed tight around his throat.

Last Monday in Minneapolis, George Floyd repeated the same phrase—in his case, with an officer’s knee pressing into his neck.

The local protests that followed have spread across the country, reaching Cleveland on Saturday. Ours opened peacefully, but devolved soon after marchers reached the Justice Center a few blocks away. Protesters pitched water bottles and spray-painted walls, officers released tear gas canisters, and before long, police cars were engulfed in flames.

Today protests continued in communities nationwide—and even extended to London and Berlin. In Cleveland, meanwhile, officials announced a noon curfew for downtown to allow time for clean-up of streets and stores.

But what about the systemic racism cited so often in recent days? How can a city, a country, “clean up” that?

We cannot—should not—ever try to wipe away the past.

We need to know it. Own it. And commit to forging a better future.

Four months after Eric Garner died in 2014, Tamir Rice was shot and killed by police while playing with a toy gun outside a Cleveland recreation center.

He was 12 years old.

The following year, the city accepted a 110-page [settlement agreement](#) with the U.S.

Department of Justice. The document required sweeping reforms to address the department's record of excessive force and urgent need to restore community trust.

The monitoring team's [most recent report](#), issued in September, found excessive force incidents fell by nearly a third compared to 2017.

That team, including deputy monitor [Aisha Bell Hardaway](#) of our law school, still found shortcomings, in particular in terms of resources for training and data systems. Nevertheless, the group concluded the department had made "substantial progress."

While the medical examiner ruled Garner's death a homicide, the officer who choked him never faced charges. Nor did the one who killed Tamir. On Friday, Minneapolis police officer Derek Chauvin was arrested and charged with third-degree murder. He appears in court tomorrow.

Small steps, true. But in a moment of so much anger... and pain... and sorrow, they matter.

In the often-quoted words of the Rev. Martin Luther King Jr. "...the arc of the moral universe is long, but it bends toward justice."

As an institution of higher learning, we have a profound responsibility to the future. When it comes to this moment, how can we best begin to fulfill it?

This week, we will provide opportunities to engage, and share resources for those who would like support. Tonight, though, we want to remind you of a part of our legacy: The first [Commencement address](#) Frederick Douglass ever gave came at Western Reserve College in 1854.

"The relation subsisting between the white and black people of this country is the vital question of the age," he told some 3,000 in attendance. "In the solution of this question, the scholars of America will have to take an important... part."

Barbara R. Snyder
President

Ben Vinson III
Provost and Executive Vice President

From: **President Barbara R. Snyder and Provost Ben Vinson III**
Date: Fri, Jun 5, 2020 at 8:14 PM

Subject: Words, Values and Actions

To Our Faculty, Staff and Students:

Bright yellow and roughly 50 feet tall, the letters cover two city blocks just north of the White House.

Painted on 16th Street just today, they spell three words: Black Lives Matter.

Earlier this week, those same three words appeared on our Spirit Wall, stretching across its entire length in all capital letters.

In both instances, the messages are too striking to be missed. The more pressing question, though, is how long will they last?

The three words that launched a global movement first appeared on social media in July 2013, prompted by the acquittal of George Zimmerman in the fatal shooting of 17-year-old Trayvon Martin. Seven years later, scenes from across the country this week demonstrate not only pain and desperation, but also an urgent need for national engagement around race.

Next week at Case Western Reserve, we will take our own small step toward that effort. Several offices and organizations across the campus have come together for a campus-wide **Day of Dialogue, Wednesday, June 10**. Because planning has just begun, specifics are few. But we wanted you to be able to mark your calendars as soon as possible.

The day will include sessions offering facilitated "safe spaces" for discussion within and among groups, Q&As with specific university offices and, we hope, conversations that ultimately yield specific ideas about ways our university can help address systemic racism. We will provide additional details as soon as they are available.

In addition to announcing the **Day of Dialogue**, we also want to take this opportunity to reiterate Case Western Reserve's core value of [Inclusiveness and Diversity](#), which includes "civility and the free exchange of ideas," "civic and international engagement," and "appreciation for the distinct perspectives and talents of each individual." First articulated in the university's 2008 strategic plan Forward Thinking—and repeated in subsequent plans—these ideas are, if anything, *more* imperative today.

Finally, we must pause for a moment to focus on the individuals at our university most directly and deeply affected by the death of George Floyd and all of the developments that have followed: the people of color within our community and, especially now, those who are African American. You are a part of Case Western Reserve. We support you. And you

absolutely, undeniably matter.

Whatever happens to the painted letters on East 16th Street or our own Spirit Wall over time, their message *will* continue to hold meaning on this campus. Next week, we will come together to explore how we can more effectively answer its call.

Barbara R. Snyder
President

Ben Vinson
Provost and Executive Vice President

CalTech

Responding to the Death of George Floyd

May 30, 2020

[Office of the President](#)

To: The Campus Community

From: Thomas F. Rosenbaum, President; David A. Tirrell, Provost

Date: May 30, 2020

Re: Responding to the Death of George Floyd

The brutal death of George Floyd in Minneapolis challenges our assumptions and our ideals. It casts into high relief tensions that are present in American society, but experienced very differently depending on your skin color. It cuts to the core of our aspirations as an academic community and reminds us of the work that we must do to attain them.

Caltech's values demand a culture of inclusion where every individual is empowered to realize their full potential. We strive for a diverse community in every sense of the word because the discourse that results when people of different perspectives engage with each other is how we reach understanding and create knowledge. That discourse requires listening to and hearing with empathy what each individual has to say, informed by their particular life experience, and being prepared to have your mind changed.

For many in the black community, Mr. Floyd's death and the events surrounding it have been felt especially acutely, in ways that most of us cannot fully understand because of the limits of our own experiences. As the Caltech community, we have to start here at home and make sure that the Institute is an inclusive environment that eschews stereotypes and recognizes every individual for their full worth. We must challenge the assumptions and practices that permit matters of personal identity to create fundamental insecurities about safety and well-being in the larger society. Called by present events, we have the opportunity to do better.

Cameron University

[A message from the President](#)

The senseless death of George Floyd has shown us that we have far to go before people of color can truly be treated as equals in America. Our hearts and prayers go out to his family – and the families of others who have experienced similar tragedies – but we know that those prayers are less effective if they are not accompanied by dedication to change and progress.

Cameron University is dedicated to providing educational opportunities for every one of our students, regardless of their race, color, nationality, sexual orientation, gender, faith, political beliefs, or other circumstance. There is no room for discrimination on our campus.

We stand with those working to end unjust treatment of people of color. I encourage our campus community to work for peaceful, compassionate change that will transform our society into something much better; a society that truly provides liberty and justice for all.

John M. McArthur

President of Cameron University

Capital University

FROM: President Beth Paul

DATE: May 31, 2020

RE: Facing the Facts of Systemic Racism

My heart is heavy with outrage, grief, frustration, and deep sadness at the gross injustices that persist unchecked in our society. Recent incidents of racial violation that have become national news are tragic. Some have resulted in the loss of human life, and my heart breaks for family and friends who are grieving such senseless loss.

Injustices such as what we saw last week in Minneapolis are rampant. They keep on coming – day after day, year after year, decade after decade – weakening our collective humanity. Racist rhetoric and behavior have eroded safety for far too many people. And now hope is eroding, too.

All incidents of racial violence result in lasting trauma, not just for those who are directly violated, but for all who are targets of racism and white supremacy just because of skin color. They result in anguish for those of us who are not targeted but who have hearts and minds for justice and kindness and respect for all, regardless of skin color.

We see the anger. We see the hurt. And we must also listen to the cries and feel the injustice as one people.

It is our responsibility to face the facts of systemic racism. It is our responsibility to rise up to work for equality and justice for all who suffer at our individual and collective hands. It is our responsibility to condemn racism and white supremacy in all forms. It is our responsibility to recommit to eradicating divisive mindsets, rhetoric and behavior – in our college, our community, our society, and in ourselves.

Capital is a community dedicated to supporting one another in pursuit of justice. We stand together with all who are targets of racist ideologies and actions. We open our minds to see the rampant injustices near and far. We open our hearts to renounce such injustices. We extend ourselves to educate and catalyze far and wide, so that wherever we go, we are agents of human dignity and inclusion.

In the midst of being forced apart to prevent the spread of the coronavirus and the apocalyptic challenge of the pandemic, we must come together with intentional passion and purpose for connecting across difference and division, enlarging rather than diminishing our humanity.

Now more than ever, reach out to one another. Care for one another. Actively advocate for humanity for all.

TO: Campus Community

FROM: Dave Kaufman, Interim President

DATE: August 28, 2020

RE: Reflections on Continuing Systemic Racism

Once again, America is dealing with the brutal police shooting of Jacob Blake, a young Black man in Kenosha, Wisconsin. Like many of you, I initially saw the shooting on social media, at first not wanting to watch for the fear of what I would see. But I knew that I had to watch, to give witness, as best I could, to yet another tragedy, yet another attack on a Black man. What makes this even more tragic is that Mr. Blake was shot in front of his three sons while they sat in the car. I can neither comprehend the damage that this has done to these young boys nor the pain they must bear now and throughout their lives.

After the killing of George Floyd earlier this year, I thought that our country was finally ready to confront the systemic racism that counts as one of our nation's original sins. I began to feel some hope for the future, that we could address the racial issues that separate us. But my hope was taken from me this week while watching Mr. Blake being shot at point-blank range.

At a time when silence speaks volumes, I am unwilling to be silent.

As someone who has benefitted from a life of white privilege, if I feel such loss, how much more loss must be felt by Black people and other people of color?

This white privilege was magnified even further this week in Kenosha when a young, white man killed two people and injured another, then walked right past the police and went home to sleep in his bed. The dichotomy of this treatment by police was jarring, yet I understand that this is a normal experience for Black people.

I am now finally able to process the events of this week and search for some kernel of hope that we can nurture, grow, and use to propel us to action that ensures the Capital University community is part of the effort to eradicate systemic racism.

I find that kernel of hope in you – our students, faculty, and staff. This hope comes from our commitment to equity, from our care for each other, and from our vision for creating a Capital that is a model for the rest of society in how to combat and eliminate systemic racism.

To matter, this hope must lead to true action and change.

Since initial conversations were held in early June, we have reached out to students, alumni, faculty, and staff to share open and honest dialog about their experiences with

systemic racism where they live and work. And that includes their experiences – good and bad – at Capital.

As we begin the fall 2020 semester, I recommit to you my belief that Black Lives Matter.

There are several things we have committed to doing to promote a culture of racial equality, social justice, and community building within the Capital Family, including:

- Ralph Cochran, a 2011 Capital graduate, began as director of Diversity and Inclusion in early August.
- The President's Cabinet has been revamped and includes three people of color now, including the director of Diversity and Inclusion, the Diversity Officer (Human Resources director), and the chair of the Faculty Budget and Planning Committee. There were no people of color on the Cabinet prior.
- The Affinity Group has been formed. They have met with me and the provost to voice concerns and to share thoughts around diversity and inclusion efforts.
- We are moving into the implementation phase of the Diversity and Inclusion Strategic Plan that has been developed over the last several years.
- The University will be revamping its hiring process to require that there be qualified persons of color as a part of the final pool of candidates for open positions.
- We will implement mandatory implicit bias/diversity and inclusion training for all employees in the next couple of months.

As you can see, Capital University is committed to moving forward in a culture of racial equality, and we will continue with initiatives and actions that support our commitment.

I promise that we will lead with diversity and inclusion as part of the underpinning of the Lutheran values that guide the decisions we make and the goals we set. Our leadership team will ensure that this happens, and we will be engaging a broad representation of the campus community to determine how best to effect the changes that must be made.

I ask you to be a part of this necessary change. I encourage your feedback and your commitment to social justice on the Capital University campus. Feel free to share your thoughts with me at presidentsoffice@capital.edu.

Also, if you have been strongly impacted by the Jacob Blake tragedy or other incidents of systemic racism and need mental health services, there are several places where you can get help, including:

- Students – Capital's Center for Health and Wellness at 614-236-6114 or chw@capital.edu;
- Faculty and staff – Employee Assistance Program through UNUM at 1-800-854-1446 or www.unum.com/lifebalance; and

- All – University Pastor Drew Tucker at dtucker@capital.edu.

Together, we will be leaders in the fight for human dignity and racial equality, and we will make change that matters. Together, we will succeed.

Chapman University

Chapman Outlines Plans to Enhance Diversity and Move University Forward "It's time for action and results," says President Daniele C. Struppa.

June 8, 2020

Editor's Note: President Daniele Struppa shared the following announcement with the campus community on Monday, June 8.

We are living through an historic time. A time where hundreds of thousands of people are taking to the streets every day in protest of the social injustice that has taken countless lives of black Americans. The murders of George Floyd, Ahmaud Arbery, and Breonna Taylor have put more faces to the senseless and horrific acts of violence that plague this country.

Last week, Vice President of Student Affairs and Dean of Students Jerry Price and I met with the [Chapman Black Student Union](#). Through this very productive conversation, we listened and heard about the areas where our students feel Chapman can do better. Through that dialogue and the students' subsequent statement, we have found clear actions we believe can impact real change.

One request from our students is that we aggressively recruit black faculty and staff.

I acknowledge our efforts in this area have not been effective and know we need to do better. I reflected on how to address this critical need and have moved forward with actions I believe will yield rapid and measurable results.

- I have asked [Vice Provost Lawrence Brown \(LB\)](#)—a respected Chapman thought leader on the African-American experience—to join me in this challenge by also serving as the Presidential Advisor on Faculty Diversification. In this role he and I will work together, at the highest level, and with sufficient support and budget, to hire distinguished faculty of color. I will put my personal energy and reputation on this effort. I will be held accountable if we fail to measurably move the needle in this direction, and I know that LB is the right person to help me and support me in this effort. LB and I will work directly with our deans and our provost to make sure our efforts are in sync with their academic direction. The deans, in partnership with their respective faculty in each school and college, are committed to recruiting diverse faculty and I'm confident this will further support their effort.
- I have also asked [Vice President and Chief Human Resources Officer Brian Powell](#) to serve as the Presidential Advisor on Staff Diversification. Brian is a respected voice for LGBTQ and diversity advocacy. This past year, he implemented our first-ever Affirmative Action Plan that he is now actively using to rebuild our talent acquisition process to deliberately recruit and promote a more diverse staff and administration at Chapman. This will provide a much-needed framework of

support for supervisors and campus leaders who are committed to diversifying the staff and administration at Chapman.

The multi-year appointment of these two colleagues as my advisors is only the first step, but I ask that you hold us accountable on the results. As you all know, hiring is a process that takes time but with our energies focused on this goal, I have no doubt that we will be seeing a real evolution in our institution. As many have said: words are easy, but results are all that matter. I am committed to show results.

There are other areas where we need to make a difference, and an important one is curricular diversity.

Each dean will work to advance their own efforts to increase curricular diversity in their respective schools and colleges. As an early success by the faculty and the dean of the Wilkinson College, I am happy to announce that we are in the process of hiring our first-ever Africana Studies professor, who will teach in our new [Africana Studies minor](#) launching this fall. This initiative adds to the earlier efforts to introduce a minor in Latinx Studies. I am very proud of the work that our Wilkinson College has been doing. As you all know they started the initiative, [“Engaging the World: Leading the Conversation on the Significance of Race.”](#) Throughout the fall, Wilkinson College of Arts, Humanities, and Social Sciences will be partnering with other colleges, student organizations, and multiple instructors and courses to interrogate the significance of race through a virtual film series, virtual guest lectures and round-tables, a podcast series, art exhibit, and concluding conference featuring student research projects.

I am also proud to mention again the semester-long seminar on “Institutional Racism in America,” building on the work done by one of our own trustees, Andy Horowitz, and led by director of the Honors Program and Professor Carmichael Peters. They will continue to bring seminars and speakers to address social justice in a course that we hope could become a model for engagement at the highest level.

These announcements are only a first step. There will be many more significant changes as work continues by the Chapman leadership and deans, administration, faculty and administration, in partnership with Chapman students. We will continue to work closely with the Black Student Union as we address the specific actions they want to see at Chapman. Vice President and Student Affairs and Dean of Students Jerry Price and I will assemble a committee of students to review and evaluate the extensive diversity and inclusion initiatives in place today and those planned. Dean Price and I are listening to the personal experiences being shared and are committed to improving the Chapman experience for black students.

We ask for your support as we demonstrate concretely, and with measurable results, that we do indeed believe that Black Lives Matter, and that our black students deserve the very best that Chapman can offer.

Update: If you missed our special virtual conversation, [“Turning Anguish to Purpose”](#) or our [Vigil for Victims of Violence and Racism](#), both are available on YouTube.

Central Michigan University

[The great task before us](#)

Posted on May 31, 2020 by Bob Davies, CMU President University Update core values, George Floyd

Last week, I watched with shock and sadness the horrific murder of George Floyd. Events such as this — like the recent deaths of Ahmaud Arbery, Breonna Taylor and countless others — are unacceptable tragedies. And as we grieve, it is important to acknowledge that these events deeply impact members of our community.

To our students, faculty and staff of color, know that I share your grief and frustration. Our university stands with you. We see you, we hear you and we are here for you.

Like most schoolchildren, I had to memorize President Abraham Lincoln's famous 1863 Gettysburg Address. You may remember its opening lines as clearly as I do: "Four score and seven years ago our fathers brought forth on this continent, a new nation, conceived in Liberty, and dedicated to the proposition that all men are created equal."

Yet today, more than 150 years later, we are still struggling to achieve the final piece of our nation's promise. We elected a black president, yet a black man was killed in Georgia because he went for a run outside. We launched American astronauts from American soil in an American-made space rocket, but African Americans must still take extra precautions when visiting public parks for bird watching.

And even as the COVID-19 pandemic revealed some of the best of our nation's spirit, manifested in the actions of our frontline and essential workers, it also exacerbated the stark inequalities still present throughout our country. We know, for example, that African American deaths from this virus are nearly two times greater than should be expected; and health care resources are often seriously lacking in predominantly black and minority communities.

It is clear we have not achieved Lincoln's goal, nor the dream of Dr. Martin Luther King Jr. Incidents of racism and hate still plague every corner of our country, and we know we have not eradicated discrimination or bias from our communities, even on our own campus.

Yet I believe we can, and will, achieve a future that welcomes, respects and embraces all people. And we, as members of an institution of higher education, have a vital role to play in creating that future. I do not wish to sugarcoat the difficult truth. There is no neat and tidy solution to this ongoing problem, and there is hard work ahead for us all.

There are steps we can and must take as a university community to overcome ignorance, demonstrate the power of diversity and work together to create positive and necessary change. We must embrace the words of Dr. King, "The bell of man's inhumanity to man does not toll for any one man. It tolls for you, for me, for all of us."

We are all in this together. We must all take action. Integrity, respect, inclusiveness, social responsibility and, above all, compassion, are core values at Central Michigan University. We must live them fully each and every day.

Begin with the simple act of reaching out to someone you know has been personally affected and may be hurting. Call on a friend or colleague and check in. Let them know you are thinking of them and that you are here to support them.

Educate yourself. Attend events, such as Conversations that Matter and Soup and Substance, and engage in challenging conversations. Take advantage of tools to check your own biases and work to correct them. The future begins with each one of us taking the brave step to improve ourselves as we work to improve our communities.

And then speak up and speak out. As a community of scholars, we have the power of knowledge, of facts and of words. Use these tools wisely. When you see or hear injustice, take action against it.

In the final lines of President Lincoln's Address, he stated, "...for us to be here dedicated to the great task remaining before us – that from these honored dead we take increased devotion to that cause for which they gave the last full measure of devotion — that we here highly resolve that these dead shall not have died in vain — that this nation, under God, shall have a new birth of freedom."

I call on every member of our university community to undertake this resolve and commit to do all you can do to demonstrate our core values — today and every day — to further a new birth of freedom.

[A Promise to do Better](#) – June 14, 2020

Clemson University

[Clemson responses to racism, injustice](#)

June 3, 2020

Below is a compilation of responses and statements from several College of Behavioral, Social and Health Sciences schools and departments – as well as Clemson University President James P. Clements – in response to recent events related to racism and injustice in our nation and world. As a body committed to building people and communities, the College of Behavioral, Social and Health Sciences stands alongside those working for change, and we will continue to use our unique combination of disciplines to frame programmatic work in this area. View our [College Newsstand](#) to learn more about our recent work.

From the Department of Communication

We share here the [statement on racism](#) from the National Communication Association, the world's largest professional organization of scholars, educators, students and practitioners dedicated to studying and promoting effective and ethical communication.

The Department of Communication at Clemson University proudly holds a department membership in NCA. As an academic discipline dedicated to the practice of effective and ethical communication, we not only have a duty but a calling to stand up against hatred, intolerance, and racism. We have seen how our world has been shaken through the deaths of George Floyd, Breonna Taylor, Ahmaud Arbery, and countless others. We live with compassion, respect, and appreciation as we pursue our teaching and research and serve our communities, university, and discipline. It is who we are.

The Department of Communication stands in solidarity in building a better future by engaging students in our [undergraduate and graduate programs](#), as well as through [faculty research projects](#) that examine how communication, identity, and systemic beliefs impact our world. The work we do illuminates our interconnectedness and need to support, advocate, and better understand how to break cycles of oppression. We must do our part. And we will.

From the Department of Psychology

The Department of Psychology at Clemson University unequivocally expresses immense sorrow and outrage at the senseless killing of George Floyd, which bore striking and tragic similarity to other unjust killings, including of Breonna Taylor, Ahmaud Arbery, and many others. We write to express support of all of our students, colleagues and friends but, in particular, our African American students, colleagues and friends who are being confronted by so many tragic deaths, including at the hands of those who have sworn to protect and serve.

The department expresses a commitment to redouble our efforts to live up to our mission statement and to promote and help build an inclusive environment within our department,

on campus, in our neighborhoods, in our nation, and across the world. We rededicate ourselves to efforts to recognize, honor and respect people of all backgrounds and experiences. We pledge to continue to work towards eliminating racism, sexism, homophobia, and other forms of injustice.

We hope that everyone will take the time to reflect on how they can help to bring justice, compassion and kindness both to those with whom they interact and to all members of our society.

From the Department of Public Health Sciences

We in Clemson's Department of Public Health Sciences are committed to eliminating health inequity through our research, teaching, and service. We recognize racism as a significant driver of social determinants of health that unfairly disadvantage some in achieving optimal health. We are also concerned about these inequities as related to COVID-19. We stand with the American Association of Public Health and other public health programs across the world in addressing this issue. Please see the [resources in this link](#) to learn more about Racism and Health and what we can do to address it.

From the Department of Sociology, Anthropology and Criminal Justice

The Department of Sociology, Anthropology and Criminal Justice is sharing recent statements from the national professional organizations representing our three disciplines: [American Sociological Association](#), [American Anthropology Society](#), [American Criminal Justice Society](#). Each of these statements recognizes our responsibility as researchers, students, and citizens to investigate and challenge all forms of racism and injustice. As a department we are committed to supporting our students, staff, and faculty as we work together to address violence perpetrated against African Americans, most recently in the horrific killings of George Floyd, Breonna Taylor, and Ahmaud Arbery.

During this tumultuous period in our history, we stand ready to engage with our students to better understand the roots of institutional racism and its continued impact on every facet of our society today and provide our students with strategies for addressing and changing these deeply rooted systems of inequality. In our research, community outreach, and engagement we will work towards a more just and equitable society and hold each other accountable in our commitment to diversity and respect. We stand in solidarity with our African American students, colleagues, and community members. Thus, we seek not only to better understand inequality and racism in all its forms, but we work to alleviate it.

From the School of Nursing

The core of Nursing is represented by who the nurse is, what the nurse knows and how that is put into interactions with persons and communities to promote well-being and improve health outcomes. Nurses and other healthcare professionals have to explicitly acknowledge that race as well as racism factor into the provision of health care to individuals and communities. Implicit bias and structural racism perpetuate health disparities. The cumulative trauma of systemic/structural racism and poverty are social determinants of health that nurses must know and act on in their nursing practices. Nurses

everywhere are called on to actively promote healing in times of injustice. It is the essence of human caring. We must do our part!

The School of Nursing is currently working to help eliminate health disparities through research in the [Center for Research on Health Disparities](#) as well as in [individual faculty research projects](#). We are continuing to grow our commitment to reducing the effects of health disparities.

The School of Nursing also shared a [position statement](#) from the American Academy of Nursing.

Claremont McKenna College

A Letter to the CMC Community

The President's Executive Cabinet shared the following letter with the CMC community

June 1, 2020

Dear CMC Community,

We write this evening to share our deep collective grief and outrage, and to offer support to all of you. Last week, an unarmed black man, George Floyd, was brutally murdered in Minneapolis. There is violence, despair, and turmoil across our nation as this, and so many other expressions of hate, continue to divide our communities.

We cannot and will not allow ignorance or passivity to prevail in our response. Claremont McKenna College is a community of responsible leaders. Together, we must talk about our genuine fears, our sense of inadequacy, our sadness that we are without the daily on-campus support of one another to process our range of views and feelings. We must educate ourselves and one another on the realities of racism, classism, religious persecution and so many other barriers that stand in the way of realizing our human potential.

Though the pandemic has distanced us physically, we will find ways to engage in the hardest conversations, to come together, to study and seek constructive, active solutions that make a difference. We will refute false political dichotomies that dismiss the facts and diminish personal experiences. We will all do this, faculty, staff and students, by engaging with each other, treating each other with respect and listening to each other.

We stand with you in your desire to end racism and support inclusion.

We stand with you in your power to create change and open a new direction towards equity.

We stand with you in your despair because progress has been hard fought and slow in arrival.

As leaders of the college, we seek your partnership. In response to the structural forces that threaten to divide us, let us harness our talents, intellectual firepower, and courage to do good in the world.

Sincerely,

The President's Executive Cabinet

Hiram E. Chodosh
President

Sharon K. Basso

Vice President for Student Affairs

Matthew G. Bibbens '92

Vice President for Administration and Planning, General Counsel, and Secretary of the College

Michelle Chamberlain

Vice President, Advancement & Student Opportunities, Dean, Robert Day Scholars Program

Jennifer Sandoval-Dancs

Associate Vice President for Admission & Financial Aid

James Floyd

Vice President and Chief Investment Officer

Dianna "DT" Graves '98

Assistant Vice President and Dean of Students

Nyree Gray

Associate Vice President for Diversity and Inclusion and Chief Civil Rights Officer

Coreen Rodgers

Vice President of Business and Chief Operating Officer

Peter Uvin

Vice President for Academic Affairs and Dean of the Faculty

Erin Watkins

Associate Vice President for Finance and Acting Treasurer

Colby College

A TIME FOR REFLECTION AND ACTION

May 31, 2020

Dear Colby Community,

Like countless members of our community, I have struggled to find a way through the anger, distress, sadness, and other emotions caused by the heinous and prevalent acts of racial violence in the United States. The brutal and seemingly nonchalant killing of George Floyd by a police officer while other officers stood by is an excruciating but far too common occurrence in this country's long and persistent history of devaluing the lives of black Americans.

As much as I have struggled with these issues, I know there are many in our community for whom these acts of violence are much more personal and deeply threatening. This weekend, Dean of the College Karlene Burrell-McRae reflected on the disparate impact these events have on people of color. Her words and insights, which are part of a larger piece that will soon be published, are devastatingly honest and important. With her permission, I am sharing a short excerpt from that piece, which I have read dozens of times over the last few days as we have been discussing how Colby can respond in a substantive way to the need for lasting change. The power of her words and experiences affects me in new and more complex ways with each reading, and I know they will speak to many in our community who recognize the pain and anguish—and the incredible unfairness of it all—in ways that I can never completely understand from my own life experiences.

"I received a facetime call from my teenage daughter. Sobbing, she shared that she has been trying to keep up with both world events and occurrences in the Black community (something we have modeled for our children). And there it was—she had viewed the most recent video of a police officer's barbaric and inhumane detainment of a black man. By herself, she witnessed George Floyd being murdered. As her sobs grew louder, she asked, "Why do they hate us?" Replaying in my head was the same question asked by my young son years earlier.

As I walked home, I wrestled with how I would soothe her pain, listen to her concerns and offer some insights that would compel her to never move to the dark side—to become hateful. As I collected myself, I began to feel my own pain and anguish turn to anger and frustration. Do white families think about the impact of these racist acts on our lives? Do they realize the toll on us and our families when we are left to witness and experience such brutality? Do they know or even care that from the time my son was born I began to worry about the moment people would stop thinking of him as sweet and loveable, but as a threat to society? Could they imagine that when my husband leaves the house, I worry that my goodbye to him, "I love you" but "be safe" could be my last—every single time?"

Racialized violence lays bare the remarkable inequities in our society. We have seen the manifestation of those inequities in other ways over these last several weeks, from the death toll from COVID-19 on communities of color and the most vulnerable amongst us to the historic loss of employment that has hit the lowest-wage earners—the individuals least likely to have a safety net—the hardest. It is essential to me that we not simply talk about these issues but that we act to address them.

Our mission at Colby is to bring light to critical issues from a scholarly perspective. Over the last few years faculty groups have deliberated about the possibility of creating a broad-based academic program on inequality. The concept has not been finalized, but the basic idea is to create an “Inequality Lab,” a multi-disciplinary approach to scholarship, teaching, learning, and community engagement. This would lead to many new courses focused on inequality, research that illuminates the causes and solutions to addressing societal challenges, and engaged work in communities designed to facilitate positive change.

The time to support this work is now. In consultation with Provost McFadden, I will allocate significant resources to launch a multi-year effort to establish this far-reaching program with the expectation of funding it in perpetuity in the coming years. Grounding this program in our academic mission and in our commitment to bettering communities will allow it to have the greatest influence. Dean Burrell-McRae, Provost McFadden, and I will appoint a working group of faculty, students, and staff to build on the thinking that has already been done for this program so we can move forward with initial programming and fuller development of the concept this fall.

We all need to find a way to end these cycles of violence and inequality, and I know that many are doing that hard work now and have been doing it throughout their lives. I am committed to that important effort and to having Colby be a place that will embed this work at the center of its mission.

In solidarity,

David A. Greene
President

Colgate University

Date: Mon, Jun 1, 2020 at 2:30 PM

Subject: Message to the Colgate Community

Dear Colgate University Community,

On March 12, with safety and wellbeing at the forefront of our thoughts, we asked students to return home for the remainder of the semester. The days and weeks since then have been unlike anything we have witnessed in our lifetime. This week, the country reached the terrible milestone of 100,000 deaths as a result of the COVID-19 pandemic, and we now see more than 40 million Americans out of work.

The pandemic has disproportionately impacted communities of color due to inequities in healthcare and their overrepresentation as essential workers. While communities of color continue to mourn their loved ones and serve as essential workers, the nation experienced the additional horror of watching the killing of George Floyd. The anger, fear, and pain came on the heels of the very recent killings of Breonna Taylor and Ahmaud Arbery. These acts of racism and injustice are all too familiar and unacceptable.

Every year, Colgate celebrates Rev. Martin Luther King Jr. and his legacy. He is remembered as a minister at the helm of a movement against segregation and racism. Today, on the anniversary of the Tulsa Race Riots, as we watch protests continue in cities across the country, I am reminded of his speech titled "Other America," in which King said, "Certain conditions continue to exist in our society, which must be condemned as vigorously as we condemn riots. But in the final analysis, a riot is the language of the unheard And as long as America postpones justice, we stand in the position of having these recurrences of violence and riots over and over again." Even as we condemn additional acts of violence, we must also know that we are witnessing the manifestation of Dr. King's words today, as many of us witnessed in 2016 after Michael Brown was killed, in 1992 after Rodney King was attacked, countless times during the Civil Rights era, and in 1921 in Tulsa.

Colgate's mission has always been to educate reasoned and reasonable leaders, citizens of the world, who change that world through intelligence, empathy, and grace. This remains our mission. We must vow to do better to address and dismantle racism and systemic inequality on our own campus and in this world. This is challenging and uncomfortable work but it is essential, and the brunt of it should not rest on the shoulders of our black and brown faculty, staff, or students. We must stand together for a more just society.

Colleges and universities, typically and rightfully, refrain from speaking about matters of the day. They are not political entities. They must allow for a space for debate and disagreement about politics and affairs of the world. But we are all part of a shocked and angry nation. This is truly one of those rare times when the institution must break from its silence on world events, for this is also a moment when silence is a form of complicity, not merely a turning of a blind eye, but a participation in the injustice we have, again, seen.

I ask that you take care of each other, and continue to keep this nation in your prayers.

Sincerely,

Brian W. Casey

President

From: President Brian W. Casey

Date: Fri, Jun 19, 2020 at 2:24 PM

Subject: Juneteenth Observance

Dear Colgate Community,

On June 19, 1865, enslaved African Americans in Galveston, Texas, the western most part of the Union, learned of the Emancipation Proclamation, which was issued two and a half years before every last enslaved American was informed. While not technically the date of slavery's end, Juneteenth (a combination of "June" and "nineteenth") was adopted as a day to celebrate total emancipation. Recent events have reminded us that racial injustice still persists today and the work for equality is far from done.

Beginning in 2021, June 19 will be a paid holiday to observe a day of reflection. We encourage you to reflect and, more importantly, to act. Educate yourself about Juneteenth's history and explore books, movies, or podcasts about systemic racism. This small step is just one way the University is acting to support change on our campus and to encourage reflection and education on issues of race and justice. There will be much more to come.

As I shared in a letter to the Maroon-News editors, Colgate will launch The Colgate History Project this year. This critical effort will pull together students, faculty, staff, alumni, and scholars from around the nation to develop a comprehensive historical perspective of race and inclusion at Colgate. Also, Colgate's Diversity, Equity, and Inclusion Plan, the work of more than 70 members of the faculty and staff — was published this past November. A status report on this work will be distributed this summer.

The work of creating a more just and equitable campus community must be a continual commitment required of all of us. I look forward to our work together.

Sincerely,

Brian W. Casey

President

Colorado College

From: CC Office of Alumni and Family Relations

Date: June 3, 2020 at 3:37:35 PM CDT

Subject: Our Commitment to Speak Out Against Racism

The following message about Colorado College's commitment to anti-racism was recently shared with CC students, faculty, and staff last week. We share this message of concern and support with our alumni and families.

Dear Campus Community,

We write today to share our fear and concern about the racialized violence occurring across the country. Sadly, such behavior is not new, but with amplified visibility because of social media and already heightened anxieties around COVID-19, the murders of Breonna Taylor and George Floyd (and Trayvon Martin, Michael Brown, Eric Garner, Freddie Gray Jr., Walter Scott, Oscar Grant III, Philando Castile, Sandra Bland, Tamir Rice, Botham Jean, Atatiana Jefferson, Ahmaud Arbery, and more) are hitting home right now. We caution you against thinking of these as isolated events as in 2019, Black people constituted 24% of people killed by the police, despite comprising just 13% of the U.S. population.

Here at Colorado College we are not immune to anti-Black racism. Our external review dedicated four pages to describing the multitude of ways in which Black students, staff, and faculty experience micro and macro aggressions, marginalization, tokenism, and discrimination in our hiring, retention, and promotion policies; in classes when faculty do not pronounce names correctly; and certainly when engaging in dialogues across sociocultural difference. Importantly, as noted in the review, "anti-Black racism does not occur in isolation. It occurs within the context of anti-indigenous and other forms of racism, sexism, classism, elitism, trans-antagonism, heterosexism and homophobia, ableism, antisemitism, Islamophobia, and other forms of oppression and marginalization" (p.13). There is no denying that white supremacy is embedded throughout our society not only in institutions of learning, but as recent events continue to affirm, within our criminal justice system.

We take seriously the lived experiences of minoritized people and are committed to continuing our efforts to become an antiracist institution. The Butler Center, Dean of Students/Vice President for Student Life Mike Edmonds, and Director of Campus Safety Maggie Santos have worked on comprehensive cultural competency training with members of the Colorado Springs Police Department who participate in campus life, and will engage them in further training. These officers have been supportive of the college's diversity and inclusion work. We know that we have much more to do but we are committed to the continued implementation of our antiracism plan and ask for your engagement in the coming year as we continue this essential work.

As antiracism requires collective action, we encourage you to join forces with existing organizations working to end police violence including the ACLU, Black Lives Matter, Campaign Zero, National Police Accountability Project, the NAACP, and the Southern Poverty Law Center.

No matter what you do, please take care of yourselves and others. It is easy to turn a blind eye to these events if they do not directly impact you. But recognize that many of your fellow community members at CC are in deep pain because when police officers kill unarmed Black people, it is psychologically damaging to all members of minoritized groups.

Remember there are numerous resources on campus to help you navigate these challenging times. Do not hesitate to contact the Counseling Center, the chaplain, the Butler Center, or the Wellness Resource Center. We are in this together. Add your name in support.

Sincerely,

Jill Tiefenthaler, President

Alan Townsend, Provost

Claire Oberon Garcia, Dean of the Faculty

Robert Moore, Senior Vice President for Finance & Administration

Mike Edmonds, Dean of Students/Vice President for Student Life

Mark Hatch, Vice President for Enrollment

Lesley Irvine, Vice President/Director of Athletics

Jane Turnis, Vice President for Communications

Kim Waldron, President's Office Chief of Staff/Special Assistant to the Board of Trustees

Brian Young, Vice President for Information Technology/Chief Technology Officer

Manya Whitaker, Butler Center Interim Director/Associate Professor and Chair, Education Department

Pedro de Araujo, Vice Provost

Rochelle Dickey-Mason '83, Senior Associate Dean of Students

[CC's Antiracism Initiative](#)

CC's Antiracism Initiative

Our antiracism initiative is a collegewide effort to actively examine and oppose the ways that racism exists and persists at CC. With antiracism central to our mission, our faculty,

staff, and students will experience greater equity and inclusion, our teaching will be more impactful, and our students will be better prepared to make positive change in the world.

Antiracism Progress Update

June 29, 2020

Making diversity and inclusion central to college leadership

A key goal of our Antiracism Implementation Plan is to make diversity and inclusion central to college leadership. This includes hiring diversity, equity, and inclusion experts in the academic, student life, and administration divisions who will help us evolve and activate our plan across the college. With the recent economic impacts of COVID-19, the college halted searches for many positions, but the searches for these roles remained a top priority. The following experts will lead this work at CC:

Peony Fhagen, Ph.D. will be our new senior associate dean for equity, inclusion, and faculty development. Fhagen comes to CC from Wheaton College, in Norton, Massachusetts, where she was associate provost of diversity and faculty development. In that role she co-developed and co-led Wheaton's overarching campus entity that monitors and supports diversity, equity, and inclusion across the campus. In addition she managed Title IX and discrimination concerns and complaints involving faculty; developed and led workshops and faculty forums on teaching, learning, and diversity; and chaired the campus scholar-at-risk committee.

Fhagen is an associate professor of psychology and African, African American, and Diaspora Studies, and chaired the Wheaton Psychology Department for several years. In conjunction with her hire, the CC Board of Trustees granted Fhagen tenure at its June meeting.

Claire Oberon Garcia, dean of the faculty and chair of the search committee, says, "The senior associate dean will be responsible for advancing and implementing the antiracism goals in the academic realm. All academic departments and programs are evaluating the structures of their majors and minors, their curricula, and their hiring practices through a diversity, equity, and inclusion lens. The SAD will create a new and meaningful program of professional development for faculty through all stages of their career that recognizes our commitment to be an institution that values each employee and helps them to thrive."

"Dr. Fhagen brings a wealth of experience in thinking about diversity, equity, and inclusion issues with creativity and generosity," Garcia says. "When her previous institution decided to hire an inaugural chief diversity officer, she proposed instead a collaborative model of diversity, equity, and inclusion leadership similar to our own at CC. A graduate of Wellesley College, Dr. Fhagen is deeply committed to the relevance of a liberal arts education and active learning."

Rosalie M. Rodriguez will become our senior associate dean of students for equity and inclusion/director of the Butler Center. She comes to CC from Bucknell University, where she was most recently the director of multicultural student services. In that role she

worked closely with students of color, advising, mentoring, and connecting students to resources. In addition she developed and facilitated campus-wide programs to increase cultural awareness, understanding, and competence, and promoted the understanding of diverse cultures and perspectives including privilege and power relationships. She advised and supported multicultural student organizations.

“I am thrilled to have Rosalie join the Colorado College community,” says Manya Whitaker, associate professor of education, chair of the Education Department, interim director of the Butler Center, advisor to the Black Student Union, and search committee chair. “She brings with her an interdisciplinary perspective of antiracism and extensive experience working with students to find their entry point into social justice work.”

In response to campus feedback, the position of **director of diversity, equity, and inclusion for staff** is being revised to elevate its reporting structure to a similar level as the other two positions. It will now be housed in Finance & Administration, rather than in Human Resources, and will report directly to the senior vice president for Finance & Administration. **Barbara J. Wilson has been named to serve in the interim capacity in this role until the position is filled permanently.** A national search will be conducted in Spring 2021.

Wilson, who currently serves as associate vice president for administrative services, has been at Colorado College since August 2000 when she was hired as director of Human Resources. Her role included working with staff to resolve issues of discrimination and harassment complaints. Wilson served as the deputy Title IX coordinator for staff from 2012 to 2018. In 2013-2015 she served as chair and co-chair on the faculty and staff diversity action team that focused on recruitment and retention issues. Wilson is the recipient of the Distinguished Service Award from the College and University Professional Association for Human Resources.

“I am very pleased and grateful that Barbara has agreed to continue to serve the college in this interim role,” says Robert G. Moore, senior vice president for Finance & Administration and acting co-president-elect. “She brings years of experience in working with the staff of the college and a personal dedication to the issues of diversity, equity, and inclusion.”

This team will introduce the antiracism framework to all incoming trustees, faculty, staff, and students, and develop understanding, accountability, structure, and opportunities to embrace the Antiracism Initiative. They will be a primary resource for the Diversity and Equity Advisory Board, and will meet regularly with the president. They are charged with ensuring the college meets its antiracism goals.

Each of these new leaders will start in mid-July and be on campus by August.

Major gift to accelerate antiracism work

To enhance and accelerate the work of our new DEI leadership team, CC Board of Trustees Chair Susie Burghart '77 has generously donated \$1 million to further our Antiracism Initiative.

In February, Burghart asked Vice President for Student Life and Dean of Students Mike Edmonds what she could do to help the college's antiracism efforts. "I wanted to underscore how important this initiative is to all of us — as educators, parents, students, staff, and alumni," Burghart says. She wanted the gift to be announced in tandem with news of the leadership team, because it is connected to the work they will do. "These experts will guide the college in long-needed work that is now even more crucial. This is a moment when CC can lead, and make a difference."

Edmonds says this major gift will be transformative for the college.

"Board Chair Burghart long has been a champion of the college and its mission. With this wonderful gift, she saw an important need, and stepped forward to help the college thoughtfully propel its antiracism efforts ahead," Edmonds says. "Her support for this work will allow us to make greater strides for diversity, equity, and inclusion for students, faculty, staff, and alumni for years to come."

The new DEI leadership team will collaborate to plan the most effective ways to use the gift, extending its impact over multiple years.

Making antiracism a central value in CC's academic and co-curricular programs

Changes adopted by the faculty to diversify the curriculum in May 2019 and developed over the past year will go into effect with the 2020-21 academic year. This new general-education curriculum includes a requirement that students take two [Equity & Power](#) courses. The new general education requirements are responsive to longtime student requests for a more diversified curriculum.

Establishing antiracism, equity, and inclusion as foundational to our community expectations

Student Conduct

Another key goal in our plan is to critically examine our policies, procedures, and practices to find ways in which inequities, bias, and injustice are embedded. During the 2019-20 academic year, Takiyah Amin, Ph.D., a scholar, educator, and consultant, completed an examination of student-conduct policies (known to many as *The Pathfinder*) through an antiracism and anti-oppression lens and recommended changes to be implemented for the next academic year. An internal review and focus groups were also conducted. Amin, Senior Associate Dean of Students Rochelle Dickey, and Community Standards and Conduct Specialist Josh Isringhausen then redrafted the conduct policies based on feedback from the reviews and focus groups. The changes focus on increasing accessibility to the conduct process and reducing subjectivity and bias through more community involvement in the process, and include revisions based on best practices and strategies. Restorative justice

practices were updated as a way to resolve conduct cases. Changes are being vetted with key stakeholders, including students, with plans to roll out the revised policies for the start of the 2020-21 academic year. A Student Conduct Advisory Group was formed to review the policies annually.

Policies

A collaboration team was formed in late February to review non-personnel and non-student policies, procedures, and guidelines that are formal and informal, documented and undocumented. The team of 13 staff members, representing every area of the college, was tasked with creating an inventory of existing policies, procedures, guidelines, and practices, and developing a plan to prioritize the list and a process for review and modification. The team has completed reviewing 16 out of nearly 50 non-personnel and non-student formal college-wide policies, with four recommended for revision to remove perceived embedded biases; three others are recommended for change to improve clarity. The team has also completed its initial documentation of other campus procedures, guidelines, and practices that are less formal and/or undocumented. Over the rest of the summer, the team will develop its plan and priorities for reviewing the inventory of the “other procedures, guidelines, and practices,” while also examining at least 10 more collegewide policies. Review of the prioritized inventory, and completion of the review of the remaining college-wide policies will begin with the new academic year.

A new system of support was developed for international students to address concerns and needs ranging from visa issues to housing, academics, and mental health support. Shiyanke Goonetilleke, who has years of experience working with CC’s international students on many fronts, now serves as a primary resource for international students, working with the directors of both Global Education and the Butler Center.

Antiracism Evaluation Tool

Amin developed an antiracism evaluation tool that will be rolled out initially in the Student Life division this fall. The tool measures DEI efforts across five areas including personnel, policies, practices, assessment, and collaborative efforts. It helps offices and programs examine their policies, practices, and cultures to identify areas of racial bias and inequity, and make changes to support the college’s antiracism efforts. After the pilot phase in Student Life and an assessment, the tool will be shared with other divisions, departments, offices, and programs.

Making antiracism central to CC’s communication

The Office of Communications recently launched “[CC Conversations](#),” a series of live Facebook/Zoom panel discussions drawing on the expertise of CC faculty, staff, and alumni on important topics. The first, “CC Conversations on Racism, Policing, & Protest,” was moderated and organized by Associate Professor Manya Whitaker, and included Assistant Professor Christopher Hunt, Assistant Professor Florencia Rojo, Assistant Professor

Michael Sawyer, and Assistant Professor Christian Sorace. The discussion drew more than 1,200 viewers, including many alumni, from across the nation.

College social media platforms have been elevating Black voices and perspectives, sharing quotes and content from many of the major speakers who have visited the campus in the past year to speak on issues of racism.

[Untold Stories](#), a collection of the lived experiences of marginalized members of the CC community, continues to grow, with the stories of author and attorney Michael Nava '76, who shared his experience as a gay Latino writer; and psychologist, educator, and leadership consultant Pam Shipp '69, who shared her experiences, including of being one of just three Black women at the college in the mid- to late-1960s.

What's next

Some work was delayed due to the COVID-19 pandemic. This work will resume in the fall.

- An Antiracism Oversight Committee will be formed. The new diversity, equity, and inclusion leadership team will work with acting co-presidents Mike Edmonds and Robert G. Moore to get this group started, as well as meet with constituencies to prioritize how best to use Susie Burghart's gift to accelerate our work. The oversight committee will ensure that the Antiracism Implementation Plan initiatives are being carried out, and will assess the impact of the work. The committee will provide an annual report to the CC Board of Trustees. Nominations have been received from the Faculty Executive Committee, CCSGA, and Staff Council, and the new DEI leadership team will be integral to the committee's work.
- Faculty are participating in a virtual workshop in July on inherent biases and internalized racism with Robin DiAngelo, "White Fragility" author, scholar, and social justice educator. The Office of the Dean of the Faculty is funding a limited number of participants; faculty should contact dwillson@coloradocollege.edu for information.
- The Office of Communications will develop an antiracism strategic communications plan, consulting with our new DEI leadership team on the most effective ways to make antiracism communications central to the college and build shared understanding of our goals.

College of Wooster

[Racism, Wooster and the Urgent Work Ahead](#)

Dear Wooster Students and Colleagues,

George Floyd's funeral was today. We mourn his loss as well as the loss of so many others whose lives have been taken in appalling, heartbreaking acts of anti-Black violence. In the wake of Mr. Floyd's death, voices are being raised around the world about the grave impacts of systemic racism, and about the urgent actions we must take to create communities that are truly safe, equitable and just.

Black lives matter. We must move forward from our long, terrible history of racism to create communities where Black lives are valued, honored and safe. During last Wednesday's Community Care gathering, over 400 students, staff, faculty and alumni reaffirmed the urgent need for this change, both here on our campus and more broadly. Before registering, attendees were asked to share what they will do to end racism. We compiled some of their answers [in this video](#) to visualize our community's collective commitment to this critical mission.

The College of Wooster stands against racism in all of its forms, and we will redouble our efforts to create a campus that is truly equitable and inclusive. We are sharing that work publicly so that we can be held accountable for that commitment. To track our progress, please visit the [Diversity and Inclusion resources](#) webpage and the [most recent annual update](#), to see where we have already taken action and what work lies ahead.

I have been in discussions with student leaders and alumni who are calling for reforms to the College's relationship with local law enforcement and the College's approach to safety and protective services and student support. While the College does not hold any contracts with the Wooster Police Department, there are definitely ways that we can change our practices to improve, and to ensure that the campus is a safe and welcoming place for every student to learn and thrive. To move this work forward, I have consulted with Dr. Ayesha Bell Hardaway, '97, who is a scholar of race and the law, Wooster Police Chief Matthew Fisher '95, and College of Wooster students and staff. Dr. Hardaway is also a professor and the Director of the Social Justice Law Center at Case Western Reserve University. Chief Diversity, Equity and Inclusion Officer Dr. Ivonne García and I will share specific plans for changes in policy and practice as we develop them in collaboration with our students, staff, faculty, alumni and other experts.

The College of Wooster community can move forward collectively by listening to, supporting and amplifying Black voices, learning, standing in solidarity with those who are harmed by racism, and making anti-racist actions a priority in everything we do, every day. Although the College is not currently in session, we want to make headway now, and are beginning in the following ways:

- We are planning summer virtual gatherings for Black faculty, staff, and students.

- Dr. García will host two open forum discussions of Ibram X. Kendi's *How to be an AntiRacist* on June 18 and June 25 at 7pm Eastern time, via Zoom. All College of Wooster community members are welcome and encouraged to participate. You can [sign up for these discussions here](#).
- The Department of History is hosting a virtual roundtable entitled [8 Minutes and 46 Seconds to Revolution: Making Sense of the George Floyd and Breonna Taylor Protests](#), featuring four scholars of the Black experience in the United States, Professors Shannon King, Nicosia Shakes, Charles Peterson, and Kabria Baumgartner. This program will take place on Wednesday, June 10 , from 7:00 – 8:30 pm, via Zoom. To register, [click here](#).
- We will host additional Teach-In events, to enable all community members to come together for presentations and discussions. We are eager to share more details on these events as they are finalized.

I hope we will see one another again in Wooster soon. In the meantime, the crucial work to create just communities around the world continues to grow, and to make a difference. Thank you for being a part of it.

Sincerely,

Sarah Bolton

Converse College

From: Barker, Jeff

Subject: Diversity, Racism, Violence

Dear faculty colleagues,

I write today in the second of several communications to help us prepare for the opening of Converse this fall.

This second communication is with regard to an issue staring all of us in the face: the pervasive issues of racism and violence in our country. Converse is not an island apart from these issues; our larger Spartanburg and South Carolina communities are certainly not islands. All of us are affected and our students especially can be expected to return to us with the experience painfully fresh in their minds

I'm sure you've seen the video, probably more than once. I'm sure you've heard the pleas, and "I can't breathe." It is unforgettable. President Newkirk's very timely response was sent to all of you but you can read it here as well: <https://www.converse.edu/living-our-values/> Joe Dunn was interviewed by The Christian Science Monitor; he had been quoted in the CSM years before on Vietnam War protests. Joe told them that "There is a deep, deep sense of frustration and injustice, and it only takes an incident for that to come rolling out."

I agree with the president and with Joe. As I told Joe, my frustration and anger is that it is YET ONE MORE INCIDENT. I also recognize that I haven't done enough. But I'm not done and when it comes to our students and our community, we're not done.

I know the summer is very busy for all of us. We're still dealing with the pandemic, including preparing for the possibility of in-person and online delivery in the fall, with a modified calendar, and with the beginnings of our model change, advanced a year. We may have a recommendation to change from Moodle to Canvas; the review committee meets tomorrow, Thursday, to make a recommendation. If we do change, the review committee is unanimous in recommending that we not wait, that we do it this summer.

Despite all of this work, I believe we need to think very carefully about the issues that we face and that Converse faces and will face with the return of students; not only public health issues, but the ongoing issues of race and violence facing our society. I'd like to ask you to consider these in light of the return of students to campus, the need for all of us to listen to them and to each other, to consider very carefully what we say to each other and how we treat each other, and the real possibility of student protest and action.

As a start, let's make use of the resources available to us from Everfi, our online professional development source. Keshia Gilliam will be referring you (in Everfi talk it is an "assignment") to two of their courses. The issues in these two courses, which together take about an hour, are so important for all of us. I urge everyone to complete these as early as possible this summer. The president and I believe these issues are so important that we are

making completion of the two courses mandatory by the end of August. That will be two weeks into the semester under the revised calendar. Here are the two courses, which deal with diversity and inclusion, and unconscious bias, respectively:

<https://everfi.com/courses/workplace-training/diversity-inclusion-training/>

<https://everfi.com/courses/workplace-training/uncovering-unconscious-bias/>

Please approach these with an open mind. They are just a start...but an important start. We will plan for other efforts this fall.

In discussions with other members of our community, I've heard more than once that diversity and bias issues have come up when students listen to us and watch us even more closely than we may realize. I'm asking all of us to think carefully about this. When we're having lunch in Gee, for example, please remember that this is a place where students hear what we say. They are listening.

When our students return, consider the anger they may be feeling, or the fear, or the confusion. We may address these as appropriate within the subject matter of a particular course, carefully and with as objective an approach as possible, but there may be protest that takes place outside of the classroom. We have a policy on this in the Faculty Handbook:

Converse College employees, students, and student organizations are free to examine and debate all questions or issues of importance to them and to express opinions publicly and privately. At all times Converse College students and employees are expected to speak and act responsibly. Students and employees are also obligated to make it clear that when they speak, they do so for themselves and not for the College.

Converse College recognizes the right of any employee or student to demonstrate peacefully. However, any group that wishes to assemble for such purposes must first register and review all activities with the Office of the Dean of Students in order to ensure that the College can provide adequate security and safety measures.

The right to assemble peacefully for the purpose of public expression or opinion is restricted to those students or employees who are currently enrolled or employed at Converse College. Converse is a private institution and will not allow outside individuals or groups to demonstrate on the Converse campus for any reason. Trespassers are subject to prosecution by the law.

Although Converse students enjoy freedom of speech and assembly, no one shall obstruct the free movement of other individuals on campus, interfere with academic instruction, or interfere with the use of college facilities, including by use of amplified sound.

Students have the right to protest at Converse. Faculty and staff enjoy these same rights. Outside groups do not. All are subject only to the safety and security provisions in the policy. I see those provisions not as obstacles to protest but as protections for the protesters. We will not hinder protest except to provide basic safety and security. Again, we

need to listen to each other as a starting point and protests are an important opportunity to do that.

As we move into the semester and the presidential election season intensifies, the issues we face may intensify. I ask you to work with me, with the deans, and with our entire community as we deliver on the mission. We really are about seeing clearly, deciding wisely, and acting justly. As President Newkirk wrote:

Converse, we must raise our voices to condemn the racist actions around us. We must model respect for diversity and the power of love and community. We cannot be silent or apathetic. By doing so, we allow hatred, racism, and violence to grow in our midst. In short, we must do better.

Thank you for everything you have done. Thank you for everything you will do in the days ahead.

Jeffrey H. Barker

Provost

From: Newkirk, Krista

Date: Tue, Jun 2, 2020, 7:33 AM

Subject: Living Our Values

JUNE 2, 2020

That each of us “may be enabled to see clearly, decide wisely, and to act justly.”

We often quote the Founder’s Ideal at Converse, but this week it feels especially crucial.

As the President of Converse, I am careful about what topics I engage in. My role is to lead Converse as it strives to provide the best education possible for its students. I have decided, however, that I cannot in good conscience lead and remain silent when the very values we hold dear are on trial in this great democracy.

Like many of you, I watched the video of George Floyd’s death and the actions of the police officer who remained deliberately stoic and detached as if the life ebbing out beneath that very knee meant too little to bother to move. This wasn’t the first unjust death perpetrated against a black man by those who are there to protect and to serve. We’ve seen so many others: Eric Garner, Philando Castile, and Walter Scott in South Carolina, just to name a few examples of unjustified levels of police violence against black men. This is not just an issue of law enforcement and a few bad actors in that profession. There are many wonderful police officers who also loathe these horrific acts because they see them as a direct

violation of the creed and purpose to which they have devoted their lives. The deaths of these men, and the many others we have heard about in the last few years merely highlight the impact of a system of racism.

We've watched how systemic racist policies have economic impacts that directly influence lives. We've seen these statistics for far too long, but it took a pandemic to put the stories of the effects of such racism before us. Black Americans are dying from COVID-19 at a rate that is three times that of white Americans. In some states, the death rate for blacks is seven times that of whites. We have seen blacks and Hispanics face much higher rates of unemployment due to the pandemic. We know that black women are two to six times more likely to die due to pregnancy complications than white women. We know from the American Academy of Family Physicians that "blacks in their 20s, 30s, and 40s are more likely to live with or die from conditions that typically occur at older ages in whites, such as heart disease, stroke and diabetes. That's because risk factors for some of these conditions, such as high blood pressure, aren't being detected and treated in younger blacks." We have had the data and information to see clearly for a very long time. It took this pandemic and another cruel and senseless death on camera to highlight the injustices in our own backyards.

To you, my Converse family, I say this. I am so sorry for the pain, trauma, and frustration that so many of you are feeling. These events have made a powerful and personal impact on all of us. If you need support during this time, counseling services are available to faculty and staff through the Employee Assistance Program and to students through the Wellness Center.

It is our responsibility as Americans and members of this society to do better to uphold the fundamental principles of this great nation, and it is our responsibility as educators and scholars to help others understand these principles. Martin Luther King, Jr., told us: "The function of education is to teach one to think intensively and to think critically. Intelligence plus character – that is the goal of true education." No person is born a racist. We know that racism is taught. As a community of scholars, we must address our own biases and teach our students how to do the same. We must strive to teach a comprehensive view of history where the story of all is told. We must provide a thorough education on the impacts of social policy. We must show the fallacies of those policies and philosophies that embed so deeply the racism that allow many to live in the comfort of privilege. Converse, we must raise our voices to condemn the racist actions around us. We must model respect for diversity and the power of love and community. We cannot be silent or apathetic. By doing so, we allow hatred, racism, and violence to grow in our midst. In short, we must do better.

As Toni Morrison reminded us, "The function of freedom is to free somebody else." So, I implore you to search your soul and to ask yourself: what can I do better; what can Converse do better; what can we as educators and scholars do better? Now that we can see more clearly, how do we decide more wisely and act more justly? We know that change takes time, but it will take much longer if each of us fails to do what we can to create a

community where each life is equally valued and protected. I urge you to use your voices now to stand up for the values we hold so dear, the truths we hold to be self-evident: that all are created equal.

From: Duncan, Holly

Date: Fri, Jun 5, 2020, 5:27 PM

Subject: A Message from Board Chair Phyllis Perrin Harris '82

Below is a message from Board of Trustees Chair Phyllis Perrin Harris, '82 to our campus community.

JUNE 5, 2020

Dear Converse Students, Faculty, and Staff:

It's been very difficult to pen a message to the Converse community regarding the events over the past week. The rage, pain and frustration that we see in the protests in the aftermath of George Floyd's senseless murder is a reaction to the more than 400 years of systemic racism endured by black and brown Americans that we have failed to wholly acknowledge, address and remedy. For the past week as a parent of young adults, I've wiped tears, listened to traumatic stories of racism that they have experienced, and have provided comfort in the best way that I know how as a parent. I've also reflected on my own experiences at Converse as a black student. It was difficult and I experienced racism. To my Converse family, every black alumnae has a story to tell.

But my personal experiences with racism are insignificant when compared to the deaths of George Floyd, Eric Garner, Michael Brown, Tamir Rice, Breonna Taylor, Philando Castille and many, many other black and brown people who have died from police violence. Despite these harsh realities, I am uplifted by our founder's ideal to "Act Justly." I am also encouraged by the message that President Newkirk sent today that implores our community to take action, for real and sustainable change, and the messages of support and solidarity of allies in the Converse community.

I am deeply troubled however, by the experiences and stories that our current students are sharing about the hateful and racist words that some are expressing and the untoward actions by a few. Racism and bias have no place on Converse's campus and its social media communities. We can and must do better to live up to the values that bind us to this institution. President Newkirk has announced a set of initiatives to begin the process of healing and eradicating racism at Converse. These actions are a good start. However, we will have to roll up our sleeves and intentionally look inward to help Converse emerge as a

place that is truly inclusive and that consistently treats all people with respect, dignity, and as equals.

“Human progress is neither automatic nor inevitable...Every step toward the goal of justice requires sacrifice, suffering, and struggle; the tireless exertions and passionate concern of dedicated individuals.” -Martin Luther King, Jr.

Stay safe, be well and dedicated to change.

From: Newkirk, Krista

Date: Wed, Jun 17, 2020, 1:11 PM

Subject: Message from Pres. Newkirk

JUNE 17, 2020

Dear Students,

A number of you have reached out to me about an email you received from Dr. Jeff Poelvoorde in which he objected to the mandated training modules for Converse faculty and staff on Diversity and Inclusion, and Managing Bias, as well as raised a number of other topics. Many of you expressed how upsetting this email was for you as you are trying to deal with the challenges of a global pandemic and the issues of systemic discrimination. I am so sorry that you are facing so many difficult things right now and that one more challenging situation has been thrust upon you. I hear you. Please know that we are working on ways to make this better.

In regard to the training issues raised, the modules assigned take a very broad definition of diversity (gender, gender identity, religion, disability, ethnicity, etc.) and remind us that we need to be considerate and respectful of those in our community. I understand that no one likes receiving a mandate, and they are very seldom issued here at Converse. These training modules along with several others were sent to the staff in March with a recommendation that they complete them. Even in the middle of the pandemic outbreak and the shift to working from home, 38% did so. Given the current situation, however, I thought it was important that we all complete this training that reinforces Converse's core values. That mandate stands, and each and every employee and faculty member is expected to complete this training by August 3rd. Just like any faculty member who gives an assignment to their class, this training is a requirement. It is not a violation of the First Amendment to require employees to go through training. All institutions require employees to go through professional development training, including public higher education institutions.

Converse is a private, liberal arts institution where we value the opportunity to participate in the free and responsible exchange of ideas with the belief that through vigorous and civil

debate, the best and most logical ideas will rise to the top. Our Faculty Handbook's statement on Freedom of Expression includes the following: "Converse College employees, students, and student organizations are free to examine and debate all questions or issues of importance to them and to express opinions publicly and privately. At all times Converse College students and employees are expected to speak and act responsibly. Students and employees are also obligated to make it clear that when they speak, they do so for themselves and not for the College." Dr. Poelvoorde's statement reflected his own thoughts, and he does not speak for Converse.

The right to freedom of speech is balanced by our policy on discrimination. Converse does not tolerate discrimination based upon "race, color, creed, religion, sexual orientation, disability, age, national or ethnic origin, veteran status, genetic information, or any other status protected by applicable federal, state, or local law." When Converse supports diversity and does not discriminate on the basis of creed, that means that it also supports the right for people to hold different beliefs and points of view. Statements of harassment to a person based upon that person's protected status will not be tolerated. Such statements are currently a violation of our Civitas policy and soon will be part of a new policy on harassment and discrimination that will provide a better process to address such incidents.

For any students who have been advised that they should not talk about incidents of discrimination or harassment, but instead should simply be patient and wait for these issues to resolve themselves, let me set the record straight. That is not right, that contradicts our goal of teaching you to use your voice, and that is not what our policies say. If you have been discriminated against by a faculty or staff member in violation of our policies, you should report that matter as set forth in the Grievance Procedure on page 74 of the Student Handbook. If discriminatory statements have been made to you by another student, you may submit a form through Converse Cares for help with those issues. Converse will take appropriate disciplinary action in regard to any employee or student who engages in discriminatory conduct. If you would like to talk to someone about how to go about that process, please reach out to Dean Boone Hopkins or Danielle Stone.

As you may know, tenured faculty members are afforded certain rights and actions involving personnel are confidential. Please know that this matter is being addressed within the confines of Converse's policy and the law. In the meantime, if any of you are enrolled in a course with any faculty member where you are concerned that you will face discrimination, please contact Dean Erin Templeton, Dean Lienne Medford, or Dean Boone Hopkins.

Next week, Kennedy Anderson, other student leaders, and I will be hosting another Zoom call for any students who wish to discuss these issues or to share their thoughts on how we can make Converse a better and more inclusive environment for all. We will reach out to you soon with a date and time. In the meantime, if you wish to voice your opinion on this topic or any other issues at Converse, please use this link where you can submit your

thoughts and questions. We will try to address your questions and concerns during this Zoom meeting.

Thank you for caring enough to reach out and to share with me your thoughts on this. It is important that we keep talking and working together as we forge a better future for Converse.

Sincerely,

Krista L. Newkirk

President

Connecticut College

[May 30, 2020](#)

Dear Members of the Connecticut College Community,

As we continue to cope with the suffering brought on by COVID-19, today we are coping with another kind of suffering. Our thoughts are with the people of Minneapolis, Atlanta, Boston, and other cities around the country protesting racial violence and police brutality, including the tragic deaths of Ahmaud Arbery, Breonna Taylor, and George Floyd. We are deeply saddened by these incidents and write today to express our solidarity with communities of color and all who are mourning.

In challenging times, we come together as a community. We cannot convene in person now, but we would like to do so remotely in order to reflect on this moment. Earlier this year, our Office of Religious and Spiritual Programs created PAUSE for that very purpose—a time for prayer, poetry, silence, and solidarity. It has become a welcome space for dialogue and community care. And so we have organized a remote PAUSE event for Tuesday, June 2, from 3 to 4 p.m. We invite you to join us via [WebEx](#).

Racism is one of our most enduring and devastating social problems. We all have a responsibility to use our knowledge and resources to become anti-racist, to end violence and oppression in all forms. That begins with education. We invite you to use this time to avail yourselves of the tremendous resources we have within our own community, including the significant body of scholarship on race; the faculty and students associated with our [Center for the Critical Study of Race and Ethnicity](#); the staff and student leaders within the [division of institutional equity and inclusion](#); and all those involved in the [Agnes Gund '60 Dialogue Project](#).

We look forward to being with you on June 2. In the meantime, we send you our very best wishes for health and safety during these turbulent times.

Sincerely,

Katherine Bergeron
President

John McKnight
Dean of Institutional Equity and Inclusion

[June 8, 2020](#)

Dear Members of the Connecticut College Community,

We are living through an extraordinary moment in history. The senseless killings of George Floyd and other Black Americans at the hands of white police and vigilantes have

compelled people in every corner of the United States and around the world to take a stand against racism, and to demand the same of all our institutions. We have been deeply moved in the past week by the eloquent words of so many leaders, including our own students, faculty, staff, alumnae and alumni, calling on us to support black lives on campus, in our community, and in the world.

This historic moment will not reward bystanders. It calls for action. Action is at the heart of our mission at Connecticut College: *to educate students to put the liberal arts into action as citizens of a global society*. And so, informed by conversations we have had with many of you in recent days, we are writing to let you know the set of concrete actions the College is committed to taking in the 2020-21 academic year to advance anti-racist education.

The work will be based on the broad goals of our 2019 [Equity and Inclusion Action Plan](#), with ten commitments in three areas: campus safety and law enforcement; teaching and learning; and climate.

Anti-Racist Education in Campus Safety and Law Enforcement

- Responding to a growing national movement to transform the nature of policing, the College will review its own procedures for handling campus incidents in order to move the department of campus safety toward a more inclusive, community-oriented philosophy of intervention.
- In the same vein, the College will engage our campus safety officers in a set of conversations about implicit bias, racial profiling, and how to counteract them.
- New London Mayor Michael Passero '79 will, in turn, establish a community task force to review the policies, procedures, and training in the New London Police Department related to de-escalation, racial bias, and use of force. Two representatives from Connecticut College—John McKnight, dean of institutional equity and inclusion, and Mary Savage, director of campus safety and emergency operations—will serve on the task force.
- We will also expand on the very successful series, [Conversations on Race](#), launched last year in partnership with The Day and the U.S. Coast Guard Academy, to explore racial bias in policing as well as other themes.

Anti-Racist Education in Teaching and Learning

- To address one of the first goals of our Equity and Inclusion Action Plan, we will require all members of the Connecticut College community to complete an online program that offers foundational training around questions of diversity, equity, and inclusion. This online instruction is meant to be just the first step in a much larger effort to promote advanced dialogue and understanding across difference.

- We will launch a new graduation requirement, starting with the Class of 2024, on [Social Difference and Power](#), a requirement ratified by the faculty in spring 2019. We are grateful to Professors Deborah Eastman and Sufia Uddin for their leadership in developing this requirement and for the many faculty who will offer courses.
- Likewise, we will refocus the diversity portion of new student orientation, again starting with the Class of 2024, to include a more intentional focus on combating interpersonal racism within the campus community.
- And we will create a continually updated guide of opportunities and resources to promote anti-racist education. We have been inspired by the statements of support and solidarity by many departments, programs, and groups, which have included links to educational resources, for example: from our [student leaders](#); from a group of [faculty and staff](#) allies; from the faculty in the [Psychology Department](#); and from staff in [Student Counseling Services](#). These educational resources will be compiled into a single comprehensive guide on the Office of Institutional Equity and Inclusion [website](#) for the campus community.

Anti-Racism and Campus Climate

- During the 2020-21 academic year, we will administer the planned-for [campus climate survey](#) by the national Higher Education Data Sharing Consortium, which COVID-19 forced us to postpone this spring. Data from the survey will be used to inform future plans.
- And we will work to amplify and enhance the College's bias response protocol to incorporate restorative justice approaches in keeping with best practices nationally.

There are, of course, many additional courses, lectures, programs, and actions being planned for the coming year by our centers and departments that will address many of the same themes. You may learn more on this [calendar](#).

We believe that all this work will advance, in a rigorous way, the goals and objectives articulated in our Equity and Inclusion Action Plan—a plan that has been built on a long history of activism at Connecticut College. A full report of our progress on the Action Plan will be published on the [President's website](#) this month and updated during the year.

Finally, we want you to know that we have prioritized equity and inclusion in the College's comprehensive fundraising campaign with a goal to raise at least \$5 million to support capital projects and programming. Here, too, we have made progress. In 2018, a gift from a generous alumnus provided the seed funding for us to begin designing our strategy. Last year, a generous alumnus donated \$500,000 to help us bring a second cohort of Posse scholars from New York City to join our scholars from Chicago. And another gift of \$1 million from Agnes Gund '60 allowed us to endow [The Dialogue Project](#), a comprehensive

social justice education program that is already making an impact.

We know the road to justice and equity is long, but we hope that, with these concrete actions, our community will move a bit closer to realizing the values we profess. The College is committed to using resources in the best possible way to continue advancing this important work with you. As always, we thank you for your support and look forward to the results of our collective commitment.

Sincerely,

Katherine Bergeron, President

Victor Arcelus, Dean of Students

Jeff Cole, Dean of the Faculty

Pamela Dumas Serfes, Vice President for Communications

W. Lee Hisle, Vice President for Information Services

Rich Madonna, Vice President for Finance and Administration

John McKnight, Dean of Institutional Equity and Inclusion

Cheryl Miller, Vice President for Human Resources and Organizational Development

Jefferson Singer, Dean of the College

Andy Strickler, Dean of Admission and Financial Aid

Kim Verstandig, Vice President for Advancement

California State University, Long Beach

From: President Jane Close Conoley

Sent: Wednesday, June 10, 2020 5:54 PM

Subject: President Conoley Addresses Racial Injustice

OFFICE OF THE PRESIDENT

June 10, 2020

While previous OneBeach messages have focused on what our campus community is doing to manage the challenges of the pandemic, I feel it's important now to discuss the issues that are front-and-center at this moment: racial injustice and police brutality.

Jane Close Conoley, Ph.D.

President

From: CSULB-President

Sent: Monday, June 1, 2020 8:28 PM

Subject: Black Lives Matter

Dear Beach Community:

We at the Beach are vehemently against police brutality and racial injustice. The recent deaths of George Floyd, Breonna Taylor, Ahmaud Arbery and countless others have sparked protests across the nation. We fully support and stand by the black community at the Beach whose lives, health and safety are intimately impacted.

For 8 minutes and 46 seconds, the nation watched as Floyd pleaded for his life while a Minneapolis police officer pinned him to the ground with his knee pressed against his neck. Recent events have given members of the black community reason for feeling that they are not safe going for a jog, standing on the sidewalk, or even in the sanctity of their own homes.

We support community-based policing built upon the foundation of trust and respect. We appreciate our campus police who do this kind of relationship-building with our students, faculty, and staff daily. We cannot, however, support the kinds of abuses of power that have historically targeted the black community.

We do not claim to have all the answers and we cannot promise that we won't misstep in the process of learning. But we look forward to having meaningful dialogue with our black community members at the Beach to better understand the challenges we face ahead to make our campus more inclusive.

We can do better. We must do better. We will do better.

For the staff and faculty who are struggling with these recent acts of violence against members of the black community, please reach out to the Faculty and Staff Assistance Program at 562-985-7434. For students who would like someone to talk to, please reach out to Counseling and Psychological Services at 562-985-4001.

Jane Close Conoley, Ph.D.
President

University of Colorado, Denver

Dear CU Denver Community,

As our society reckons with ongoing and systemic racism and police brutality toward Black people and other people of color, many of us are grieving, feeling anger, and moved to act.

This Friday is Juneteenth, the annual commemoration of the end of slavery in the U.S. The day is particularly resonant this year as we are actively confronting the toll that the legacy of slavery and White supremacy continues to take in America. I believe transformation requires big societal changes, but also self-reflection, a willingness to listen and learn, and taking action.

To that end, today we are announcing the extension of CU Denver's [CU in the Community](#) program to the full year (from its previous December through March parameters). The program allows faculty and staff to take a half-day of work time to volunteer with or perform service for the organization of their choice. We encourage you to use that time, or some portion of it, on actions that dismantle racism.

We recognize that the COVID-19 pandemic may prevent you from volunteering in person. Alternative ways to provide service could include education, reflection, and volunteering with organizations committed to doing anti-racist work, such as those listed below.

Local Organizations

1. The [Denver Justice project](#), led and organized by survivors of police violence, works to transform law enforcement, end mass incarceration, and seek racial justice.
2. [Creative Strategies for Change](#) mobilizes arts and education for social justice.
3. [Soul 2 Soul Sisters](#) are faith-based Black organizing leaders. They also lead anti-racism courses and provide a place for non-Black allies to deepen their internal work around dismantling racist oppression.
4. [YAASPA \(Young Aspiring Americans for Social and Political Activism\)](#) works in Aurora and Denver schools to encourage and support disengaged and underserved youth to participate and make change in their communities socially and politically.
5. [Black Lives Matter 5280](#) works to build more loving and united Black communities while eliminating anti-Black violence and racism. They are raising funds for bail, legal support, and provision of direct services for Black people impacted by the current and ongoing crisis.

National Organizations

1. [Showing up for Racial Justice](#) is a national organization that moves White people to act as part of a multi-racial majority to undermine White supremacy and work toward racial justice.
2. The [Anti-Defamation League](#) exposes extremism, delivers anti-bias education, and works with communities and law enforcement to identify hate and mobilize people to work vigorously against it.
3. [Color of Change](#) is the nation's largest online racial justice organization. It designs campaigns to end practices that unfairly hold Black people back and to champion solutions that move us all forward.
4. The [NAACP](#) is holding Juneteenth events, film screenings, town hall discussions, and other activities. Its [We Are Done Dying](#) campaign encourages sending messages to your Congressional representatives.

In addition to expanding CU in the Community, we will continue the Office of Diversity and Inclusion's Social Justice Teach-In series in order to bring about greater understanding, equity, and justice. Last Friday's [We Can't Breathe Teach-In](#), with over 950 participants, highlighted the research expertise of our faculty and alumni ranging from the origins of policing of enslaved people to criminal justice research and seeing Black Lives Matter through the lens of a demonstrator. In smaller group discussions, broken out by social identity groups, people across Colorado and beyond shared lessons learned and resources.

We will continue to [add resources](#) to the CU in the Community website with the knowledge that the practice of combating racism, in society and within ourselves, is ongoing. Similarly, the university's action list is also a work in progress. We recognize that there is still much for us to do, and we're committed to continually reevaluating and refining our actions.

As we wrote to you earlier this month, we consider it our responsibility as a public urban research university to [take action](#) to eradicate the structures of racialized bias and power. Although there are immediate actions that can be taken, long-term and sustained change is needed. In conversations with Chancellor-designate Michelle Marks, I've learned of her commitment to listening to our community and identifying how CU Denver can be an even more effective change agent. She will be sharing her ideas for moving forward that important work soon after her arrival on July 1.

Dorothy Horrell
Chancellor

Cornell College

President Brand sends message about George Floyd

June 1, 2020

This is an email sent by President Jonathan Brand to the Cornell College community on Sunday, May 31, 2020.

Given the unpredictable and challenging few months that we have had learning to cope with COVID-19, I could not imagine that anything else could happen in the world that could come close to, or even eclipse, COVID-19. Then George Floyd was killed by a Minneapolis police officer. Watching and rewatching the almost 9-minute video footage and the aftermath has been painful, angering, and nauseating. But, this is not a time to look away. While it might be easy for some to view this tragedy as a distant event with little connection to the Cornell campus, that would sadly be very shortsighted. I have seen students and alumni participating in the protests and clean up throughout the country. I see the pain experienced by many members of our campus community.

This is the moment for all of us to stand in solidarity and engage in the moral courage necessary to let this incident, or others like it, be a catalyst for change in our world. This wasn't simply the failure of one human being. We have to understand racial disparity and injustice. My heart goes out to Mr. Floyd's family and also to everyone who feels the pain associated with his death. I feel it; what a tragedy.

And, now we have to find a way to further our understanding of one another's experiences of the world and seek ways to heal the schism created by these recent events. Let's be mindful that caring for others is the greatest human opportunity we have. None of us is distant from what happened in Minneapolis. Many are intimately connected to it and deserve our support.

I hope for your continued safety as well as of your families and our larger Cornell community amidst the pain and anguish. And, as always, we are here if we can be of any help.

Please take care of yourself and of others.

Jonathan

Cornell University

Dear Cornellians,

Like so many of you, my family and I have been reeling over the events of the past week – events for which words seem inadequate. The images we have seen and the sounds we have heard have horrified us and broken our hearts. We are ashamed of the injustices that are perpetrated in our country, every day, against people of color; and of the reality that 155 years after Cornell was founded to help heal the wounds of a broken nation, that nation is, in many ways, still so badly broken.

The extraordinary times in which we are living are shining a spotlight on so many issues of equity, and the lack of it: on the ways that rights and opportunity are unevenly distributed across our society, and the worth of our labor and our lives unequally valued. As an academic community built on the bedrock values of diversity, inclusion, and openness, we have an obligation to ensure that the forces of these events and our feelings drive us not backward, but forward. Over these past days, the words that have resonated with me the most, as I have struggled with the question of how our community can best embrace our collective challenge, are those of the Rev. William J. Barber II, spoken to an empty church in Goldsboro, North Carolina, this past Sunday: “We cannot try to hurry up and put the screams and the tears and the hurt back in the bottle, just to get back to some normal that was abnormal in the first place. Hear the screams. Feel the tears. The very people who have been rejected over and over again are the ones who have shown us the possibility of a more perfect nation.”

Words are important. Words matter. But our words – of sympathy, of support, of shared pain – are not enough. While the challenges are enormous, and we cannot fix them on our own, that does not absolve us from taking whatever steps we can to fight against systemic racism and structural inequality. As a community, we can and must act, through our teaching, our research, and our engagement, to stand up for those who are oppressed or marginalized, to educate ourselves and others, and to work to ensure that we – our entire society – do better.

Here are some of the things that Cornell will do immediately:

Strengthen Community Involvement in Public Safety

Cornell’s Public Safety Advisory Committee (PSAC) is composed of students, staff, and faculty members who advise Cornell University Police on issues of public safety and victims’ advocacy. The committee, which last met in April, makes recommendations to improve campus security policies and procedures and reviews issues that affect the overall safety and well-being of Cornell’s diverse community. I have asked the PSAC to redouble their efforts to engage our community, with a specific focus on procedures and training in the areas of use of force, de-escalation techniques, and cultural competency.

Summit with Regional Law Enforcement Agencies

In addition to the work of the PSAC, the university administration has convened discussions in recent years with representatives of regional law enforcement agencies, including Cornell University Police, the Ithaca Police Department, the Tompkins County Sheriff's Office, and the New York State Police. These conversations have touched on shared interests, with a focus on understanding and sharing best practices around law enforcement interactions with communities of color. We will organize another session as soon as possible and include student, staff, and faculty representatives in this important, ongoing conversation.

Community Conversations on Race and Racism

Using the community chat framework, the Office of Human Resources will be offering 75-minute Zoom sessions on topics such as institutional racism and the context of the current protests, ways to be an ally to our black colleagues, and how to engage in proactive and meaningful dialogue around difficult topics such as racism. Details on the programs, and information on how to register, will be sent to all staff and faculty members by Vice President Mary Opperman early next week.

Campus Community Book Read

As a campus community, we have a collective responsibility to engage in difficult but critical conversations – to listen genuinely to, and learn from, one another. To help bring focus to these conversations, I invite all of you to participate in a Community Book Read of [“How to Be an Antiracist,”](#) by National Book Award winner Ibram X. Kendi. We will soon provide all students, faculty, and staff with information about how to access an electronic copy of the book, along with a schedule of virtual discussions which will take place over the summer. I hope you will choose to read the book and to join in the conversation.

Dialogue with Local Community Leaders

I will be meeting next week with a diverse group of local elected, nonprofit, business, and faith community leaders to review the events of the last few weeks and consider how we might advance town-gown initiatives to further support the needs of our friends and neighbors.

These plans are in addition to the ongoing work of the Belonging at Cornell framework that emerged from our [diversity and inclusion initiatives](#), many of which were proposed by the President's Task Force on Campus Climate and/or the Provost's Task Force to Enhance Faculty Diversity. More than three-quarters of the goals laid out by the Task Force in 2018 have now been achieved, including the creation of a mandatory Intergroup Dialogue Project experience for all new undergraduates, an improved bias reporting process, implicit bias training for all faculty search committees, and increased support from the provost for faculty hires that advance diversity.

All of this work will continue, but so much more needs to be done, at Cornell and beyond. I want to close by echoing the words of the Rev. Barber, in saying that there will be no return to “normal” from where we are right now. We are in a time of profound societal change – change that we, as a community and a society, have the power to influence and to shape. We can, and we will, rise to this challenge. Our own consciences demand it, as do our values as a community, and our ethos as Cornellians.

Sincerely,
Martha

From: Cornell College of Veterinary Medicine

Sent: Thursday, June 18, 2020 4:30 PM

Subject: A Message from Dean Lorin Warnick to Alumni

The College of Veterinary Medicine Stands Against Racism

Dear Alumni,

Millions of people across the U.S. and around the world are speaking out in support of racial justice following the terrible murders of Black Americans vividly witnessed in recent weeks. While we are proud of our Cornell heritage of “any person, any study,” we have not always lived up to that ideal and have more work to do to correct systemic failures throughout our world that obstruct that vision.

I appreciate the years of work that dedicated college leaders, faculty, staff and many of you have done as students and alumni to improve equity in the College of Veterinary Medicine and across the profession. But as our Black students and alumni have shared with me recently, more action is needed. It is heart wrenching to hear of the challenges our students and graduates face in overcoming educational and career barriers, and the racism they experience – both overtly and covertly – during their time at Cornell and after graduation.

I am working with our Black students, faculty and alumni to identify immediate and future steps to be proactively and permanently anti-racist. The college’s Belonging at Cornell Committee is focused on numerous efforts to address inequities and create a community that supports each of our student’s and employee’s learning and development. It is critically important to me that our college fosters and plays a leading role in recruiting, welcoming, training, mentoring and sending into the profession diverse and talented alumni, prepared to serve across the country and around the world.

I am hopeful and determined that we will find ways to sustain this effort and achieve lasting changes where we have failed in the past. I invite you to join me and sincerely welcome your input.

Yours truly,

Lorin D. Warnick, D.V.M., Ph.D. '94

Austin O. Hooey Dean of the College of Veterinary Medicine

From: President Martha E. Pollack

Sent: Thursday, July 16, 2020

Subject: Additional actions to create a more just and equitable Cornell

Dear Cornellians,

A little more than a month ago, I announced a set of actions to enhance our existing programs to promote racial justice. While it was important to take immediate steps in the wake of the racialized violence in our nation, we realize that there is much more to do.

I have heard from many of you over these past weeks, sharing ideas, advocating for change, and offering opinions on ways to counter systemic racism. It is clear that we must think and act holistically to change structures and systems that inherently privilege some more than others. We have not arrived recently at this place in history. Real change will require substantial effort and long-term, ongoing commitment.

I want to publicly acknowledge the advocacy and efforts of so many of our students who continue to champion a more just future for Cornell and for our society. Specifically, #DoBetterCornell has exerted great effort and mobilized broad interest in many important initiatives. Some of the appeals by that movement will be reflected in my announcement today, and a more detailed response will be sent directly to the organizers. I also appreciate those who have engaged on social media platforms to share their stories – often painful – of being Black at Cornell and in the Ivy League. Everyone should read these narratives and think carefully about the role we all must play in building a just, anti-racist world. Students, staff and faculty have long advocated and spoken out about racism and injustice, many prior to my arrival at Cornell, and it is important to acknowledge their work as well.

At the core of our institution lies our primary mission to provide the exceptional education, cutting-edge research and public engagement to shape our world for generations to come, and we must embed anti-racism across these activities. Our world-class faculty play the critical role in defining and advancing our academic mission. Several of the initiatives

proposed by our students are the responsibility of our faculty, and, as such, I have asked the Faculty Senate to take the following up as soon as possible:

The creation and implementation of a for-credit, educational requirement on racism, bias and equity for all Cornell students.

A systematic review of the curriculum in each of our colleges and schools to ensure that courses reflect, represent and include the contributions of all people. Several colleges/schools and departments already have this work underway.

Amplification of Cornell's existing scholarship on anti-racism, through the creation of an Anti-Racism Center that further strengthens our research and education on systems and structures that perpetuate racism and inequality, and on policies and interventions that break that cycle. Cornell already has outstanding academic units and faculty that address these critical issues, including: the Africana Studies and Research Center; the American Indian and Indigenous Studies program (AIISP); Latina/o Studies, Asian American Studies, as well as programs within American, Jewish, Near Eastern, and Feminist Gender and Sexuality studies, and centers such as the Center for the Study of Inequality, the Cornell Center for Health Equity, the Program in Ethics and Public Life and the Cornell Atkinson Center for Sustainability, as well as others that are not listed but contribute valuable scholarship. Our vision is to ensure that we are a national leader in this critical area.

Development of a new set of programs focusing on the history of race, racism and colonialism in the United States, designed to ensure understanding of how inherited social and historical forces have shaped our society today, and how they affect interactions inside and outside of our classrooms, laboratories and studios. All faculty would be expected to participate in this programming and follow-on discussions in their departments. The programs would complement our existing anti-bias programs for faculty, such as those from the Office of Faculty Development and Diversity, the Cornell Interactive Theatre Ensemble, Intergroup Dialogue Programs for Faculty, and the Faculty Institute for Diversity.

In collaboration with the Faculty Senate, we will also:

Launch an institution-wide, themed semester, during which our campus community will focus on issues of racism in the U.S. through relevant readings and discussions. In light of the current COVID-19 pandemic, we will consider the best semester to launch this initiative.

To hold ourselves accountable to these holistic undertakings, I have asked Professor Avery August, vice provost for academic affairs and chair of the Presidential Advisors for Diversity and Equity, to join my senior leadership team on a permanent basis, and to participate as a full member of the team in all meetings and deliberations. Dr. August already plays a critical role in all aspects of our academic programs, including promoting faculty diversity, and he will now be instrumental in helping us to ensure that we

continually keep anti-racism front of mind as we set the future course for the university more broadly.

Another set of important initiatives that have been raised by many in our community concern methods of policing. Although I feel strongly that the Cornell University Police Department (CUPD) is committed to anti-racist policing and is a leader in supporting our diverse community, I recognize the effect that repeated examples of police violence in our nation have on our communities of color. It is therefore critical that we are even more transparent and committed to demonstrating our continued leadership in just and equitable law enforcement. I previously announced my intent to strengthen the Public Safety Advisory Board (PSAB) that provides recommendations to CUPD on its policies, procedures and training and will now take these additional steps:

Effective immediately, the PSAB will be elevated and report directly to Executive Vice President and Chief Financial Officer Joanne DeStefano to ensure accountability for the implementation of PSAB recommendations and new initiatives; and

Vice President for Facilities and Campus Services Rick Burgess, Vice President for Student and Campus Life Ryan Lombardi, and CUPD Chief David Honan will work together to create and implement a new community response team. This team will support our residential life staff and become the first responders to reports of noncriminal offenses and nonviolent incidents that occur in our residential communities. Similarly, this team will monitor campus events, both formal and informal, to promote safety and well-being, and to monitor the application of university policy, allowing CUPD to focus on unlawful activity.

Finally, we recognize that staff are the lifeblood of Cornell, enabling us to deliver on our educational, research and engagement mission. The support that our staff provides is what makes learning possible. We must therefore enhance the commitment that we make to recruiting and retaining an exceptional staff that reflects the diversity of our students. Specific steps we will take are as follows:

Vice President and Chief Human Resources Officer Mary Opperman will create new professional development programs with a focus on staff of color, including leadership development, mentorship, and pipeline and succession programs, to help diverse staff advance into key institutional leadership roles;

We will make work on diversity, equity and inclusion part of the performance dialogue process at Cornell;

All staff will be required to complete a series, being developed in partnership with eCornell, focused on equity and cultural competency that will become available beginning this September;

The Inclusive Excellence Network of programs will continue, including the Summit, the Academy and the Podcasts; and

Juneteenth will become a permanent university holiday.

All of these new initiatives are significant and will take substantial effort and time to complete, but their implementation will be a top priority.

Cornell's resolve to be a more inclusive and equitable community is not new. Shortly after I arrived in 2017, and after painful incidents of racism and violence, we launched a comprehensive and inclusive process that identified 60 initiatives for implementation. To date, we have fully achieved 77% (46) of those priorities deemed most critical by our community, with many others partly achieved. I am proud of this progress and effort but recognize that the work must continue with the additional initiatives announced today. All of these institutional initiatives will complement and enhance those under development and already announced by our colleges and schools, a few examples of which include:

This coming year, the Society for the Humanities in the College of Arts and Sciences will center its theme on "Rural Black Lives," which will focus on local history tied to the Underground Railroad;

The College of Arts and Sciences will increase funding for its Summer Experience Grants program which provides support for A&S students who take up unpaid or low-paid internships, with priority for underrepresented, first-generation and low-income students, with a view to promoting equity;

The Cornell SC Johnson College of Business has committed to redoubling its efforts to increase the racial diversity of undergraduate and graduate programs, guest speakers, and panelists, and recruit and retain more staff and faculty of color;

The College of Architecture, Art and Planning will work with students and alumni to develop a position of diversity and equity officer and an Office of Diversity, Equity and Inclusion in the college. This person will enhance recruitment, retention and support of Black and other minoritized students; and

Weill Cornell Medicine, after extensive engagement with its academic community, has taken a set of immediate actions to combat racism and ensure greater fairness, equity and belonging for students, trainees, faculty and staff. A new Office of Institutional Equity was created to oversee programs and initiatives that advance equity at WCM, such as conducting anti-bias and anti-harassment training; ensuring equitable hiring, promotion and pay practices; and establishing a consistent framework for investigations of discrimination, harassment and bias.

The commitment to real change is the responsibility of all of us, particularly those of us in majority communities. It is our responsibility to read, reflect, learn, listen and then change the system that has disadvantaged our Black, Indigenous and other colleagues, students and friends of color for centuries. This will be a continuous journey, and I implore every member of the Cornell community to look deep within yourself and take active, regular and courageous steps to help create new systems and structures that move us toward a more just and equitable Cornell – and that will become part of our contribution to a different, more just and more equitable world.

With gratitude and in solidarity,

Martha

Columbia University

From: Amelia Alverson

Date: Tue, Jun 2, 2020 at 4:33 PM

Subject: President Bollinger on Recent Events

To All Members of the Columbia Alumni Community,

I truly hope this message finds you safe and well. I am more grateful than ever for our alumni community, and wanted to share this message sent on Monday morning by President Bollinger in response to the horrific events of the past week.

Sincerely,

Amelia J. Alverson | Executive Vice President for University Development and Alumni Relations

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Dear fellow members of the Columbia community:

I am writing in both a personal and an institutional capacity. Like everyone, I have been reflecting on the events of the last week with an increasing sense of anguish at the human suffering we are witnessing and of alarm at the national crisis we are facing in our political system.

Until last Friday, I did not think it was possible for me to forget even for a moment that we are in the midst of an historic pandemic, bringing untold human loss and crossing a numerical threshold of unimaginable proportions. But the horrifying ending of the life of George Floyd, a citizen in the very system of justice intended to protect him, and us, which then, along with other recent tragic deaths, drew back the curtains on centuries of invidious discrimination against African Americans, and others, did that. My hopes for a renewed sense of national purpose to continue the heroic efforts of so many, over so many generations, to change once and for all that terrible course of history have been raised, and then deflated. We are at a point in our history where political leadership is not only absent but also disturbingly confounding of the fundamental norms and values that take years and years of hard and determined work to develop—and yet are always so fragile when pitted against the worst instincts of human nature. My concerns here are not partisan, but basic to our culture.

Like so many others here, I have chosen to dedicate my life to sustaining and building academic institutions, and my beloved Columbia, specifically. There is no question that the expectations of intellectual character we choose to live by in the academic world are extreme, and we cannot reasonably expect them to set the bar for ordinary political deliberations and interactions. But what we are seeing today—which unfortunately included just in the last week an unfounded attack on our research and researchers, as well

as on the University itself—is at the opposite end of the spectrum. If this were a single incident, that would be one thing, but in the current way of behaving, these become acts of intimidation and dangerous mischaracterization of expertise, one of the hallmarks of a descent into authoritarianism.

In the face of all this, it is only a start to express empathy and solidarity with those in our community who are experiencing loss and apprehension. But I certainly do so here, on behalf of all of us. Universities are not perfect and we have to accept our share of responsibility for the state of affairs we have today. But we are determined, even more so now, to change and to be better. More than anything we will continue to provide the society and the world with all the knowledge we can preserve and create and with a new generation of citizens and leaders who are prepared to live by, and fight for, the values of respect for reason, the love of ideas, and the wish to use these to care for others.

Sincerely,

Lee C. Bollinger

From: Lisa Rosen-Metsch '90GS

Sent: Friday, June 12, 2020 4:06 PM

Subject: In Community and Solidarity

Dear GS Community,

I write to share the three messages below that were recently sent to all GS students by President Bollinger, myself and the other undergraduate deans, and our Dean of Students Marlyn Delva and Dean of the Postbac Premed Program James Colgrove regarding the terrible events of the past several weeks.

The murders of George Floyd, Breonna Taylor, Ahmaud Arbery, and Tony McDade have refocused our attention on the injustice faced by Black people in our country. For too many, systemic racism, anti-Black violence, and police brutality are an unjust reality. The massive and global protests over the past two weeks demanding justice and racial equity are an inspiration and beacon in the work that is required to transform our society and the way it allocates justice, power, and opportunity. We are committed to working together as a community toward a more just society—a central priority of my deanship and one that is at the core of our School's identity.

GS, from its very founding, has challenged the status quo. Throughout our School's history, we have fought to expand access to the Columbia classroom—and the benefits that come with that access—to a more diverse and representative group of students. In doing so, we are not only providing opportunities for those students to improve their lives and effect

change globally, we are also broadening the scope of the conversations on our campus and the perspectives and experiences represented therein. As a School, we are committed to continuing to fight against anti-black racism and to evaluating ways we can improve ourselves to do so. We will also continue our efforts to increase our number of Black students and students from our local communities to improve our diversity and so that their stories and experiences continue to enhance the discussions in Columbia classrooms.

We are all, as a community, in this fight together, and I assure you that the Columbia University School of General Studies is fully committed to doing the difficult work that is required.

In community and solidarity,

Lisa Rosen-Metsch

Dean, Columbia University School of General Studies

Professor of Sociomedical Sciences

Dear fellow members of the Columbia community:

I am writing in both a personal and an institutional capacity. Like everyone, I have been reflecting on the events of the last week with an increasing sense of anguish at the human suffering we are witnessing and of alarm at the national crisis we are facing in our political system.

Until last Friday [May 29], I did not think it was possible for me to forget even for a moment that we are in the midst of an historic pandemic, bringing untold human loss and crossing a numerical threshold of unimaginable proportions. But the horrifying ending of the life of George Floyd, a citizen in the very system of justice intended to protect him, and us, which then, along with other recent tragic deaths, drew back the curtains on centuries of invidious discrimination against African Americans, and others, did that. My hopes for a renewed sense of national purpose to continue the heroic efforts of so many, over so many generations, to change once and for all that terrible course of history have been raised, and then deflated. We are at a point in our history where political leadership is not only absent but also disturbingly confounding of the fundamental norms and values that take years and years of hard and determined work to develop—and yet are always so fragile when pitted against the worst instincts of human nature. My concerns here are not partisan, but basic to our culture.

Like so many others here, I have chosen to dedicate my life to sustaining and building academic institutions, and my beloved Columbia, specifically. There is no question that the expectations of intellectual character we choose to live by in the academic world are extreme, and we cannot reasonably expect them to set the bar for ordinary political deliberations and interactions. But what we are seeing today—which unfortunately

included just in the last week an unfounded attack on our research and researchers, as well as on the University itself—is at the opposite end of the spectrum. If this were a single incident, that would be one thing, but in the current way of behaving, these become acts of intimidation and dangerous mischaracterization of expertise, one of the hallmarks of a descent into authoritarianism.

In the face of all this, it is only a start to express empathy and solidarity with those in our community who are experiencing loss and apprehension. But I certainly do so here, on behalf of all of us. Universities are not perfect and we have to accept our share of responsibility for the state of affairs we have today. But we are determined, even more so now, to change and to be better. More than anything we will continue to provide the society and the world with all the knowledge we can preserve and create and with a new generation of citizens and leaders who are prepared to live by, and fight for, the values of respect for reason, the love of ideas, and the wish to use these to care for others.

Sincerely,

Lee C. Bollinger

Columbia Undergraduates,

We write to you, with heavy hearts, to address the tragedy and unrest we have all witnessed over the last week. Just as our nation was anticipating the next phase of an unprecedented pandemic, the brutal killing of George Floyd, along with the recent killings of Ahmaud Arbery, Breonna Taylor, Tony McDade and others, forcefully reminded us of the pervasive racial injustice and lack of respect for Black Americans in this country.

This tragic moment has united citizens across the U.S. and around the world in anger, heartbreak, frustration and unity to protest yet another assault by members of the police on the Black community. We extend our deepest care and concern to each of you, and in particular to our Black students who we know are experiencing a profound sense of pain, despair and outrage at the acts of anti-Black racism and violence that continue to plague our country.

For all of us, the choice to be at Columbia is also a choice to be a member of a diverse campus environment located in the largest city in the country. It is also a choice to participate in an institution that is rigorous about learning, inquiry and the pursuit of knowledge. While we often hear about new knowledge at the frontiers of science and medicine, we also know that much of what our students explore is knowledge of the self and of humanity.

Through the national dialogue and protest taking place now, there is an opportunity for all of us to step back from our assumptions, reflect on our values and then commit to actions that will steer us towards greater support for one another and the collective creation of a more just world. What we witnessed last week in the death of George Floyd was the most

extreme form of racism, but the insidiousness of racism and bias is the unintentional forms that show up in daily life.

When communities come together, it is so that each member can contribute the best of themselves to make the community stronger. For that to happen, each must also be valued, respected and cherished as an individual. While we have always believed this, this moment calls for an explicit expression of our belief that Black lives matter, not only to us but to our entire community.

We encourage you to reach out for any support you may need. Although words are powerful, we understand that now is a time for action. We are committed to our schools and communities being forces for change in the fight against systemic racism. We welcome your thoughts and encourage you to also find opportunities to participate in this movement by educating yourself on Black history and anti-racism, volunteering in local efforts to combat racism, joining peaceful demonstrations in your community and voting in upcoming elections.

In community and solidarity,

Mary C. Boyce

Dean of The Fu Foundation School of Engineering and Applied Science

Lisa Rosen-Metsch

Dean of the School of General Studies

James J. Valentini

Dean of Columbia College and

Vice President for Undergraduate Education

Dear GS Students,

We have been at a loss for words as we bear witness to the murderous acts against George Floyd, Breonna Taylor, Ahmaud Arbery, Tony McDade, and the countless Black people in our country who experience police brutality, systemic racism, and anti-Black violence. The mass uprisings of the past two weeks and the extraordinary mobilization of Black Lives Matter, the Movement for Black Lives, and allied movements for racial equity and justice lead us in the work that must be done to transform and radically realign power and opportunity. We write today with information and updates about resources for the Columbia GS student community to both manage the distress related to current events and to channel your energy into lasting social and political change.

We want to reaffirm the message sent last week by Deans Rosen-Metsch, Boyce, and Valentini, the messages from our student leaders, and to underscore our continued support

for the community. We encourage all members of the GS community to commit to dismantling the structures of systemic racism in our city, state, country, and world and to get involved in ways that are meaningful to you individually. We know that this work is difficult and it is especially important to find balance and to allow space for healing and self care. Specifically to our students who do not identify as Black, we encourage you to join in solidarity with the Black community and continue to practice allyship in your daily lives, in the classroom, on campus, in your communities, and at home.

Below are some of the ways that our offices plan to continue the work of addressing these issues as well as offer support to the GS community during the summer months and into the fall semester:

- GS Student Life will be offering an array of social justice education and multicultural programs, including:
 - Workshops and conversations focused on bias, non-performative allyship, systems of oppression, and coping with race-based trauma
 - Regularly occurring Students of Color Community Connection spaces
 - Movie and documentary discussions on racial and social justice (including 13th, He Named Me Malala, and American Son)
 - LGBTQ community spaces, trainings, and conversations
 - Self-care and wellness programs and discussions
 - Social justice book discussions (including Between the World and Me by Ta-Nehisi Coates)
- For leaders in a student organization on campus, GS Student Life advisors are here to work with you and your group to support your work around social and racial justice on campus and in our community.
- CPS also offers a Virtual Support Space for Black Students, Thursdays at 4 p.m. EDT. Email Dr. Addette Williams at alw65@cumc.columbia.edu or Dr. Keoshia Worthy at kw2865@cumc.columbia.edu with "Space for Black Students" in the subject line to get the link to join.
- University Life will host two important gatherings in June about race, injustice, and efforts to achieve transformative change:
 - A University Life Forum: Black Lives Matter, Protest and Creating Change, this Thursday, June 11 from 4 - 5:30 p.m. EDT
 - A special virtual summer session of the Task Force on Inclusion and Belonging at Columbia on Wednesday, June 17 at 2 p.m. EDT
- As always, your Academic Advisor and the Academic Resource Center team members are available to meet with you as needed.
- GS is committed to creating new programs and support, as well as updating existing programs to combat racism and fight systems of oppression. We will be sharing these updates as they are available.

Know that we stand with you in our fight against injustice and will look to connect with you to discuss ways we can work together in dismantling the racism that exists in our society. With any thoughts and ideas please reach out to us.

In solidarity and community,

Marlyn Delva, Dean of Students

James Colgrove, Dean of the Postbac Premed Program

Sean Trulby, Associate Dean of Student Life

And the Entire GS Dean of Students Office, Postbac Premed Office, & Student Life Office

From: **Lee C. Bollinger**

Date: Tue, Jul 21, 2020

Subject: Columbia's Commitment to Antiracism

Dear fellow members of the Columbia community:

Ever since the killing of George Floyd, the nation and the world have been moved to a heightened state of consciousness about the destructiveness of racism, and of anti-Black racism specifically. No matter how committed one has been to challenging these deep injustices and providing remedies, whether as a person, an institution, or a society, we are all rightly being called upon to do more and to begin again, with a great sense of honesty and new purpose. I am committed to that task, but, more importantly, Columbia is committed to it. Columbia is an old institution by the standards of the United States, and it has its share of shameful periods and moments of great progress. I hope we can collectively add to the latter. Across the University, there are many people reflecting on what can be done.

Scholarship on race and racism has long been deeply embedded across the University. The [Institute for Research in African-American Studies](#) and the [African American and African Diaspora Studies Department](#) represent important centers of research, scholarship, and the University's commitment to doing battle with racism. But this aspiration cannot be limited to these sites. It also must include faculty and students working in many subjects in many fields. Over time I expect the extraordinary creativity of the University will manifest itself in this effort. I and others will be writing, speaking, and meeting as we continue this process. For now, here are several actions of note:

- The University will immediately accelerate [our program](#) focused on the recruitment, the retention, and the success of Black, Latinx, and other underrepresented faculty members as part of our [longstanding and ongoing commitment to faculty diversity](#).

This will include (1) new support for faculty cluster hires in two areas: STEM and scholarship addressing race and racism, (2) the hiring of health sciences faculty whose work focuses on the reduction of health care disparities in communities of color, and (3) University-wide recognition for faculty service in support of diversity and inclusion.

- For our students, inclusive teaching and learning environments are the very core of our mission. By design, learning, teaching, and research take place in and across our sixteen schools and our many institutes. Our deans are deeply committed to addressing issues of anti-Black racism and each has an active agenda of antiracist work, both longstanding and new, related to curriculum and pedagogy. They have also formed committees, created positions, mounted training programs, and directed financial resources as part of their agendas. Each school will share public updates on this essential work.
- A few years ago, I worked with Eric Foner, DeWitt Clinton Professor Emeritus of History, to launch an effort to uncover Columbia's connections with slavery and with antislavery movements, from the founding of King's College to the end of the Civil War, which has continued as the [Columbia University and Slavery project](#). Building on this, we will soon announce a process to consider the symbols on our campus that have an association with enslavement, racial hierarchy, and other forms of systemic injustice. As part of this effort, we hope to find new ways to highlight lesser-known elements of our history, thereby enabling our community to reflect more deeply about our past as well as our future.
- I am committed to continuing my own work in the area of diversity and affirmative action, in order to preserve the constitutionality of these educational policies in American higher education and to put them on a better intellectual foundation.

These are only a few examples of steps we are and will be taking. To ensure that we are continuing to pursue new ideas, address needs, and deepen our commitment, I have asked the following individuals in our central administration to engage our entire community: Suzanne Goldberg, Executive Vice President for University Life; Dennis Mitchell, Vice Provost for Faculty Advancement; Anne Taylor, Vice Dean of Academic Affairs, Vagelos College of Physicians and Surgeons; and Flores Forbes, Associate Vice President for Community Affairs. Their efforts will include making recommendations for enhancing support for students, faculty, and staff, while identifying systemic issues in our own community and solutions to address them. University Life's [website](#) has more information on how you can get involved. They will also form a working group with the leadership of our Office of Public Safety to examine existing trainings and practices, and to recommend concrete strategies for ensuring that we can have truly inclusive safety for all who are on Columbia's campuses.

Of course, we cannot just look within our campuses. For Columbia to be a beacon of justice

and fairness, it must be an exemplary neighbor, and our engagement in our extended community must be of paramount importance. I encourage you to review our [Columbia Neighbors](#) hub to learn more about our work, past and present, in both Harlem and Washington Heights. Still, it is time to strengthen these connections in three ways: (1) growing existing successful partnerships, (2) inviting new ideas for collaboration, and (3) creating a University-wide infrastructure to reflect and support the breadth and depth of our work and to facilitate engagement with neighborhood community members. I have asked our offices of Government and Community Affairs and of University Life to work with community leaders and colleagues and students across the University to propose, later this year, a plan forward.

Columbia's students, faculty, and staff have been engaged for many decades in study, research, and action to challenge racism, its systems, and its consequences. Because contemporary work is always strengthened by an understanding of our history, we have begun the process of creating a website so that each of us who works in this area can see more directly the continuum of which we are a part and to which we contribute. I look forward to announcing its launch.

For now, I will highlight just a few areas of major research and action that involve collaborations across the University:

- [Columbia World Projects](#) is convening programs and experts on voter mobilization, political participation, and removing barriers of entry to voting for communities of color, including a partnership with the New York City Civic Engagement Commission, to determine how Columbia can marshal its resources to contribute to this work.
- The [Columbia Emergency Loan Fund](#) is supporting small businesses north of 96th Street as they restock, rehire, and reconfigure their operations to resume or continue operations as New York City reopens.
- The New Justice and Pandemic Preparedness Academy offers undergraduate students from Columbia College, SEAS, General Studies, and Barnard an opportunity to collaborate with each other and with faculty mentors on service and research projects, with a major focus on understanding and addressing the disparate impacts of COVID-19 on communities of color.
- CUIMC, together with NewYork-Presbyterian Hospital, brings together community collaborative health-focused programs and Columbia students, staff, and faculty in Washington Heights, including in health care research, pipeline programs for health-related careers, and direct health care outreach to improve community health and decrease disparities in outcomes.
- In addition to the ongoing work of our [Center for Teaching and Learning](#), we have launched a new [Mini-Institute on Addressing Anti-Black Racism](#) designed by faculty

from the Columbia School of Social Work for all Columbia faculty. To encourage additional innovation, the Office of the Provost has recently announced [seed grant funding](#) for faculty and academic units that engage with issues of structural racism. CUIMC has added new funding for work on health care disparities and social determinants of health. And, University Life offers an extensive set of [racial justice resources](#) and opportunities to engage for all in our community.

I will continue to find ways to communicate the various steps we are taking as an institution to do more. But it is important to underscore that the moment cannot be met simply by programs and initiatives—as important and vital as they are or may be. Somehow all of us together, in every way we can think of, must dedicate ourselves to living more truly to our intellectual, institutional, and constitutional ideals. There is no question that the great Civil Rights Movement is unfinished and that what is called for now is a New Civil Rights Movement, one primarily focused on the criminal justice system, housing, education, and economic inequalities. As the Black Lives Matter movement so powerfully underscores, there is still unfinished work from the past, but there are also new forms of discrimination that are taking root in society today. I have spent a significant part of my career dedicated to fostering diversity, supporting affirmative action, and ending invidious discrimination in education, and I can assure you, neither I nor Columbia intend to relent in this pursuit of the principles of equality and access to opportunity. It is my hope that we can leverage this moment and effect real change.

Sincerely,

Lee C. Bollinger

From: **Lee C. Bollinger**

Date: Fri, Aug 28, 2020

Subject: Announcement Regarding Bard Hall

Dear fellow members of the Columbia community:

I write today to share an important change, namely that Bard Hall, the CUIMC residence hall on Haven Avenue, will be renamed.

When this dormitory opened in 1931, it was named for Samuel Bard, the founder of what is now Columbia's Vagelos College of Physicians and Surgeons. Bard was a significant physician in the 18th century, a pioneer in obstetrics and treating diphtheria, who served as George Washington's doctor. He also owned slaves (the country's first census in 1790 lists their number as three). We know about at least one instance, in 1776, in which he advertised, with a promised reward, for the return of a fugitive slave.

Bard Hall is a dormitory for our clinical students. We all understand how careful we need to be in shaping the environment, symbolic as well as physical, in which we ask our students to live and to call home. These are sites with the special resonance that comes from mixing the personal features of daily life with the formation of lasting friendships and a sense of community with a shared mission, together with a period of life involving extraordinary intellectual and professional growth. The change I am conveying here, however, also feels urgent not only for the individuals who have been asked to call Bard Hall home, but for the many students, staff, and faculty in the broader Columbia community, and especially vivid at Columbia University Irving Medical Center, where the contradiction between the egalitarian health service norms they cherish and slavery's denial of full human standing is starkly blatant and offensive.

In June, I asked Interim Provost Ira Katznelson to convene a group to consider campus names and symbols associated with matters of race and racism. As they began to fashion a longer-term process to thoroughly review these matters, work that will continue as the academic year begins, the committee forwarded to me the unanimous recommendation on which I am acting.

Of course, we cannot, indeed should not, erase Samuel Bard's contributions to the medical school. But we must not recall this history without also recognizing the reason for our decision to rename Bard Hall. As the fall term advances, I will share how we will honor this building with a name that represents our University's values.

Sincerely,

Lee C. Bollinger

Columbia College of Arts and Sciences

A Message From the Dean

Paul Wahlbeck, Interim Dean, Columbian College of Arts and Sciences

June 02, 2020

Dear CCAS Community:

I am outraged and saddened by the recent senseless deaths of George Floyd, Ahmaud Arbery and Breonna Taylor, which have once again exposed the painful reality of systemic racism within our society. The visual and viral power of social media has vividly captured a centuries-old pattern of pain and racial injustice. These images bring to mind footage from

our not-so-distant past of African Americans being attacked by police dogs, billy clubs and fire hoses simply for exercising their right to protest the status quo.

As a scholar of judicial politics and civil rights and liberties, I fully appreciate the complicated and troubled history of law enforcement in our nation, especially when it comes to issues of race. This is precisely why it is so important to be a nation guided by principles of law, so discriminatory and damaging conduct will not be condoned by those entrusted with authority.

During this time of anger and pent-up frustration that is tearing through our cities, I am heartened by scenes of people coming peacefully together to condemn bigotry in all of its forms. Racism and hatred have no place in our communities or our institutions. We stand with our many African American students, colleagues, alumni and friends, and we stand for a just legal system that does not tolerate violence and oppression against anyone.

Our communities were already thrown into chaos during the COVID pandemic, which hit the African American population particularly hard, and now we find ourselves once again in the midst of anxiety and uncertainty. At Columbian College, we pledge not only to support everyone's rights and freedom—but to listen, learn and try our best to understand the challenges before us, to foster honest conversations that bridge our divides and address deeply embedded biases. I welcome your input and ideas on how best to move forward through dialogue and meaningful action, and invite you to send those to [CCAS Inclusion@gwu.edu](mailto:CCAS_Inclusion@gwu.edu).

In the meantime, please know that there are a number of campus resources available to you. These include resources provided by the offices of [Diversity, Equity and Community Engagement](#), [Counseling and Psychological Services](#), [Advocacy & Support](#), [Student Affairs](#), [Human Resources](#) and [Faculty Affairs](#).

All my best to each of you during this difficult time.

[Paul Wahlbeck](#)

Columbia Medical Center

From: **CUIMC Executive Leadership** <leadership@cumc.columbia.edu>

Date: Thu, Jun 18, 2020 at 10:28 AM

Subject: CUIMC's Commitment to Equity

Dear Colleagues,

Recognizing that we are at a critical moment in history, where longstanding and pervasive structural racism has been escalated to an epidemic of violence against Black Americans

and others of color, Columbia University Irving Medical Center (Vagelos College of Physicians and Surgeons, Mailman School of Public Health, School of Nursing, and College of Dental Medicine) recognizes the need to be a leader in developing and implementing needed solutions. There is no question that structural racism has been embedded for 400 years in our society and has shaped negative aspects of our country. There is no question that there has been and continues to be resulting harm to the health and well-being of Black Americans and other people of color. Furthermore, this structural racism harms the fabric of our national cohesion, both present and future. While CUIMC has been dedicated to building a fully diverse and inclusive community, there is a need to intensify commitments and accelerate transformation in the face of this epidemic.

Recent statements by [Dean Lee Goldman](#) and [vigils on June 8](#) and separately on June 10 are intended to catalyze a process of honest recognition of the dimensions and costs of structural racism with solutions that result in substantive and enduring change. We are simultaneously committed to identifying and accomplishing the transformative actions needed to move purposefully to become an organization that is truly antiracist, diverse, multicultural, and fully inclusive. These actions will involve all of our constituencies, with implementation beginning this summer and building and sustaining over time. We seek to build a model of restorative justice and true inclusion that our faculty, students, staff, and other members of our community can proudly build from, whether they stay at Columbia or go elsewhere in the world.

To begin this process, members of Columbia University Irving Medical Center will be convened by the four deans into broadly representative working groups that will be established in the next two weeks, building upon what we have done to date. Their charge will be to review the current status and recommend needed changes in our communications and culture especially in, recruitment and support of our faculty, staff, and community; curricular content; student, faculty, and staff diversity and success; community partnership programs; research in health disparities, social injustice, and racism; and clinical programs.

Details will follow and we will ensure that this process will move forward rapidly. Please be assured that the leadership of all four CUIMC schools is highly committed to this work and to being fully diverse, inclusive, and antiracist institutions in which all will thrive. Let us use the Columbia University Juneteenth holiday as a time of reflection and resolve to begin a new chapter.

Dean Lee Goldman

Interim Dean Designate Anil Rustgi

Dean Linda Fried

Dean Christian Stohler

Dean Lorraine Frazier

Dartmouth College

Dear Dartmouth alumni,

As Dartmouth senior leaders, we want to express our strong support for the growing movement across the nation to put an end to systemic and systematic racism demonstrated so tragically by the recent killings of Black people at the hands of the police. We are outraged by these acts of violence, and we are inspired by the diversity of races, backgrounds, and the full spectrum of generations engaged in protesting in cities and towns across this land. We join with them to say that Black Lives Matter, and that racial injustice must end.

We recognize that outrage, and even inspiration will not be enough. If we want to see change in the nation, and at Dartmouth, we must act as well as speak. We know there are no easy solutions to eradicate the oppression and racism Black and other students, faculty, and staff of color experience on our campus and all across our country. Today we rededicate ourselves toward this urgent and overdue goal.

We know that many of you are mobilizing in effective ways to challenge persistent racial injustice and to fight racism. We stand with you, we support you, and today we are renewing our institutional commitment to meaningful and long-lasting change through the following actions:

- We believe deeply in the centrality of our mission in the context of today's struggle. We are committed to educating the most promising students and preparing them for a lifetime of learning and responsible leadership. And in so doing we will take advantage of our strong liberal arts core and the unique constellation of graduate and professional schools to develop leaders who are committed to addressing the world's challenges, including the creation of more just and civil societies. We strongly support the ongoing faculty-led efforts to expand curricular offerings at all of Dartmouth's schools in the areas of racial injustice, systemic racism, and institutionalized inequality. The deans among us look forward to the opportunity to consider and ultimately act on what the faculties propose to expand the curriculum in this important way.
- We will elevate the next leader of the Office of Institutional Diversity and Equity (IDE) to vice president and chief diversity officer, reporting directly to President Philip J. Hanlon, and becoming part of his senior leadership group. A national search, with support from an external search firm and opportunities for community input, will begin by September.
- We will continue the initiatives launched as part of Inclusive Excellence (<https://inclusive.dartmouth.edu/>) including funding for recruitment and retention of faculty and staff of color. Furthermore, we will increase funding for Employee Resource Networks (ERN), affinity groups of faculty and staff families in the Upper Valley that are a proven way to strengthen recruitment and retention.

- We will make implicit bias training mandatory for all students, faculty, and staff. In addition, the board of trustees has committed itself to participating in the training.
- We recognize the toll systematic racism takes on Black students and all students of color and will provide greater access to therapists of color and ensure that providers have working knowledge of race-based trauma and how to address it.
- We will institute more comprehensive exit interviews with departing faculty and staff of color to identify common themes, and we will begin an enhanced retention plan that will include interviews with faculty and staff of color to provide support and identify issues early.
- We will review and update as necessary training and policies for Dartmouth's Department of Safety and Security to ensure empathetic, equitable, and just standard operating procedures.
- We will identify and review any and all existing reports relevant to our commitment to improve diversity and inclusivity and ensure that our future actions reflect the insights and contributions of previous working groups and task forces, recognizing that people of color have borne the brunt of educating and informing others about the harmful and destructive impacts of racial inequality.

These commitments are just a start, and we expect to be held accountable for the actions to which we are committing ourselves. We know that there is more to be done to make our community, and the larger society, a civil and just place. We should not expect our colleagues of color—who for too long have shouldered the hard work—to lead this alone. We expect our entire community to join us in the vital work that lies ahead.

We are up to the challenge. We know you are as well.

Sincerely,

The Dartmouth Board of Trustees, President Philip J. Hanlon '77 and his senior leadership group

Davidson College

From: Quillen, Carol

Date: Sunday, May 31, 2020 at 5:06 PM

Subject: Reaching out

Davidson Friends,

These are painful times. In some ways, with a global pandemic, they are unlike anything we've seen in our lives. And at the same time the deadly violence against black people is painfully familiar. It keeps happening. Black people killed by the police, as was George Floyd, or black people killed by those who use the system to escape accountability, as did the killer of Trayvon Martin.

I share your grief. All of this is so much to handle. I care about you all. I hope you can find moments of respite even in these days. Please reach out if I can help you.

Systemic racism obviously affects different people differently. White people like me can and must study systemic racism. We must learn about it, call it out and work in a sustained way to dismantle it. White people like me do not, day after day, experience it. It is a headwind that we white people will never face because we ride with that wind at our backs. Day after day, I jog, shop, drive, enter my own house, and answer my own door without fear.

To my black, indigenous and people of color colleagues, I respect you, I value you and I'm grateful for all you do. I will actively work to keep these issues front and center for everyone. Racism is my problem. I commit to educating myself, to listening and to working to dismantle the structures and practices that sustain it.

Davidson as community strives to honor the dignity of each human being. We commit ourselves to the quest for truth and we seek to lead lives of leadership and service. These values compel us, as individuals and as a community, to understand and to fight against all manifestations of racism so that, together, we can build a more just and humane world.

Please take good care,

Carol

From: Davidson College President

Date: Monday, June 15, 2020 at 4:58 PM

Subject: Note from Brandon Harris and Carol Quillen

Members of the Davidson Community,

What happened in Minneapolis on May 25th was a tragedy. Once again, racist action resulted in the death of an African American. Words alone can't end racism, but through

listening to each other's words we can strengthen our collective resolve to building a genuinely just community. Brandon suggested that he and Carol share perspectives on George Floyd's murder and then identify a few immediate steps to take together on the long road ahead. Carol thanks Brandon, most of these words are his. We hope this note inspires similar conversations and commitments within the Davidson community.

Brandon's Perspective: As a young black male, the killing of George Floyd has been extremely difficult to process. Seeing the video of the killing was another reminder that my well-being is under constant threat by a system that wasn't built to look out for people like me. The incident also triggered personal flashbacks of racism that I have had to overcome at Davidson and beyond. To give an example, often in academic spaces, I unfortunately get the feeling that I have to be aware of how I present myself in order to minimize judgements that professors and classmates may make about African Americans. I have to be aware of my haircut, whether or not I have my earrings in, make sure I have a belt, etc. The unconscious bias of others is why I feel the need to be aware of these attributes. I hope that the Davidson community can begin to address and overcome these biases because they make the college experience for people of color more difficult than it should be.

Carol's Perspective: "Bad apple." That's how some white people see the man who murdered George Floyd. Demonizing the killer distances us "good" white people from the bad white racist. Then we "good" white people can ignore how our actions and putatively race neutral policies (in law, tax, finance, voting, pedagogy, healthcare) perpetuate racial injustice. Ignorance here is deadly. I want more white people to read Black authors. Frantz Fanon shows how ideas seemingly unrelated to race perpetuate stark racial inequities. Ida B. Wells taught me that black men have more reason to fear me, a white woman, than I do them. Alice Walker exposes "white savior" stories that deflect focus away from racist institutions and the agency of Black people. Ibram X. Kendi explains connections between everyday acts of bias and dead bodies. Breathing freely cannot depend on a belt, a haircut, or whistling Vivaldi. I am so sorry that we enable this harm to happen to members of our community. We must work to build a more just campus.

Davidson is helping to produce our world's up-and-coming leaders. It is important that we begin to take the steps at Davidson that are necessary for effective and sustainable change. That change must involve recognition of the roots of systemic racism and the identification of action points that we can work on as a community to work towards achieving the fair treatment of all people. Towards the bottom of this statement, some action points can be found.

In order for progress to occur, we must first realize that behavior drives change. Verbal statements can be effective, but that impact is limited. Until we practice what we preach, we will not experience the progress that we want to see.

Racism exists on a wide spectrum. The presentation of racist ideology can be seen in police killings like the incident in Minneapolis, but there are also instances that are subtler that take place around us every day. These subtle incidents of racism can be hard to understand

for people who do not share the victim's experience. This is why it is important that we make a notable effort as members of the Davidson community to understand and support our peers in overcoming the challenges that they face.

If there's something in our daily lives that's not working for us, we usually dig deep to find the root of the issue. In addition to looking out for our personal well-being, it is important that we have this same response when we encounter communal issues. It is very clear that there are parts of our community experiencing tremendous pain as a result of systemic racism. If we are to resolve that pain, we must take the time to understand and work against discrimination as a team, no matter how uncomfortable it may be.

Some things that have recently been done:

- Davidson Campus Police have long abided by the "8 Can't Wait" policies recommended by Campaign Zero.
- A Mellon-funded initiative called "Stories Yet to be Told: Race, Racism and Accountability on Campus" is calling for proposals from students and faculty.
- Davidson has initiated a fundraising campaign to support anti-racist initiatives across the college.
- Dr. Hilary Green, a historian who focuses on African American history and commemoration and who is the creator of the Hallowed Grounds Project (University of Alabama) will be in residence at Davidson in 2020-21 as the Vann Visiting Professor of Ethics and Society.
- The Africana Studies and English departments will recruit a tenure-track professor this year to start in 2021-22.

Here are our immediate shared action items:

- We will institute a reading club that is open to all members of the Davidson community (Students, Faculty, Staff, Alumni, and Families) starting next month.
- We will expand opportunities for experiential learning at Davidson.
- We will expand inter-race conversation on campus and start a dinner gathering when that is possible.
- We will seek out stories from BIPOC alums in connection with the "Stories Yet to be Told" anti-racism project.

In addition to these shared action items, we will each work in our respective roles to address concerns, ideas and frustrations that community members are sharing through email, calls and social media. More on that soon. We are grateful for your help and efforts to make Davidson a better place.

Sincerely,

Brandon Harris

President, Davidson College Student Government Association

Carol Quillen

President, Davidson College

Faculty Statement on Systemic Racism and Injustice

A majority of faculty members of Davidson College issue the following statement in response to systemic racism and injustice.

Outraged by the killings of Black and Indigenous people and People of Color (BIPOC) at the hands of police and vigilantes and by the lack of accountability and justice that these killings highlight;

Mindful of the ways the criminal justice system systematically devalues, dehumanizes, and disposes of BIPOC lives, particularly BIPOC who identify as transgender, BIPOC with disabilities, and Black and Brown non-citizens;

Disgusted by the gratuitous violence against demonstrators in recent weeks;

But hopeful in the face of the unprecedented massive engagement of people of all walks of life against systemic injustices and police brutality,

We, the undersigned faculty members of Davidson College, issue the following statement:

1. We stand in complete solidarity with our students, colleagues, and other Davidson community members of color who face a litany of historic systemic injustices and the heinous escalation of violence in the last two weeks;
2. We firmly support the legitimacy and historic importance of the Black Lives Matter movement and pledge to uphold and to act in accordance with its [principles of justice](#) for BIPOC in our professional and personal lives;
3. We recognize the right of all those on U.S. soil to protest and to engage in various acts of civil disobedience against systemic injustices and police brutality without fear of violent retaliation by local, state, or federal authorities;
4. We therefore strongly support and pledge to join or initiate various forms of action to aid the BLM movement in its goals for an immediate end to systemic racism upheld by racist and discriminatory laws, systems, institutions, and practices, and manifested as racist discrimination and violence by public servants in the United States;
5. We affirm that [the dignity and integrity of human life are inviolable](#), and that their safety and preservation are always and invariably more important than the safety or preservation of any form or amount of goods or property;

6. We absolutely and unequivocally condemn the violent response by local and state police, by the National Guard, and by any armed forces mobilized thus far or in the future to suppress a legitimate movement of their fellow citizens;
7. We abhor and condemn as unjust, unjustified, and unwarranted the use of batons, tear gas, pepper spray, water cannons, police dogs, bullets and projectiles of any form, or any other weapons used indiscriminately and with impunity against unarmed or nonviolent protesters;
8. We denounce as dangerous, indefensible, and illegitimate any words or actions coming from our elected or appointed officials and public servants, from political organizations, and from non-governmental organizations that — intentionally or unintentionally — foment racial, class, political, religious, generational, or regional discord, as well as their calls to suppress protests through violent retaliation under the guise of protecting property;
9. We ask that Davidson College require and implement intensive and ongoing anti-racism training for all students, faculty, staff, and campus police after input from and consultation with BIPOC and diversity leaders on campus;
10. We ask that Davidson College investigate all accounts of racial profiling by Davidson College Campus Police, and that it take immediate and appropriate action to discipline those found responsible for racial profiling;
11. We recognize that the Davidson BIPOC community has long raised their voices in denouncing racism. We, the undersigned faculty, pledge to amplify their calls, and demand that the administration no longer make rhetorical gestures of inclusion, but rather take action on transforming the institution toward its stated values;
12. We also recognize that the onus for educating White people about the effects of racialization and racism on the lives of BIPOC does not fall on BIPOC, but on those who benefit from the privileges that whiteness confers;
13. We further recognize that as faculty whose primary role is to educate, it falls on us as a collective to name injustice when we see it, to amplify the voices of those who are not being heard, to reflect critically on our own privileges and positions of power, and to engage with the academic and activist work of social justice and anti-racism;
14. We therefore pledge ourselves as faculty to learn and practice inclusive pedagogy, design inclusive syllabi, and ensure that our pedagogical and research agendas actively consider justice and fairness wherever applicable, and actively expose and resist white supremacy, racism and antisemitism, as well as prejudice and exclusion on the basis of gender identity and expression, sexual orientation, religion or belief, political affiliation, ableism, or citizenship or documentation status;

15. We, the undersigned faculty, commit to continuing the ongoing work at Davidson College, call on others to do the same, and urge for increased participation and greater accountability. Racism and other forms of discrimination — including xenophobia, anti-Black racism, antisemitism, homophobia, sexism, and ableism — have informed in overt and subtle ways where the college is today, and continue to inform how far it has come and how far it has to go in bringing about reconciliation, healing, and a just community. Ongoing work by students, faculty, and staff that addresses the history and consequences of discrimination includes, but is not limited to [The Commission on Race and Slavery](#), [FIRST](#), [The Davidson Microaggressions Project](#), [Disorienting Davidson](#), [The JEC Requirement](#), the Faculty of Color Caucus, the [E.H. Little Library's Anti-Racism Resource Guide](#), [Justice, Equality, and Community Archives](#), and community-based projects, programs and scholarship in partnership with our communities;
16. We call on our extensive network of Davidson College alumni to support those who are fighting for liberation through financial and material assistance, political action, refusal to uphold racist laws or to carry out racist or violent orders, and, most importantly, by joining in protest and by unrelentingly acting to expose and condemn racism in their lives and in respective communities;
17. Confident that this statement is in agreement with the Davidson College [Statement of Purpose](#), with its [Commitment to Diversity and Inclusion](#), and with its principles of community, we respectfully call on the Davidson College administration and its Board of Trustees to join us in this collective statement and the actions called for herein;
18. We request that this statement be posted prominently and in its entirety on the homepage of the Davidson College website, that it be posted and linked to permanently on all its social media accounts, and that it be emailed to students, staff, faculty, alumni, and to any other networks affiliated with Davidson College.

With an honest acknowledgment that what we are saying here means nothing if actions do not follow, and that if the actions that BIPOC are already always taking are not supported or, at the very least, amplified, we have failed or will have continued to fail;

With the knowledge that true, honest, genuine, helpful support for anti-racist work requires risk-taking, deep self-reflection, and the de-centering of whiteness (which for those of us who are White means de-centering ourselves and listening);

With the promise that what we say here and what we are signing our names to does not only live in this document and is not just a performative act of allyship;

In solidarity,

- Daniel W. Aldridge, III, *Professor of History*
- Mitch Anstey, *Assistant Professor of Chemistry*

- Ike Bailey, *Batten Professor of Journalism and Communication*
- Mark Barsoum, *Assistant Professor of Biology and Director of the Math and Science Center*
- Rachid El Bejjani, *Assistant Professor of Biology*
- Mario Belloni, *Professor of Physics*
- Jonathan Berkey, *Professor of History*
- Karen Bernd, *Professor of Biology*
- Katherine Bersch, *Assistant Professor of Political Science*
- Florin Beschea, *Visiting Professor of French & Francophone Studies, Director of the Self-Instructional Languages Program*
- Aarushi Bhandari, *Assistant Professor of Sociology*
- Jason Blum, *Visiting Assistant Professor of Writing*
- Alison Bory, *Associate Professor of Dance and Gender & Sexuality Studies*
- Maurya Boyd, *Visiting Assistant Professor of Psychology*
- Dan Boye, *Professor of Physics*
- Patricio Boyer, *Associate Professor of Hispanic Studies, Latin American Studies and Gender & Sexuality Studies*
- Anika Bratt, *Visiting Assistant Professor of Environmental Studies*
- Graham Bullock, *Associate Professor of Political Science and Environmental Studies*
- Sally Lawrence Bullock, *Visiting Assistant Professor of Health and Human Values*
- Malcolm Campbell, *Herman Brown Professor of Biology*
- Shireen Campbell, *Professor of English and Director of the Writing Center*
- Besir Ceka, *Associate Professor of Political Science*
- Dasha A. Chapman, *Visiting Assistant Professor of Dance*
- Tim Chartier, *Professor of Mathematics and Computer Science*
- Keyne Cheshire, *Professor of Classics*
- Kata Chillag, *Hamilton McKay Professor in Biosciences and Human Health, Health and Human Values*
- Suzanne W. Churchill, *Professor of English*

- Luther Clement-Lam, *Visiting Assistant Professor of Film*
- Angela Cools, *Assistant Professor of Economics*
- Ann Marie Costa, *Samuel E. and Mary W. Thatcher Professor of Theatre*
- Melody Crowder-Meyer, *Assistant Professor of Political Science*
- Britta Crandall, *Visiting Assistant Professor of Political Science*
- Jacquelyn Culpepper, *Artist Associate of Voice, Music*
- Scott Denham, *Charles A. Dana Professor of German Studies and E. Craig Wall, Jr., Distinguished Teaching Professor in the Humanities*
- Joelle Dietrick, *Assistant Professor of Art and Digital Studies*
- Vivien Dietz, *Professor of History*
- Brian A. Eiler, *Assistant Professor of Psychology*
- Rosalba Esparragoza, *Visiting Lecturer in Hispanic Studies*
- Amanda Ewington, *Professor of Russian Studies*
- Maria Fackler, *Associate Professor of English and Gender & Sexuality Studies*
- Rebeca Fernandez, *Associate Professor of Writing and Educational Studies*
- Brenda Flanagan, *Edward Armfield Professor of English*
- Emily Frazier-Rath, *Visiting Assistant Professor of German Studies*
- William Fried, *Artist Associate in Piano, Music*
- Lisa Forrest, *The Leland M. Park Director of the Davidson College Library*
- Jennifer Garcia Peacock, *James B. Duke Assistant Professor of Environmental Studies*
- Tim Gfroerer, *Professor of Physics*
- Jessica Good, *Associate Professor of Psychology and Gender & Sexuality Studies*
- Melissa M. González, *Associate Professor of Hispanic Studies, Latin American Studies, and Gender & Sexuality Studies*
- Annelise H. Gorensek-Benitez, *Visiting Assistant Professor of Chemistry*
- Sharon L. Green, *Professor of Theatre*
- Meghan Griffith, *Professor of Philosophy*
- Shyam Gouri Suresh, *Associate Professor of Economics*
- Michael Guasco, *Professor of History*

- Karen Hales, *Professor of Biology*
- Takiyah Harper-Shipman, *Assistant Professor of Africana Studies*
- Cindy Hauser, *Professor of Chemistry*
- Karli Henderson, *Producer/Lecturer, Theatre*
- Burkhard Henke, *Professor of German Studies*
- Laurie Heyer, *John T. Kimbrough Professor of Mathematics*
- Van E. Hillard, *Professor of Rhetoric and Writing*
- Sandrine Hope, *Visiting Assistant Professor of French & Francophone Studies*
- Katie Horowitz, *Assistant Professor of Gender & Sexuality Studies and Writing*
- Randy Ingram, *Professor of English*
- Marija Jankovic, *Assistant Professor of Philosophy*
- Abril Jimenez, *Assistant Professor of Hispanic Studies*
- Brad Johnson, *Associate Professor of Environmental Studies*
- Steve Kaliski, *Visiting Assistant Professor of Theatre*
- Gayle Kaufman, *Nancy and Erwin Maddrey Professor of Sociology and Gender & Sexuality Studies*
- Tara Villa Keith, *Associate Professor of Music*
- Hanna Key, *Assistant Professor of Chemistry*
- Kyra A. Kietrys, *Professor of Hispanic Studies*
- Jae Kim, *Visiting Assistant Professor of Sociology*
- Peter Krentz, *Professor of Classics and History*
- Carole Kruger, *Professor of French & Francophone Studies*
- Anthony Kuchera, *Assistant Professor of Physics*
- Michelle Kuchera, *Assistant Professor of Physics*
- Zoran Kuzmanovich, *Professor of English*
- Rosaline Kyo, *Assistant Professor of Art History and Chinese Studies*
- Maxime Lamoureux-St-Hilaire, *Visiting Assistant Professor of Anthropology*
- Cynthia Lawing, *Artist Associate, Music*

- William Lawing, *Estes Millner Professor of Music*
- Daniel Layman, *Assistant Professor of Philosophy*
- Neil Lerner, *Professor of Music*
- Cynthia Lewis, *Charles A. Dana Professor of English*
- Barbara Lom, *Virginia Lasater Irvin Professor of Biology*
- William Mahony, *Charles A. Dana Professor of Religious Studies*
- Magdalena Maiz-Peña, *William H. Williamson Professor of Hispanic Studies*
- Naila Mamoon, *Assistant Professor of Health and Human Values, Director of Premedicine and Allied Health Professions Programs*
- Jane Mangan, *Mary Reynolds Babcock Professor of History and Latin American Studies and Director, Center for Interdisciplinary Studies*
- Christopher R. Marsicano, *Visiting Assistant Professor of Educational Studies*
- Gerardo Martí, *Professor of Sociology*
- David Martin, *Professor of Economics and Environmental Studies*
- Maggie McCarthy, *Professor of German Studies*
- Sean McKeever, *Professor of Philosophy*
- Linda McNally, *Lecturer, Department of Biology*
- Ilana McQuinn, *Visiting Assistant Professor of History*
- Hammurabi Mendes, *Assistant Professor of Mathematics and Computer Science*
- Annie Merrill, *Thomson Professor of Environmental Studies and Professor of English*
- Donna Molinek, *Professor of Mathematics and Computer Science*
- Dáša Pejchar Mortensen, *Assistant Professor of History*
- Kristi S. Multhaup, *Vail Professor of Psychology*
- Owen Mundy, *Associate Professor of the Practice of Digital Studies*
- Greta Munger, *Professor of Psychology*
- Jeffrey K. Myers, *Associate Professor of Chemistry*
- Jeanne M. Neumann, *Professor of Classics*
- Tamara Neuman, *Visiting Assistant Professor of Jewish Studies and Anthropology*
- Andrew O'Geen, *Associate Professor of Political Science*

- Siobhan M. O’Keefe, *Assistant Professor of Economics*
- Douglas F. Ottati, *Craig Family Distinguished Professor of Reformed Theology and Justice*
- Rachel Pang, *Associate Professor of Religious Studies*
- Christopher J. Paradise, *Professor of Biology and Environmental Studies*
- Alan Michael Parker, *Douglas Houchens Professor of English*
- Tony Pasero-O’Malley, *Visiting Assistant Professor of Hispanic Studies*
- Tabitha C. Peck, *Assistant Professor of Mathematics and Computer Science*
- Luis H. Peña, *Professor of Hispanic Studies*
- Peter H. Penar, *Visiting Assistant Professor of Political Science*
- Sokrat Postoli, *Assistant Professor of French & Francophone Studies*
- Jonad Pulaj, *Visiting Assistant Professor of Mathematics and Computer Science*
- Megan Race, *Visiting Assistant Professor of Russian Studies*
- Julio J. Ramirez, *R. Stuart Dickson Professor of Psychology and Neuroscience*
- Shelley Rigger, *Professor of Political Science*
- Andrew Rippeon, *Visiting Assistant Professor, Writing Program*
- Susan Roberts, *Professor of Political Science*
- Clark G. Ross, *Frontis Johnston Professor of Economics and Dean of Faculty, Emeritus*
- Phia S. Salter, *Associate Professor of Psychology*
- Mark Sample, *Associate Professor of Digital Studies*
- Matt Samson, *Associate Professor of Anthropology, Chair of Latin American Studies*
- Samuel Sánchez y Sánchez, *Professor of Hispanic Studies*
- Lola Santamaría, *Visiting Instructor of Hispanic Studies*
- Sophia Dorcheva Sarafova, *Associate Professor of Biology, Director of Duke-Davidson Immunology Partnership*
- Cort Savage, *Professor of Art*
- Karl T. Schmidt, *Postdoctoral Fellow in Psychology*
- Nina E. Serebrennikov, *Professor of Art History*
- Jessica Sharp, *Postdoctoral Fellow in Psychology*

- Ché L. Smith, *Visiting Assistant Professor of Data Science*
- Kevin G. Smith, *Associate Professor of Biology and Environmental Studies*
- Shaw Smith, *Professor of Art History*
- H. Gregory Snyder, *Professor of Religious Studies*
- Nicole L. Snyder, *Associate Professor of Chemistry, Assistant Dean for Research and Creative Works*
- Laura Sockol, *Assistant Professor of Psychology*
- Tyler Starr, *Associate Professor of Art*
- Jennifer Stasack, *Professor of Music*
- Rose Stremlau, *Associate Professor of History*
- Caleb Stroup, *Associate Professor of Economics*
- Chuck Sturtevant, *Visiting Assistant Professor of Latin American Studies*
- Lauren Stutts, *Assistant Professor of Health and Human Values*
- Mark Sutch, *Associate Professor of Theatre*
- Sherilyn Tamagawa, *Visiting Assistant Professor of Mathematics and Computer Science*
- Yurika Tamura, *Visiting Assistant Professor of Humanities and Gender & Sexuality Studies*
- Bryan Thurtle-Schmidt, *Assistant Professor of Biology*
- Debbie Thurtle-Schmidt, *Assistant Professor of Biology*
- Patricia Tilburg, *James B. Duke Professor of History and Gender & Sexuality Studies*
- Silvana Toska, *Assistant Professor of Political Science*
- Michael Toumazou, *Professor of Classics, Affiliated Professor of Art*
- Anita Tripathi, *Assistant Professor of Design and Technology*
- Anne Truetzel, *Instructor of Classics*
- Onita Vaz, *Associate Professor of English*
- Susana Wadgymar, *Assistant Professor of Biology*
- Sarah Waheed, *Assistant Professor of History*
- David R. Wessner, *Professor of Biology*

- Monica White, *Adjunct Assistant Professor of Psychology*
- Alexander Wiedemann, *Visiting Assistant Professor of Mathematics and Computer Science*
- Bryce Wiedenbeck, *Assistant Professor of Mathematics and Computer Science*
- Alice Wiemers, *Assistant Professor of History*
- Angie Willis, *Professor of Hispanic Studies and Latin American Studies*
- Anne Blue Wills, *Professor of Religious Studies*
- Carl Yerger, *Associate Professor of Mathematics*
- Joshua C. Yesnowitz, *Visiting Assistant Professor of Political Science*
- Yan Zhuang, *Assistant Professor of Mathematics and Computer Science*
- Jane Zimmerman, *John and Ruth McGee Director, Dean Rusk International Studies Program*
- And two faculty members who wished to remain Anonymous.

Denison University

[Structural racism and recent events](#)

Adam Weinberg

June 1, 2020

Dear Denison Community,

We are living through a deeply painful, challenging and difficult period of history. That pain is being particularly felt by communities of color and especially by African-American communities.

We are a country where structural racism has deep roots. Over the last few months, we have seen this play itself out during the COVID crisis in so many ways. To date, over 100,000 people in the United States have died from COVID, and communities of color have disproportionately suffered both the negative health and economic impacts.

The death of George Floyd is painful. We are faced with the senseless death of an African-American. Structural and persistent racism is felt deeply, systematically and daily by African-Americans. We have been here before. Violence against black bodies is a long and disgraceful part of our history. We have been here too often and too recently. The names of Ahmaud Arbery and Breonna Taylor are among the many whose deaths arise from a legacy and the persistent reality of structural racism.

Society changes when we think and act differently. I believe our nation's college campuses are crucial to this process. We have to do more to step into this space. Our campuses need to be places where we are confronting our past, learning about the structures that shape contemporary society, and finding ways to work together to create a better future.

Fairness and equality are rooted deeply in the liberal arts and in our values as an institution. We condemn hatred and intolerance of every kind. We respect and value difference and the strength it brings to our campus and our community. I want to publicly stand with our African-American students, faculty, staff, alumni and others. In the loudest possible voice, I want to condemn the deaths of George Floyd, Ahmaud Arbery, Breonna Taylor and the many others and I want to state openly that Denison is a college that is committed to ridding society of structural racism.

In this moment, I am asking every member of our community to listen with openness, vulnerability, empathy and understanding to those who are angry. I urge us to ask ourselves the difficult questions: What are we doing to condemn prejudice and promote inclusion? What are we doing to make sure our past is not our future? How do we create a society where those with black bodies don't have to be fearful of getting in a car or walking down the street? And I implore us to recognize we have work left to do and that Denison and Denisonians have to be part of this work. We need to commit on our campus — and

indeed our nation and the world — to creating a world that is just and based on human dignity and respect.

Adam Weinberg

DePauw University

[DEPAUW CABINET RESPONSE TO THE DEATH OF GEORGE FLOYD](#)

MAY 31, 2020

The unjust and tragic death of George Floyd, a black man, at the hands of a white police officer has once again brought to the fore the deep racial divide in this country. His death echoes with the pain of other lives lost senselessly, most recently among them Breonna Taylor, Tony McDade, Ahmaud Arbery and Sean Reed.

As leaders of an institution that values diversity and inclusion as central to its mission, we are galvanized in our anti-racist, anti-bias, anti-hate efforts and our pledge to embrace inclusion, equity and justice.

This moment in history, marked by the inhumanity demonstrated by some, will not define all of us. We have witnessed heartfelt care and concern for each other as COVID-19 shut down our campus and the country, and that gives us hope, especially as we continue to educate the future leaders in whom we see such promise.

As we experience grief and outrage, we must think about our individual and collective responsibility to create a more just society today and tomorrow. We absolutely reject the hatred and bigotry we continue to see in this nation. Each year, DePauw holds its Day of Dialogue to address bias, hate and inequity, and we -- along with President-elect White -- intend to do so again this year, in addition to hosting, facilitating and participating in other events and efforts inclusive of all staff, faculty and students. Once our new president arrives in July, we intend to call our DePauw community together to discuss concrete ways we can use our teaching, scholarship, community outreach and other resources to be active participants in the work needed to address historic injustice in our society.

In the meantime, all across the country, we are witnessing demonstrations rightfully demanding an end to injustice, racism and police brutality. Each of us must decide how we respond, and we urge you to do so peacefully and compassionately, for the safety of yourselves and others.

Please know that services and resources remain available for DePauw students, staff and faculty, including [Counseling Services](#); [Spiritual Life](#); and the [Center for Diversity and Inclusion](#).

Many in our DePauw community are justifiably fearful that they, or their family, friends and loved ones, could be the target of violence based solely on their identity. This fear is magnified by the anxiety we all already share about the health of our communities amid the continuing pandemic. Sharing the weight of that pain and fear through empathy, understanding and compassion, even if you are not among those most affected, is needed more urgently than ever.

Until we see all of you again, safely returned to our campus, our hearts are with you.

In solidarity,

Dave Berque, Alan Hill, Amanda Kim, Bobby Andrews, Dawna Wilson, Deedie Dowdle,
Mellasehah Morris, Bob Leonard, Betsy Demmings

Dickinson College

A Message from President Ensign

President Margee Ensign sent the following message on the recent murder of George Floyd to the Dickinson community:

Dear Dickinsonians:

The shocking murder of George Floyd has laid bare, once again, the grave injustices black and brown people daily confront in this country. Everything about that crime portrays a dehumanizing reality that people of color have been forced to endure year after year, decade after decade, century after century.

This latest case comes amid the COVID-19 crisis, which we know has disproportionately impacted communities of color. Systemic racism permeates all facets of our society and our criminal justice system, and we must step up to oppose it and work together to make the reforms necessary to ensure that this country lives up to its noble ideals of equality and justice for all.

On behalf of Dickinson College, I want to state emphatically that black lives do matter. We categorically condemn police brutality; we categorically condemn all forms of racism. We are an institution founded to educate citizen leaders, and we desperately need those leaders now more than ever.

We must find a solution. The “right words” are not enough. Dickinson has long been committed to inclusivity and community building, and we welcome your ideas.

A plaque near Allison Hall commemorates the visit of a very great American hero, Martin Luther King Jr., in 1961. King’s sermon, “The Dimensions of a Complete Life,” exhorted all present to “learn to live together as brothers, or perish as fools.”

Nearly 60 years later, that sentiment rings truer than ever. We are still at risk of perishing as fools. We have yet to learn to live together. My sincere hope is that what might begin to emerge from this tragedy and the subsequent unrest are solutions to the inequalities that still blight and shame this country, that we will all take the responsibility on our shoulders to work with one another and to pull together—to work toward the society Dr. King died to bring about.

Sincerely,

Margee M. Ensign
President

Published June 1, 2020

Drew University

President's Message: Black Lives Matter, 6/1/20

Dear Members of the Drew Community,

Black Lives Matter. I write today to embrace our black and brown Drew community members, and to express the love and solidarity of the Drew community in this time of pain and heartache.

Yet another unarmed or defenseless black or brown person has been killed by the police. Yet again, the killing is described as “senseless.” We grieve for George Floyd, who—like Eric Garner—was killed while begging to breathe, the single most basic of human needs. We are in anguish and despair over Mr. Floyd’s death, not because he was the victim of a “senseless” killing, but because he was killed as the result of a deliberate action, motivated by his race, at the hands of police. Our anguish and despair is very, very sadly not a new feeling.

History has repeated itself more times than we can count. As we grieve for George Floyd, Ahmaud Arbery, and Breonna Taylor, we recognize all too well these feelings, because we have grieved for countless others before them. We grieve for our country and its citizens, and we watch as the people of our cities and our nation express this profound and collective sadness, suffering, and rage. With each unnecessary and violent death we cry out, each in our own way, for justice and equality, and for an end to racism in all its forms, only to find those ideals yet again beyond our nation’s grasp.

As a nation, we must not continue to define ourselves this way. As members of the Drew community we must be change leaders. We are guided by values of equality and social justice, and we have power collectively and individually. These values we learn and express at Drew are relevant, important, and urgent, and we must continue to live out these values on campus, in our hometowns, and in all of our interactions. In each and every instance, big and small, where we have the power to create change, we must act. Let those actions be guided by hope, determination, and unflagging persistence that Black Lives Matter.

In a close community like ours at Drew, we take solace in coming together, in talking with each other, and in expressing our care and concern for each other in person. That these events are once again brought to the forefront during a time of global pandemic means that we can’t be with each other in the ways we might. I urge you nevertheless to reach out to each other to express your feelings and to support each other, and to join together in prayer. You might draw inspiration from reading [this personal message from Vice Provost and Dean of the Theological School Javier Viera](#), as I did.

At 7 p.m. this evening, Monday, June 1, Drew’s Black Student Union and Student Engagement Diversity Programs will host a forum for healing with Dr. Broderick Sawyer, a clinical psychologist who specializes in race-based stress and trauma. The forum is open to all [via this Zoom link](#). For more information, visit [Drew’s Black Student Union’s Instagram](#)

[page](#) or contact Coordinator of Residential Engagement Rachel Sawyer at rsawyer@drew.edu.

If you are experiencing personal anxiety, emotional distress, or grief, Drew provides resources to assist, including those of our [Center for Counseling and Psychological Services](#), the Employee Assistance Program (Call 800-311-4327; Compweb ID: GEN311), and other services.

Sincerely,
MaryAnn Baenninger
President

A Personal Message from Dean Viera to the Drew Theological Community About George Floyd

Friday, May 29, 2020

Dear Drew Theological School community,

We've seen this all before. We've expressed outrage. We've marched. We've written heartfelt pleas for action and for justice. We've condemned police brutality, called for criminal justice reform, and demanded accountability from law enforcement officials. We've prayed to God, railed against God, and have agonized in our asking, "How long, O Lord, how long?" We've held vigil more times than we can remember. We've wept. We have said their names over and over again. Yet here we are again.

Vice Provost and Dean Javier Viera.

George Floyd. Yet another child of God senselessly murdered by the very people entrusted with protecting him.

George Floyd. Yet another name we add to a list that was already too long when there was only one name.

George Floyd. Yet another black man, father, son, friend, partner, artist, dreamer whose life has been cut short because of the systemic, persistent, pernicious evil of racism and anti-black bias that is pervasive in 21st century American life.

George Floyd. Yet another victim of America's original sin, a sin so deeply engrained in the American experience and psyche precisely because it has been granted fertile soil in which to grow and flourish and even disguise itself in many forms for over 400 years.

George Floyd. Yet another life that we mourn, that we honor, and that a family has to offer to God far earlier than they ever needed to.

I'm tired of writing these messages to our community because each time I do it means that another life has been brutally taken and that there is still so much work to be done.

I'm wearied by my outrage, and by feeling powerless to confront an evil so large and so profoundly embedded in the soul of this country and its people.

I'm broken as I watch, yet again, the images from Minneapolis, Louisville, and other cities around the country, where the justified rage of so many is being expressed vividly and ardently.

I'm tortured by how events like these uniquely impact our black brothers, sisters, and siblings and how the constant cycle of violence that targets black communities and individuals perpetuates trauma and sows fear.

As a school of theology whose mission is to "...advance peace, justice, love of God, neighbor and the earth," we have a unique responsibility to make sure the communities we serve and participate in confront the dastardly truth of the festering, flourishing, growing racism and violence that led to the murders of George Floyd, Ahmaud Arbery, Breonna Taylor and so many others before them. It's a truth that has to be confronted in our own community. And if we are to advance peace, justice and love in our world, we must be tireless in the fight against all that stands in the way of that peace, justice and love. In fact, our theological and spiritual tradition was forged in the crucible of this work, and it cost Jesus his life.

I have no need or desire to conclude this message by trying to impart wisdom, or give advice, or find an inspirational final plea, or to remind us of Drew Theological School's deep commitment to anti-racism and justice work. We know that already, or should. In fact, moments like this require that we recommit ourselves to that work in our individual lives, in our school, and in our larger networks and communities.

Instead, I want to conclude by asking you to take on a very specific discipline in the coming days and weeks. Speak his name. George Floyd. Speak it when you pray. George Floyd. Speak his name with your family or friends. George Floyd. Speak his name in your church communities this Sunday. George Floyd. Invite others to pause with you to remember him, to give thanks for his life, and to keep present the suffering and pain of his family and loved ones. George Floyd. Shout his name if you join in demonstrations or protests or collective action. George Floyd! Speak his name.

George Floyd, may you Rest In Peace in the loving embrace of the Holy One. We will speak and shout your name. We will not rest until the vicious cycle of racist violence that took your life is no more. We will remember you. Your suffering and death will not be in vain.

Sincerely,

Javier A. Viera, Vice Provost,
Dean of the Theological School and Professor of Pastoral Theology

From: **University President** <president@drew.edu>

Date: Thu, Jun 18, 2020 at 5:00 PM

Subject: Response to Collective Letter to the Administration

Dear members of the Drew community,

Thank you for your [collective letter](#), which we received on Monday, June 15. In the Zoom meeting held June 4, as well as through email, social media, and other listening sessions, you have brought to light real and legitimate concerns and have painfully recounted the effects of racism in our community. You've rightly asked for accountability, leadership, and change. We hear you, and we are deeply affected by the individual and collective anguish you have experienced and have expressed. As leaders, and with our colleagues, we have fallen short of our mission to promote equality and respect in our Drew community and in our communities beyond The Forest—and we recognize that we have not done enough to foster a climate of zero tolerance for racist behavior, and have not consistently reflected on how privilege impacts our behavior. For this, we apologize to all the members of our Black community and pledge to do better.

We know, too, that this community, and particularly Black members of this community, need more than simply talk. We are committed to leading Drew in efforts toward sustainable solutions that address and eliminate racism in our community, and that allow those who are harmed by racist action to seek justice. We listened and read, and are inspired by what we are learning. Our work now is to articulate our leadership's plans to meet the demands and imperatives you have put forth in your letter. This necessary work is extensive and will be ongoing. Some work is immediate, while other efforts will require time to take shape and build, and we will welcome the partnership and input of multiple constituencies as this work evolves. All of the changes we make, whether in the short or long term, will be better for having heard and listened to your voices. And we intend to keep listening and working together to ambitiously meet our goals.

Here now, we offer this initial response to the imperatives expressed both in the Zoom meeting of June 4 and through the collective letter, all of which we agree with in principle. Our responses are presented in the order in which they were set forth in your letter. It is our hope that we may come together around concrete actions that allow leadership to “walk the walk” in this important re-starting point for ongoing, purposeful discussions, accountability, and change.

Active Support

To learn and improve, there must be an opportunity to listen. As a community, we are better positioned to act on what we learn when those opportunities exist beyond those that are organized in the wake of a tragedy. To ensure that Drew is continuously supporting its students of color, we commit to monthly open meetings to not only discuss our progress but also to engage with each other on matters that better our community. VP Merckx will work with the student governments of all schools to set agendas, extend invitations to the

student community and other administrators, and hold these monthly open meetings beginning in July 2020.

Academics

Competency and Training

You have called for required cultural competency and anti-racism training for all students and employees. University leadership is committed to a sustained, integrated, ongoing cycle of training, beyond what occurs in orientation and new-employee training programs. To start we will institute deeper training as part of those orientation experiences, beginning this year. We also plan to reinstate periodic campus climate surveys, which will allow the administration to respond to specific issues raised from these data, and to ensure that our progress is measured and that community actions are responsive to current needs. To augment and extend orientation training, we will also work to develop and implement learning opportunities in appropriate required, credit-bearing general education courses that touch all students in the CLA, and will work with Theological and Caspersen School leadership to identify the appropriate places for such learning opportunities in their curricula. This approach, and places in the curriculum where students think it makes the most sense for this kind of integration to happen, will be discussed in future monthly open meetings. The administrators responsible for follow-through of these commitments are President Baenninger, Provost Lakin, and VP Merckx.

Pan-African Studies

We are deeply committed to strengthening and reinvigorating the Pan-African Studies major and minor, and acknowledge that our students deserve an opportunity to be educated in the vast and rich Black intellectual tradition. We will take immediate steps to provide programmatic support in this area, including ensuring that courses that have historically been a part of the major and minor are offered on a regular basis. We will also coordinate the significant faculty resources and expertise that exist at Drew across all three schools to revise the program in ways that reflect students' interests and needs, and plan to do so in partnership with new full-time faculty members who will supplement this existing expertise and contribute core courses and thought leadership to the program. In the fall, we will have conversations with current faculty members with aligned interests about the specifics of this faculty hiring. We welcome student involvement in those conversations. Provost Lakin and the school deans will be responsible for implementing both the short-term and long-term aspects of this commitment.

Reevaluation of Syllabi

You have asked that the faculty reevaluate their syllabi to ensure that Black thinkers and the experiences of Black people are not relegated to a "special topic of the week." We agree, and have asked Provost Lakin and the academic leadership team to take on the responsibility of ensuring that this sort of work takes place across the curricula of all three schools. This will require the partnership and collaboration of the faculty as a whole, and

will take time to implement as the team undertakes a thorough analysis of needs while also managing issues related to academic freedom and disciplinary distinctions and requirements. This is an intentional commitment to the kind of professional development that supports faculty in their efforts to teach their courses using inclusive pedagogy and to actively engage with students on issues of race and racism in their courses. Some of this work can be supported with internal expertise, but we can also secure outside expertise as necessary.

Student Engagement & Activities

Day-to-Day Engagement

We acknowledge and agree that key to mutual understanding of community needs is continual engagement between administrators and the student body. In order to facilitate opportunities to engage, we suggest including in our monthly open meetings a list of upcoming events at which it would be appropriate to have faculty and administrators attend. Drew is extremely fortunate to have a dedicated staff on our collaborative team who act as critical liaisons between the students whom they serve and the administrative leaders to whom they report. These vital staff members often engage with and participate in day-to-day activities due to the very nature and responsibilities of their jobs. We agree with the sentiments expressed regarding MLK Day, especially in the reflections that this past year's program focused on the Launch communities instead of the transformative work of Dr. Martin Luther King, Jr. We will work with student leaders in monthly open meetings, along with staff and faculty, to chart a better path to honor the life and legacy of Dr. King, and how it can inform and inspire our own evolution as a community. We believe that the BSU should play a central leadership role in developing this programming.

BSU Budget

We remain committed to funding the BSU, while also recognizing a communication error that we believe led to a student leadership misunderstanding regarding budget allocations available to BSU each semester. We have put steps in place to rectify the situation. The Office of Student Engagement will work directly with the leaders of the BSU on their funding needs immediately.

Campus Speakers

We understand the frustration expressed regarding the belief that there is a lack of Black speakers/scholars for speaking engagements on campus. The administration, through the President's office, has been and remains very committed to engaging a diverse group of speakers, and in particular Black and Brown speakers. We have already prioritized Black speakers with our funding organization. While we have had internationally known Black speakers in recent years, we have been disappointed that many of the invitations we've extended have not been accepted by the speakers, despite meeting all of their contractual booking requirements. We would be happy to share with students the names of those whom we have invited, and to include student representation among those who choose

University-wide speakers. We also want to recognize the significant intellectual leadership provided by our Theological School, who regularly features Black thinkers and activists in their speaker series and events. The President regularly holds conversations with small groups of students to take speaker suggestions for both the Forum series and Commencement; we aim to formalize this process for the coming year and plan to add this to agendas of monthly open sessions. (Please note, some of these plans are impacted by state mandates about how we can operate this fall in response to the global pandemic.) We believe, however, that involvement from student leadership could possibly make a difference in recruitment efforts to bring these speakers to campus. The Provost's Office and the Office of Student Engagement will continue to stress to departmental and club leaders the importance of considering diverse voices and extending speaking engagement offers to individuals of color as well.

Diversity, Equity, and Inclusion Office

You have called for the Diversity, Equity, and Inclusion Office to be fully present for all members of the Drew community. We have started the process of a reconsideration of the structure of this office and its functions. Acknowledging that diversity, equity, and inclusion is the job of all administrators and faculty, the plan emerging for a new structure is to have two positions of leadership in this area: a senior diversity officer, working with Human Resources and the President's Office, to focus on increasing diversity among faculty and staff, providing quality training for faculty and staff, ensuring that the community remains free from bias, and developing systems for holding those who exhibit racism and bias accountable. The second leadership role is to work with and mentor students and to create programming for a diverse and inclusive environment, including a focus on Black students' experience, interests, and needs. The President and VP Merckx are responsible for following through on the restructuring of these responsibilities. They will take into account the comments set forth in your collective letter regarding this position and the office, as well as information shared by student leaders with VP Merckx during the spring semester, and we will seek additional student engagement in the process.

Representation

Faculty and Staff Diversity

We agree that to truly be a diverse university, we must be diverse in our employees. This is reinforced in our commitment to restructure the Diversity, Equity, and Inclusion Office with a prioritization on increasing diversity among faculty and staff. We must prioritize both hiring and retaining a diverse faculty and staff. Please note that a few of the specific items laid out in the letter require major action and further in-depth conversation; we'd like to dedicate future open sessions in their entirety to addressing these concerns. In the interim, there are two areas that we can address now: We've asked the athletic director to articulate a plan, particularly in the area of assistant coaches where there is more fluid hiring, to increase diversity among the athletic staff. Concerning the Center for Counseling and Psychological Services, in the short term we will seek a part-time counselor who

represents the community our Black students seek—as we have done in Health Services—and we will continue to prioritize recruiting additional staff of color.

Presidential Search Committee

We are committed to involving the full community in the highest levels of decision-making at Drew, especially when the time comes for us to begin our search for a new full-term president. As expressed in the letter to Student Government representatives from the trustee chair of the interim search committee, the Board secured the commitment of dedicated faculty and staff members, representing all three schools and including diverse perspectives and ideas, to participate in this search process, which is different from the search process that would exist for a full-term president. One of the interim president's first priorities when beginning their tenure at Drew will be to speak to Student Government representatives from all three schools. At the point at which we are ready to begin the search for a permanent president, the Board of Trustees will take all of your suggestions under advisement and will work with students across all three schools during that process.

Administrative Duties

Public Safety

The safety and security of the entire Drew community is our top priority. Over the last 18 months, Drew has been actively engaged in the assessment of Public Safety and recognizes that our current model does not reflect the direction desired by the administration. These assessments were informed by students via listening sessions and individual recounting of their experiences. It is now time for Drew to pivot from a law-enforcement model of public safety to a campus security model that is firmly grounded in community engagement and service. This revised model will also allow for students to be employed in and complete internships with the reimagined campus security unit. At this time, we are finalizing our plans for this shift, and you should expect to receive a community announcement by July 1 from VP Merckx. We recognize that every community member shares the responsibility for maintaining a safe and secure campus, just as every member must feel free to be present on campus without feeling singled out or harassed. With these impending changes, we reinforce our student-centered focus in our shared residential, living-learning community, where campus security team members are educators and community builders. You can expect regular avenues for communication beginning later this summer.

Policy Enforcement

Through the Human Rights policy, Drew prohibits community members from engaging in verbal, physical, or other behaviors that create an intimidating, hostile, or offensive working or learning environment, particularly based on a person's identity. The University's definition of harassment as stated in Daniel's Dictionary includes "epithets, slurs, jokes, negative stereotyping or threatening, intimidating or hostile acts." We are committed to enforcing policies for the use of racial slurs, especially by those in positions of

authority. Beginning now, racist altercations may be reported using our updated [Bias or Hate Based Incident Reporting Form](#), which is accessible via [drew.edu/treehouse](#) under Student Services. Associate Dean Will Petrick will ensure that all reports are acted upon via the appropriate university policy and process, and engage with student leadership to evaluate and update the form regarding its effectiveness.

Community of Madison

We recognize that some students experience strong negative reactions when engaging with the Madison community. We know that the display of Blue Lives Matter flags is only one of many concerning issues. We are committed to our positive and cooperative community relationship with Madison Borough and aim to strengthen it by engaging with borough representatives at least once a semester through open sessions with students, beginning this fall. To the issue of the Blue Lives Matter flag, we reached out to our colleagues in Madison Borough, who informed us that this flag was removed from the borough's flag rotation in May of 2018 after receiving feedback from the community.

Thank you once again for bringing these imperatives to our attention. The purpose of this work is to create a campus community that is committed to anti-racism, anti-Black bias, and to celebrating the amazing diversity that is Drew. The measures proposed by you, and agreed to or augmented by the leadership team, are grounded in our belief that our diversity is our strength. To achieve the safe and affirming community of living, learning, and growth for our Black community members, we need the support, commitment, and collaboration of the entire Drew community. We know the University will grow stronger and more equitable for each member of our diverse community as a result of our collaboration, and we welcome opportunities to dialogue through forums and open sessions as we set out to do this work. Implementing these recommendations is the right thing to do. They will make our community stronger.

We, along with other members of the Board of Trustees and the administration, look forward to discussing our responses in the Town Hall conversation we're scheduling for next week. Details will be shared soon.

Sincerely,

MaryAnn Baenninger, President

William W. Landis III, Chair of the Drew Board of Trustees

Drexel University

From President of Drexel: John Fry JUNE 3

Steps Toward Greater Justice and Healing

Dear Students and Colleagues,

We in the Drexel community are disheartened, disturbed and enraged by the pervasiveness of racism and violence against African Americans — most recently, George Floyd's senseless death in Minneapolis police custody, which prompted the demonstrations in Philadelphia and every other major city.

The tragedy of George Floyd's death, and the recent killings of Ahmaud Arbery in Georgia and Breonna Taylor in Kentucky, are just the latest examples of our nation's abject failure to address the root causes of inequality. At a time when the African American community is bearing a disproportionately heavy burden from the COVID-19 pandemic, this unrelenting racial violence against the black community exacts a tremendous physical and emotional toll.

We are living in what the American Psychological Association has described as a "racism pandemic" that exacts a heavy emotional toll. We understand that black individuals carry an additional burden of fear and anxiety, simply by nature of the color of their skin. As the APA states, "If you're black in America — and especially if you are a black male – it's not safe to go birding in Central Park, to meet friends at a Philadelphia Starbucks, to pick up trash in front of your own home in Colorado or to go shopping almost anywhere."

We are painfully aware that our campus community is suffering, and that anger and fear are dominating the lives of many of our students, faculty, professional staff and alumni. Many students in Philadelphia are on the front lines of peaceful protest in this city, and students who are home in other parts of the country are doing the same. They are rightly shocked when they are met with resistance. We are proud of their activism and courage, and we support their actions.

At times like this, it is imperative that we harness the values of our campus community to insist on change wherever we are, change in our country and change on our campus. As a university community, we can strive for an extra measure of compassion and understanding as we move forward to action. We can take the time to listen to one another, to have hard conversations about racism, to confront uncomfortable truths about ideologies of white supremacy, and to use what we learn to create an anti-racist campus free from intolerance and hatred. These dialogues are a first step to create a more equitable community as an ongoing aspiration for our University.

On Friday, June 5, at 12:30 p.m., we are opening up a space for dialogue about racism and the difficult path forward to become active allies in the fight against racism. We hope you will join this dialogue and let us know your plan to attend this inaugural virtual conversation by responding at [this online link](#).

We call on all members of the Drexel community to insist on a more just and equitable future, and to speak out in peaceful but defiant resistance to the racial injustice endured by the African American community. We stand with the Drexel community — our students, faculty, professional staff, trustees and alumni – in calling for an end to the racism and discrimination in our country.

We hope you will join this dialogue on Friday and for future conversations, and we urge you to stay safe.

Sincerely,

John Fry
President

Subir Sahu, PhD
Senior Vice President for Student Success

Kimberly J. Gholston
Associate Vice President and Chief Diversity Officer

June 12

A Pledge to Address Systemic and Institutional Racism

Dear Students and Colleagues,

Drexel University stands with a nation rising in anger at the senseless deaths of George Floyd,

Ahmaud Arbery and Breonna Taylor, and too many other Black individuals. The protests and demonstrations in Philadelphia and nationwide speak to the anger, pain, frustration, and fear felt in the Black community and increasingly understood by Americans of all races. I share in the calls for action: for a serious dialogue about systemic racism, a full accounting of the way institutional racism has affected all aspects of our society, and a clear action agenda that begins to change both policy and practice across this country.

Anthony J. Drexel founded our institution with the vision of educating students with no restrictions on religion, race, gender, or socioeconomic status. More than 125 years later, it is necessary to ask if Drexel University is living up to these ideals. I have heard from many of you in the past two weeks, and the answer is a resounding no. Members of the Drexel community are demanding accountability in addressing racism at all levels of our University. I hear this and I agree: We must take the steps necessary to create a more inclusive and welcoming environment for all students, faculty, professional staff and alumni and eliminate racism in our structures and practices.

One week ago, the University hosted a virtual campus-wide dialogue about racism. I have heard both praise for its intentions and criticism of its limitations. While more than 700

people across Drexel participated, we only scratched the surface of what needs to be discussed. In the past week, in every corner of the Drexel community, we have seen dialogues, town halls, petitions, letters and a shared sense of urgency to do more. We hear your testimonies filled with pain and frustration, and we hear your call for action. For Drexel, as is true for the nation as a whole, it is time to look in the mirror and challenge ourselves to do more.

First and foremost: I know we have work to do. We need to create a structure to bring your ideas and solutions forward, so we can together craft an action agenda that will be our playbook for the years ahead. To achieve that, effective immediately, *Associate Vice President* and Chief Diversity Officer Kim Gholston will report directly to me. Kim will participate in all senior leadership team meetings and the Board of Trustees' Executive Committee, and will continue to serve on the cabinet and the University's Executive Council. In this role, Kim will continue to provide leadership across all levels of the University around diversity and inclusion, and she will ensure that this work is reflected in our policies and procedures. But she cannot do this work alone.

Anti-Racism Task Force

In the next week, I will appoint a university-wide task force to look at our practices across the entire University, both how we can more effectively support the Black community at Drexel and how we can eradicate racism in our policies and practices. This work will include recommendations for faculty and staff hiring, promotion and retention, curriculum review, campus-wide learnings, and resource allocation. The task force will have membership across the University, including students, faculty, and professional staff. We welcome our trustees and alumni to join us in this self-examination.

The work of the task force will include responding to the thoughtful suggestions and concerns that I have received from members of the Drexel community. Letters from our undergraduate students and the doctoral students in the Dornsife School of Public Health have offered good and timely recommendations. A coalition of faculty, professional staff, students and alumni provided particularly useful direction. And a letter to Drexel's leadership from Black colleagues at the University laid out important lessons that we — particularly, white administrators — need to hear. I pledge that all of these issues will be addressed by the task force.

Independent Drexel Police Review

Concurrent with this, I am commissioning an independent review of the Drexel University Police Department by the former Philadelphia Police Commissioner Charles H. Ramsey. Our Drexel police officers and dispatchers are a trusted and respected resource devoted to the safety of the Drexel campus and nearby neighborhoods, and our communication division and police are accredited by the Commission on Accreditation for Law Enforcement Agencies. At the same time, we appreciate the sensitivity around policing and the importance of a transparent review and open dialogue with the Drexel Department

of Public Safety and our community. I believe Commissioner Ramsey will help support that dialogue. He brings decades of experience not only in law enforcement, serving as police commissioner in Washington, DC, prior to coming to Philadelphia, but also as a leading voice in the national dialogue on community policing. In 2014, Commissioner Ramsey led President Obama's 21st Century Policing Task Force, which focused on increasing trust and partnership between law enforcement and communities. He has undertaken similar reviews for other leading universities. Commissioner Ramsey's involvement will ensure that there is an expert, unbiased and independent assessment of all aspects of policing on Drexel's campus.

New Center for Black Culture

I have heard from many of our Black students a sense of frustration that they are not fully comfortable on our campus. As a first effort to address this, I am calling for the creation of a Center for Black Culture at Drexel. This new center will serve as a hub of information, activity, and community for the entire campus and will seek to increase knowledge of the peoples, histories, and cultures of the African diaspora and its many contributions to the world. Programs and services offered through the Center for Black Culture will be open to all Drexel students, faculty, professional staff and alumni who want to engage with and gain a greater understanding of the Black experience. It will be a partner resource to the Student Center for Diversity and Inclusion. Kim Gholston and Senior Vice President for Student Success Subir Sahu will provide co-leadership of the space, and they will be guided by an advisory board with broad representation from the campus community. In particular, we will seek leaders among our Black students, faculty and professional staff to be part of the visioning and leadership as this new center moves forward. We will convene a group this summer to begin working on all aspects of opening up the center, including establishing a connection to academic programs of study. I look forward to sharing more about the Center for Black Culture over the next few weeks and months.

Boosting Support for Local Businesses

Finally, as part of our engagement in West Philadelphia, I am reaffirming our support of the local business community — and especially minority-owned businesses — during this difficult time. Drexel has long mentored local businesses and brought them into our procurement operations. To that end, through the leadership of Allen Riddick, director of Supplier Inclusion, we redoubled our efforts to address their challenges during the COVID crisis. During the recent unrest, many businesses along West Philadelphia commercial corridors — 52nd Street, Lancaster Avenue, City Line Avenue, 60th Street— were seriously damaged, and Allen and his team have stepped in to develop a broad strategy to provide support. We know we must do even more. Allen and Julie Jones, associate vice president for Accounts Payable and Procurement Services, will work closely with all of our institutional purchasing to focus our procurement needs as much as possible on the local business community.

I know this is just a start, but it is clear that our community wants to see some early and tangible action that precedes the more significant, systemic changes to come. The hard work comes now, as the Drexel community joins together to create a shared vision and agenda. Identifying and addressing institutional racism and providing greater support to our Black community members is a process that requires honest dialogue, collaboration, and a clear assessment of current campus conditions. I am deeply committed to this, and I ask for your partnership and your engagement as we turn conversations into action.

Sincerely,

John Fry
President

Dear members of the Drexel community,

I understand these are difficult and challenging times for everyone. I am deeply saddened and disturbed by the violence against African Americans and most recently the death of George Floyd while in the custody of Minneapolis police. I want to assure you that Drexel remains committed to addressing the deep-rooted history of racism and pain in the African American community, as well as exploring how we can be active allies in restoring trust, acceptance and inclusivity for everyone.

I also acknowledge the anger, frustration, pain and, frankly, fear that was caused by seeing National Guard vehicles on or close to our campus in the past 24 hours. I appreciate that was a shock to our community and has created concern and distrust. To that end, I want to explain why the National Guard is in the city of Philadelphia and on Drexel's campus.

Let me start by clarifying that the Commonwealth of Pennsylvania owns the Armory at 32nd Street and Lancaster Avenue, not Drexel University, and has independent control over its use. While the building is on Drexel's campus and the University has leased part of the building from the Commonwealth since 2008, the Commonwealth owns the facility, maintains control of the rectangular portion of the facility, known as the annex, and has the right to occupy the annex as needed. The University does not fund this space in any way, and we cannot bar the Commonwealth from using its own facility.

In the wake of the unrest and violence throughout the city that has followed from recent peaceful protests, Gov. Tom Wolf and the Pennsylvania Emergency Management Agency have placed National Guard members on state active duty to support local law enforcement in providing continued public safety and critical infrastructure security. At the request of Philadelphia Mayor Jim Kenney, National Guard members have also been deployed to Center City to protect government buildings. Many of you will be seeing National Guard members at the Armory, as they are using the space as a central command center for communications and operations.

The Armory has been the home of the National Guard's 103rd Engineering Battalion since the 1920s and also serves as the home base of Drexel's Army ROTC program. More than a dozen Drexel students are currently serving in the Selected Reserve, and more than 600 alumni work for the National Guard.

This isn't the first time the National Guard has used the Armory to support public safety efforts. In 2015, more than 500 National Guard members were stationed at the facility to provide services for the visit of Pope Francis. The National Guard is also assisting with the Commonwealth's response to the COVID-19 pandemic.

Again, I understand that this has been upsetting, particularly on top of the terrible incidents of the past week. Please know that the University is not condoning violence against peaceful protesters or efforts to silence the voices that have risen up against racism in this country. This is a troubling time for all of us, and the emotional toll many of us are feeling is real. Our promise as a university community is that we will always provide care and support, especially in such difficult and challenging times. Please know that all students in need of individual support in processing these events can contact the [Office of Counseling and Health Services](#). Faculty and professional staff should contact the [Employee Assistance Program](#).

The University will continue to monitor the situation and respond as necessary to safeguard everyone in the Drexel community.

Sincerely,

John Fry
President

Duke University

From: President Vincent E. Price

Date: Wed, Jun 17, 2020 at 10:40 PM

Subject: Message from President Price about Racism and Inequality

To the Duke Community,

On Friday, we celebrate Juneteenth, the day when enslaved people in Texas learned of the Emancipation Proclamation that had been issued by President Lincoln more than two years earlier. We do so at a somber and sobering moment in our history, as our nation confronts the horror of police violence against Black people, amidst the backdrop of systemic racial inequities and injustices that have been laid bare by the pandemic.

In recognition of Juneteenth's message of liberation from oppression, and out of respect for the anger, sadness, exhaustion, and courage of our Black friends and neighbors, this Friday, June 19, will be a day of reflection for the entire Duke community. I encourage you to pause from your regular work and reflect both on the ongoing history of systemic racial injustice and how it manifests in our neighborhoods, our places of work, our families, our faith communities, and at Duke. To the extent possible, managers should provide employees with time to take part in programs and observances for this day of memory and contemplation.

I hope that this opportunity for reflection will prove valuable for you, as I know it will for me. I cannot as a white person begin to fully understand the daily fear and pain and oppression that is endemic to the Black experience. Instead, I have been seeking to listen, and to learn. I've been meeting with my colleagues and reading Black authors and theorists, some here at Duke. And I've been reflecting on our national, and regional, and institutional history.

Those of us who are not subject to the daily oppression of racism must engage deeply, and with humility, with humanity, and with honesty. We must commit to doing so in a sustained way and not only in response to a moment of national crisis. We live with overwhelming evidence of systematic differences in life chances. They are there to be seen. And yet too often those of us not burdened by racism choose not to see, or we choose to explain away these disparities rather than move to correct them.

Here at Duke, we aspire to be agents of progress in advancing racial equity and justice; but it would be more than fair to say that we have often not fully embraced that mission. Our history makes that clear. We have accomplished so much in which we take pride, and yet we have often been slow to do the right things, the hard things, the transformative things.

We must take transformative action now toward eliminating the systems of racism and inequality that have shaped the lived experiences of too many members of the Duke community. That starts with a personal transformation, and I'm prepared to do that work.

It must end in institutional transformation, and that is the hard work before all of us. And that is my responsibility: to put my full energy as president behind that effort.

That work begins today. I commit the university to the following actions, which, in recognition of anti-racism's vital importance to every level of institutional activity, are embedded within all five core aspects of Duke's strategic framework, Toward our Second Century.

First, as we commit to empowering our people, we will

- significantly and measurably expand the diversity of our faculty, staff, and students, with particular focus on Black, Indigenous and people of color;
- expand our need-based student financial aid, at all levels, and increase faculty support for Black, Indigenous and people of color, through chairs and other means;
- seek and support a diverse community of staff, through robust workforce development and pipeline programs for underrepresented populations; and
- ensure salary equity and promote excellence by increasing diverse leadership opportunities at every level of our organization.

As we commit to transforming teaching and learning, we will

- incorporate anti-racism into our curricula and programs across the university, requiring that every Duke student—in undergraduate, graduate and professional programs—learns of the nature of structural racism and inequity, with special focus on our own regional and institutional legacies;
- assess and remediate systemic biases in the design of our curricula;
- amplify our student success resources to ensure that all students are able to take full advantage of Duke;
- fully mobilize and expand Duke's research capacity to address and help overturn racism and reduce racial disparities and inequities in policing, justice, health, housing, education, labor, and other domains of life, including new avenues of support for scholars who examine these issues; and
- establish and support Duke as a global educational and research leader in anti-racism.

As we commit to building a renewed campus community, we will

- require anti-racism and anti-bias training for every member of our faculty, student body, and staff in an effort to foster a more inclusive environment for all members of the Duke community;
- enhance support for our students, faculty, and staff who are experiencing pain or trauma related to racial injustice;
- establish a program of coordinated surveys of our faculty, students and staff to assess and inform our progress in addressing bias and promoting respect, meaningful inclusion, and true equity in our community;

- highlight Black excellence throughout the campus community and increase the visibility of Black scholars, students, staff, and alumni; and
- hold leadership accountable through the annual review process for promoting a more inclusive, equitable Duke.
- As we commit to forging purposeful partnerships in our city and region, we will
- strengthen relationships with the City of Durham and support the empowerment of underrepresented communities;
- create internships for local students, expand local workforce-development programs, and elevate mission-consistent employment and engagement opportunities throughout the community;
- deepen our engagement with North Carolina Central University and Durham Technical Community College, as well as Johnson C. Smith University, with whom we share a historic relationship through The Duke Endowment; and
- support an expanded pipeline for transfer, graduate, and professional applications from students at community colleges and HBCUs.
- Finally, as we commit to activating our global network, we will
- redouble our efforts to support our alumni who are Black, Indigenous and people of color, including expanded opportunities for networking and professional mentorship;
- provide opportunities for alumni who are Black, Indigenous and people of color to connect with students on campus;
- reach out with educational programs for our alumni on racial inequities and injustices; and
- assist in mobilizing Duke alumni to be agents of positive change in their communities.

These actions are only a starting point. Righting the wrongs of history will take time, and our efforts will need to be focused and sustained. We must also be far clearer about our goals and transparent as we work toward them.

To that end, I have charged our executive leadership—our Provost, Executive Vice President, and Chancellor for Health Affairs—to develop and implement a structure for rigorous assessment, accountability and reporting on our progress. I have also asked for a preliminary implementation proposal from the university’s senior leaders and the deans of each school by September 1; I will update the university community on our progress by October 15.

Ultimately, real progress will require an embrace of both personal and institutional humility, admitting to our blindness, our lack of understanding, and confusion.

Real progress will require an abiding commitment to humanity, to actually and deeply caring about each other’s life chances—enough to change them for the better.

Real progress will require both personal and institutional honesty, as change will only come if we seek, confront, and own our truth.

As a Duke community, we want to lead the way: on a campus that has had its share of painful moments, and here in the American South, with its legacies of enslaving Black people, undermining Reconstruction, enforcing segregation, and resisting integration through Massive Resistance and other means, and brutally suppressing—and even to this day frustrating at so many turns—the life chances of our Black neighbors and colleagues. We want to lead because when we commit to an anti-racist mission and truly lift up, and support, and celebrate Black lives and Black excellence, we will become a better and more perfect version of the great institution I believe we are.

We cannot, on this Juneteenth, bring news of true freedom—freedom from oppression, violence, and systemic racism. In many ways, even after a century and a half, that goal sadly remains elusive. But today, we can bring news of Duke's commitment to be partners on the path to achieving it, and to resolutely turn our attention toward the mission of anti-racism.

Sincerely,

Vincent E. Price

President

East Central University

[President Pierson's statement on George Floyd incident](#)

June 3, 2020

The following is an open letter written by East Central University President Katricia Pierson and emailed to all ECU students and employees on Wednesday, June 3, 2020:

Dear Campus Community,

The murder of George Floyd on May 25, 2020, magnified the inequalities and injustice that continue across our nation. It was not an isolated or singular event. Sadly, his death is further evidence that racism still exists and must be eradicated.

The East Central University community is heartbroken by these recent events and is here to support our Black students, as well as their families and friends, who may be feeling the anguish of these inequalities and of this particularly vile form of hatred. We are here to comfort and heal.

Universities are places of knowledge, ideas and tolerance. ECU is committed to educating and empowering students to understand how our world works and to transform it into something better. As I noted in an email to campus in April, we will call together our Culture, Diversity, and Inclusion Committee, the Black Alumni Association, and the Black Student Association to explore ways to advance equity and fairness in our community – and beyond.

I have personally seen, many times, the good that our campus family is doing to unite our community and make it stronger. I have seen the drive in our students to make the world a better place. Together, we can continue to create a world that is just and equitable for all.

Sincerely,

Katricia G. Pierson

President, East Central University

East Stroudsburg University

From: ESU Campus-Community List

Sent: Monday, June 01, 2020 1:43 PM

Subject: Message of Campus Unity from President Marcia G. Welsh, Ph.D. - June 1, 2020

Dear Warriors,

I write to you today with a sad and heavy heart. Over the last few weeks, we've not only been dealing with the ever-changing landscape of the COVID pandemic, but we have also seen the presence of racism and discrimination being played out across this nation. The events that have transpired in Minneapolis and across the country remind us that we need to be a part of dismantling racial injustice and become advocates for systemic change in our communities.

Unfortunately, communities of color, in particular, African-Americans, have experienced unequal and unfair treatment for centuries. The senseless killing of Ahmaud Arbery, Breonna Taylor, and George Floyd that resulted in multiple protests highlighting the pain and unrest in many communities, but also serves as a harsh reminder of the persistent racial inequities in our country.

During these times, many of us may feel helpless or even hopeless, but We are Warriors, Champions of Social Justice. We must stand up for one another and fight for what is right. Every Warrior on our campus belongs here and is a valued member of our community. I want to acknowledge what our African-American students, faculty, and staff may be feeling at this time. We stand with you as Warriors and we are here for you.

As we continue to face the many challenges of COVID-19, we must also address the issues that discrimination and racial injustice present before us. We will work with campus police to schedule proper sensitivity and implicit bias training for our officers to ensure the safety of our students, grounded in cultural awareness and understanding. Additionally, we commit to becoming a culturally competent campus that holds each other accountable for our actions.

Amid the national outcry for racial justice and systemic change. ESU remains Champions of Social Justice and our administrators, faculty, staff, and students are committed to challenging racism, bigotry, discrimination, and oppression. In collaboration with Zuri Redmond, president of the Black Student Union, ESU will release a series of videos from our campus constituents in the days and weeks to come, showing solidarity for individuals affected by racial violence and affirming our commitment to equity for all.

While our country grapples with the next steps toward equity and justice, as a community of WARRIORS, we will show compassion and love. The seven Ways of the

Warrior<https://www.esu.edu/about/history_beliefs/way_of_the_warrior.cfm> help to guide our actions and strengthen our civility as a campus.

Together, we are stronger. Together, we are Warriors.

Marcia G. Welsh, Ph.D.
President

Emerson College

[Message from President Pelton: America Is on Fire](#)

Today, I write to you as a Black man and as President of Emerson College.

There is no other way to write to you, given recent events.

I didn't sleep Friday night. Instead, I spent the night, like a moth drawn to a flame, looking again and again at the video of George Floyd's murder at the hands of a Minneapolis white police officer. It was a legalized lynching. I also intently watched the fiery protests in American cities.

America is on fire, I thought.

Even in the face of a viral pandemic that had closed down much of human society, it could not stop a black man from being murdered in public view.

I was struck by the callousness and the casual dehumanization of Mr. Floyd. To that officer, he was invisible – the Invisible Man that Ralph Ellison described in his novel by the same name.

Black Americans are invisible to most of white America. We live in the shadows – even those of us, who like me, sit at the table of bounty. Ironically, at our colleges and universities we are hyper-visible in classrooms, work places, social settings, and as we go about our daily lives.

On Saturday, I was very angry. The persistent structural racism that under girds American society and permits the police and others to kill black people is pernicious and ubiquitous.

We mourn George Floyd. But let's not forget the other George Floyds of which he is but one:

Ahmaud Arbery was jogging when white vigilantes pursued him in their pick-up trucks, shot and killed him. A Harvard educated black birder, Christian Cooper, was bird watching when a white woman walking her dog weaponized the lynching trope in an attempt to summon police.

Do you remember Trayvon Martin or twelve-year old Tamir Rice or Sandra Bland or Philando Castile or Eric Garner or Freddie Gray or Botham Jean or Breonna Taylor?

Say their names. This is not new.

All of them dead. Each of them invisible.

I'm still angry. As President, I didn't want to write in anger. But I also didn't want to write the kind of platitudinous letters that ordinarily appear after these kinds of killings. I consulted my children on Saturday. One said, "Dad, I don't think you need to say anything if you don't want to. Who even knows what to say right now. And as you said, it's more up to white people to say something now."

I consulted friends and one of the wisest among them said, "Let the world know how you feel. Everyone who gets it will be better for it; the others, who cares. In some context anger is not an emotion; instead, it's a moral."

And so, I write today.

I watched the video over and over again well into the morning hours because I was mesmerized by the casualness with which the Minneapolis police officer Derek Chauvin murdered George Floyd. Chauvin dug his knee into his neck for almost nine minutes, even as Floyd repeatedly said, "I can't breathe. I can't breathe." As he called on his Mama before he took his last breath, Chauvin continued to talk, he looked as if he didn't have a care in the world. He didn't stop until Floyd was unresponsive.

George Floyd was invisible. And it was his invisibility, a brutal white power structure and Chauvin's dehumanization of him that killed him.

Floyd has a history. And so do I.

I was born in a house that had no indoor plumbing until I was six years old. Until they died, my mother and both of my grandmothers cleaned houses for middle class and rich white folks. My father was a laborer until he got a good paying job working at the City of Wichita, Kansas, where I was born and raised.

In my lifetime, I have been called the n-word by white people in every state and every city that I have ever lived in.

I have been pulled over driving while black more times than I can remember. I have been spit on by a white parking lot attendant. I was stopped 20 feet from my house by two white police officers in their cruiser, the searing heat of their spot lights on the back of my neck, guns drawn on either side of my car because I looked like a black man who was alleged to have stolen something from a convenience store. When I was living on the West Coast, I was pulled over twice in a single night by police officers because, according to each, I didn't turn on my turn signal the proper feet before a stop sign. As President of Willamette University, two teenage boys drove up on the sidewalk to block my path home because I looked like someone who was suspected of stealing from neighborhood homes. When I asked what that person looked like they described someone more than twenty years younger than me. While visiting my cousins in Conway, Arkansas in the 70's, I suffered the deep humiliation of having to go to the back alley of a local restaurant to order food. I was twenty years old. I was angry at the overt racism and at my cousins for enduring such indignities almost a decade after the passages of the two Civil Rights Acts of the mid-60's.

That's my history. And I have dedicated my life's work to social justice in just about every aspect of American life, but especially for young people who grew up like me.

I also write to you today on the anniversary of the 1921 Tulsa, Oklahoma riots in which Greenwood, then the wealthiest black neighborhood in America (called the Black Wall Street), was attacked by mobs of white residents because a 19-year old black shoeshiner

allegedly bumped into a 17-year old white female elevator operator. More than 800 black people were admitted to the hospital, and 6,000 Greenwood families were displaced as white vigilantes deputized by law enforcement killed more than 300 hundred black people and destroyed more than 35 square blocks of Greenwood, some it carried out by private aircraft. It is the worst single incident of racial violence in American history, and I suspect not one in ten in Americans have ever heard of it.

What happened to George Floyd is not new. It is as old as 250 years of slavery and the Jim Crow laws that sought to marginalize and shut out black Americans from American society.

As my wise friend reminded me, quoting James Baldwin, “Any real change implies the breaking of the world as one has always known it, the loss of all that gave one an identity, the end of safety.”

Black folks are sick and tired of being sick and tired.

So, I have no words of comfort today because they would be inauthentic. They would absolve so many from coming to terms with their own silent complicity in the world in which we live.

As I wrote to someone today, “This is not a black problem, but a structural issue built on white supremacy and centuries of racism. It’s your problem. And until you understand that, we are doomed to relive this week’s tragic events over and over again. What changes will you make in your own life? Begin with answering that question and maybe, just maybe we will get somewhere.”

The most important question is: What are **you** going to do?

At an appropriate time, I will gather the community to talk about what I have written and what we might be able to do together to address racism in America, beginning first of all with an honest appraisal of who we are and what we stand for.

Emory University

[Message from President Claire E. Sterk](#)

May 30, 2020

"These senseless acts strike at the heart of Emory's commitment to upholding equity, diversity, and inclusion. Now, more than ever, we must stand together against intolerance and racism," says Emory President Claire E. Sterk.

[Emory to hold online vigil June 5 to mourn victims of racist violence](#) June 2, 2020

[Message from President-elect Gregory L. Fenves](#) June 2, 2020

[Message from Interim Provost Jan Love](#) June 3, 2020

[Message from Emory Healthcare CEO Jonathan S. Lewin](#) May 30, 2020

[Message from Dean of Campus Life Enku Gelaye](#) June 5, 2020

[Message from Emory Police Chief Rus Drew](#) June 3, 2020

[Message from James Weldon Johnson Institute for the Study of Race and Difference](#) June 5, 2020

[Message from Emory University Center for Ethics](#) June 5, 2020

The following message was sent by President Claire E. Sterk to the Emory community on May 30, 2020.

All of us are grappling with the violent deaths of Georgia resident Ahmaud Arbery, Minneapolis citizen George Floyd, Kentucky citizen Breonna Taylor, and too many other instances of racism and violence against people of color. These senseless acts strike at the heart of Emory's commitment to upholding equity, diversity, and inclusion. Now, more than ever, we must stand together against intolerance and racism.

The Emory community stands for justice in all aspects of our mission, and when confronted with hatred and prejudice, we must speak out. Emory respects the dignity and value of all human beings, and our community will continue to engage in conversations that matter, no matter how difficult the dialogue, so that together, we might seek a more just and equitable world for all.

We hope you will join with other members of our academic community in an [online solidarity vigil](#) on June 5 to mourn the lives lost and to lift our hope for an anti-racist world. Community support during these difficult times is also available through [Campus Life](#), the [Faculty Staff Assistance Program](#), the [Office of Diversity, Equity and Inclusion](#), and the [Office of Spiritual and Religious Life](#), among other university resources.

Although we are distanced physically during this pandemic, we strive to stand together in spirit. I hear and acknowledge the pain so many are experiencing, and we grieve and rage along with you.

Claire E. Sterk

Emory University President

Florida Atlantic University

From: [FAU Announcement](#)

Sent: Friday, June 19, 2020 11:21 AM

Subject: A Message from the President About Diversity at FAU

Eliminating Racial Injustices and Social Inequities

A long overdue and important conversation around systemic racism and violence against Black people in America has awakened our country. The injustices and violence that marginalized the experiences of people of color, particularly Black/African Americans, at the hands of those in positions of authority is real and devastating. Florida Atlantic University condemns and will not tolerate such acts of violence, and is dedicated to addressing racism, discrimination and injustices in all aspects of university life.

Ranked among the most racially and ethnically diverse institutions in the country, FAU's commitment to diversity does not stop at the make-up of our student body. We recognize that in order to dismantle systemic discrimination we must take actions to ensure our students, faculty and staff have the opportunities, support and resources necessary to succeed in their academic and professional lives. We also recognize that eradicating racism requires developing responsible citizens by examining the ways power and privilege affect society and by developing pathways to meaningful, positive and lasting change.

With input from the Florida Atlantic University Diversity Council, some of our immediate measures include:

- Expanding the focus of the diversity platform to include social justice and equity
- Identifying university initiatives where social justice and equity dialogues and professional development opportunities can be incorporated
- Developing a university-wide diversity and inclusion statement to be included in recruitment materials
- Continue to provide educational platforms for students, faculty and staff to learn and discuss issues related to diversity, inclusion and equity

With educational programs spearheaded by entities such as the FAU Diversity Council; Peace, Justice, and Human Rights initiative; the Center for Inclusion, Diversity Education, and Advocacy; the Center for Holocaust and Human Rights Education; and the Women and Gender Equity Resource Center, FAU is not only coming together in conversation, but actively building on existing initiatives and seeking new ones. We invite you to visit www.fau.edu/diversity-platform to learn more about FAU's ongoing efforts to diversity, inclusion and equity.

John Kelly

President

Fordham University

[A Message from Father McShane | Statement on the Death of George Floyd](#)

BY [FORDHAM NEWS](#) ON MAY 30, 2020

Dear Members of the Fordham Family,

It is with a heavy and (let me be honest here) angry heart that I write to you today. I suspect that your hearts are also angry and heavy with sorrow. And how could we not be angry, dismayed and sorrowful at this moment? In the course of the past few painful months, we have witnessed the savage and senseless killings of George Floyd in Minneapolis, and Ahmaud Arbery in Brunswick, as well as many other instances of violence—lethal and not—against people of color in the United States. That is not to mention the longstanding economic violence against people of color and their communities in this country, and the widespread, systemic and shameful disregard for the value of their lives in the eyes of others. (We have seen this systemic disregard quite clearly during the COVID-19 pandemic: amid the suffering across the country, and especially in the Bronx, communities of color were and are more vulnerable and more harshly affected than are white communities.)

I do not think I have to convince any of you that these acts and this state of affairs are sinful and immoral, and that they go against everything that a Jesuit university stands for. I do, however, think that some of our fellow citizens need to be reminded that they are happening every day in our very midst—in our own communities. Although we don't all like to admit it, people of color—and let's be frank, especially Black people—live lives of relentlessly hostile scrutiny, and they have been telling us so since the ink on the Thirteenth Amendment was barely dry. Four years ago, when we were confronted with a sadly similar shameful moment, former President Obama wrote that, "When incidents like this occur, there's a big chunk of our fellow citizenry that feels as if because of the color of their skin, they are not being treated the same. And that hurts. And that should trouble all of us. This is not just a black issue. It's not just a Hispanic issue. This is an American issue that we should all care about. All fair-minded people should be concerned." And he was and is right. The problems that we must confront belong to all of us. Therefore, we need to own up to them. We have to own them. All of us. Their solutions also need to be owned by everyone, but especially by our leaders and those in positions of authority and influence.

Yesterday, in the immediate aftermath of George Floyd's death former President Obama once again issued a statement that said, in part, "...we have to remember that for millions of Americans, being treated differently on account of race is tragically, painfully, maddeningly 'normal' — whether it's while dealing with the health care system, or interacting with the criminal justice system, or jogging down the street, or just watching birds in a park."

As you might imagine, I found myself returning to President Obama's haunting reflections over and over again in the course of the past few days. And I was made uneasy by them—in the best possible sense of that word. For you see, I heard in them the unmistakable ring of

truth. And that truth pierced me to the heart. Therefore, I asked myself how the Fordham family can and should respond to the challenges that the events of past week have presented to us. Of course, as a community of faith, we will pray for the repose of the souls of George Floyd and Ahmaud Arbery. We will also pray for their families as they wrestle with the losses they have suffered in and through the deaths of those whom they loved so dearly. That goes without saying, and I ask you to join me in those fervent prayers.

But, let's be honest. That is not enough. We must do more. We are a university community. Therefore, we must also recommit ourselves to the work that is proper to us as an academic community. A university's greatest strength is its intellectual capital—the research, teaching, and learning that occurs both in and outside of the classroom. It is our central mission, and the one on which we expend the great majority of our budget and most of our energy—intellectual and moral. Tapping into these strengths and assets, we must recommit ourselves to the work of **educating for justice** and to doing all we can to figure out how our beloved nation, to paraphrase President Abraham Lincoln, conceived in liberty and dedicated to the proposition that all are created equal, has allowed itself to stray from the ideals (and the promises those ideals hold out to all) upon which it was founded.

We are not, however, merely a university community. We are a Jesuit university community. And what does that mean for us and the work we must undertake? As I have told you before, I believe that the issues that divide and challenge our nation are **moral** issues. Therefore, I believe that precisely because we are a Jesuit institution, we have a special responsibility to reflect on the events of the past week and on the challenges that they have created for our nation in particularly moral terms. What do I mean? Just this: We can remind our students (and ourselves) that the situation in which the nation now finds itself is one that requires us to engage in an honest examination of conscience and consciousness so that we can be what God wants us to be. If we are willing to engage in this examination of consciousness, we will be able to take the first step toward the conversion of heart that will free us from the bondage of anger, frustration, and suspicion that holds us back.

I will not lie to you. The work of conversion is hard. And frequently it takes time. A long time. But I assure you that it is worth the exertion that it requires. The death of innocents calls us to it. The Gospel that has always stood at the center of our life and mission calls us to it. Therefore, let us all look into our hearts and see what justice would look like for the communities of color that are languishing and being crushed under the weight of racism in our country. Let us take to heart the loving invitation contained in the message issued on Friday by the United States Catholic Conference: "Encounter the people who historically have been disenfranchised [and] continue to experience sadness and pain and more authentically accompany them, listen to their stories, and learn from them, finding substantive ways to enact systemic change. Such encounters will start to bring about the needed transformation of our understanding of true life, charity, and justice in the United States."

As I said, the work of conversion is hard, but if we commit ourselves to its rigors, we will be able to redeem the promises of our founding ideals for all of our citizens, who are (in the eyes of God) our brothers and sisters. Our beloved brothers and sisters.

You are in my thoughts and prayers today and every day.

Sincerely,

Joseph M. McShane, S.J.

[Fordham University Action Plan | Addressing Racism, Educating for Justice](#)

BY [FORDHAM NEWS](#) ON JUNE 29, 2020

Dear Members of the Fordham Community,

After decades and centuries, we have still not created a nation and a culture in which all citizens are truly equal, a nation in which each citizen is treated with dignity.

The Black community has never enjoyed the kind of respect, and has never had access to the range of opportunities, that other communities in our country have had. The protests that have occurred across the country and that have brought together people from every race, ethnicity, religious affiliation, and age group in the aftermath of the brutal killing of George Floyd are both a cry of the heart coming from a community that has been the victim of systemic racism for our entire history, and a call to a national examination of conscience on race relations and on racism itself. And a call to action for Fordham.

In the course of the past few weeks, the members of the Board of Trustees, the administration, and I have watched and listened. We have read the many emails, petitions, and Instagram posts that have come from the University community. We have all been moved and dismayed by these statements and testimonials, and deeply saddened by the trauma that prompted them. Therefore, it is clear that the national awakening has come to Fordham. To be sure, we have in the past made strides in our efforts to create a more diverse, inclusive, and affirming community. But this moment has made it clear that we can and must do more. We all know this in our bones and in our hearts.

In the immediate aftermath of George Floyd's killing, the chair of our Board of Trustees convened a special meeting of the Executive Committee of the Board devoted to addressing the scourge of racism. During the meeting (which was attended by a majority of the board's members), our conversations were led by the Black members of the board. That meeting was followed by a meeting of the Board Strategy Committee. The board came away from both of those meetings with a firm belief that the question of racism was of such great mission-importance that they have both recast the charge of the Mission and Identity Committee to include Social Justice (and hence that committee has become the Mission and

Social Justice Committee, which will be co-chaired by Anthony Carter and Thomas Regan, S.J.) and asked us to make the confrontation of racism in all its forms an important part of our strategic planning.

The same passion for confronting racism has been clear in all of the conversations that I and the other members of the administration and faculty leadership have had in the course of the past month. Indeed, the Board of Trustees feels so strongly about this that they have mandated annual anti-racism training for all faculty, administrators, staff, and students—including the president's cabinet and the Board of Trustees.

Therefore, with the backing of the whole Fordham community (from the board to the faculty to the staff to the students), the administration, the provost, the vice presidents, the deans, the chief diversity officer, and I have drawn up the action plan that is outlined below. As the board, the administration, and I share it with you, I assure you that this should be seen as the first in a series of steps in what we now recognize must be an iterative process: as we listen more attentively and as we do more, we will learn more and adjust our plans and actions accordingly. Therefore, let us begin.

Goal: Develop Robust Admissions Strategies for Effective Recruitment of Students of Color to Fordham

Recruitment and Pipeline Development

The University will launch an aggressive recruitment program for Black and Latinx students, with a focus on talent identification, pipeline development, and enhanced financial aid aimed at substantially increasing our undergraduate Black and Latinx student populations. We are committed to dedicating significant resources to achieve this goal.

Actions

Create an overnight Multicultural Admitted Students' Yield Program designed specifically for historically underrepresented students and their families.

Continue to co-sponsor (with the Commission on Independent Colleges and Universities) and host the only college open house for Black and Latinx students in New York state.

To promote the University's interest in furthering diversity, Fordham will increase the amount of financial aid available to our Black (and Latinx) students by prioritizing the creation of endowed scholarships in our new capital campaign.

Launch the **Urban Justice Scholars Program** to bring to Fordham each year a cohort of 15 high-achieving, low- to moderate-income students from across the country whose academic, cocurricular, and vocational goals focus on understanding and addressing social and economic inequality from a wide range of disciplinary perspectives.

The University has already adopted a test-optional admissions policy. In Fordham's undergraduate admission process, each application will continue to be reviewed

holistically as we look for students who will be academically successful and bring personal qualities of integrity, perseverance, and leadership to our campus communities.

Actions Supporting the Building of a Better Admissions Pipeline

Create the **Bronx Bothered Excellence Scholars Summer Program** to serve historically underrepresented high school students in grades 10 through 12 who are committed to the Catholic and Jesuit mission of justice and cura personalis.

Drawing on the success of our outreach efforts at local Catholic high schools in the Bronx and Manhattan (such as Cardinal Hayes High School, Cristo Rey New York High School, and the Academy of Mount Saint Ursula), we will expand our efforts to include other neighborhood high schools, both public and private.

Goal: Recruiting and Retaining a More Diverse Faculty, Administration and Staff

Actions

Fordham will continue to prioritize the diversification of the ranks of the entire staff of the University: administrators, faculty, and staff.

Building on the success that we have had in the past few hiring cycles, the chief diversity officer will continue to conduct annual workshops for deans, chairs, vice presidents, and search committees to familiarize them with the University's expectations for hiring practices.

Launch the **John LaFarge, S.J., Visiting Scholars and Fellows Program**, which will bring doctoral candidates to Fordham to facilitate the career growth and success of degree candidates who are underrepresented in their proposed fields of study to work with Fordham faculty mentors in their fields.

Launch the **Joseph Fitzpatrick, S.J., Postdoctoral Fellowship and Cluster Hire Program**, a postdoctoral scholars program designed to attract young scholar-teachers whose work takes an interdisciplinary, praxis-oriented approach to examining the structures, policies, and practices that produce racial and gender inequality in American society.

Goal: Develop Curricular and Cocurricular Initiatives That Support the Imperative of Confronting Racism and Educating for Justice

Actions

Increase support for the work of the special assistant to the provost for faculty development to enhance initiatives focused on anti-racist pedagogy and practice.

The [Office of the Chief Diversity Officer](#) will offer Teaching Race Across the Curriculum Grants to assist the faculty's efforts to develop ways to integrate questions of race, racism, inequality, and justice into their introductory courses as well as in Values Seminar and Interdisciplinary Capstone Core courses.

The deans of all of the schools will work with their faculty members to ensure that courses include content-appropriate discussions or treatment of issues of racism, inequality, and diversity as often and as richly as possible.

Use faculty resources to create a library of print, audio, and audiovisual resources on racism, race, and diversity. This library will make it possible for faculty to use these resources as asynchronous elements to achieve the goal of providing all first-year students with the course that contains a strong introduction to anti-racism called for in the University's Diversity Action Plan during the 2020–2021 academic year, and to embed discussion of issues associated with diversity, inclusion, and racism in their existing courses.

Strengthen and expand our Higher Education Opportunity Program (HEOP), as well as our Collegiate Science and Technology Entry Program (CSTEP).

The University will increase its support of and work to raise the visibility of the **Department of African and African American Studies**, as well as the **Bronx African American History Project**.

The University will co-sponsor and significantly increase its support of the Law School's **Center on Race, Law and Justice** in order to convene scholars across the University working on issues of racial justice. The center aims to be a hub of scholarship on issues relating to race that strengthens the University internally and helps to build its reputation in the wider community.

Goal: Create a More Welcoming and Affirming Campus

Actions

The University has made provision in the plans for the new campus center at Rose Hill for the creation of a much-needed dedicated Multicultural Center. A similar center will be established on the Lincoln Center campus.

Supplement the goal of supporting diversity in all University policies with the goal of confronting racism in all we do.

Institute annual, mandatory anti-racism training for all faculty, administrators, staff, and students—including the president's cabinet and the Board of Trustees.

The Diversity, Equity, and Inclusion Council, which collects suggestions and feedback from all constituencies at Fordham, shall make twice-annual recommendations to the president on necessary actions and policies.

Building on the work of the Diversity Leadership Team, led by Rafael Zapata (chief diversity officer), Kay Turner (vice president for human resources) and Juan Carlos Matos (assistant vice president for student affairs for diversity and inclusion), redouble our

efforts to create and sustain a campus culture that supports and cherishes our students, faculty, and staff of color.

Drawing from input we have received from our students, the counseling office, the Office of the Chief Diversity Officer, and the Office of Multicultural Affairs will continue to refine the following offerings: Black Healing and Empowerment Circle, Ally Solidarity and Support Space, Non-Black Students of Color Support Group, and Navigating Police Brutality and Racial Trauma Workshop.

Establish a peer mentoring program for students of color.

As was the case this year, the University will henceforth observe Juneteenth as a paid University holiday.

Goal: Build Lasting Partnerships With Our Neighbors

Actions

Launch the first **Bronx Youth Summit** on the Rose Hill campus during calendar year 2021, convening high school students from across the borough to study and actively address issues affecting their communities.

We will strive to become the primary sponsor and host of the annual **Bronx Book Festival**, as well as co-sponsor events with the organization throughout the academic year.

Led by the finance division and the Office of Government Relations and Urban Affairs, we will develop a plan to increase our university-wide contracting and purchasing with and from minority- and women-owned business enterprises (MWBs), with a particular focus on those in the Bronx and Manhattan.

We will launch the Annual Fordham University Arts, Community, and Social Justice Banquet to honor local artists, youth, community organizations, as well as Fordham students, faculty, and staff whose work, service, teaching, and scholarship embody lives dedicated to justice for others.

Through the **Fordham Foundry and Social Innovation Collaboratory**, we will create a consulting service/office (staffed by undergraduate and graduate students from the Gabelli School of Business) to assist minority-owned neighborhood businesses in applying for funding, including loans from the Small Business Administration, and to help them draw up business plans that will enable them to achieve greater stability and success in the future.

Building on the work of the **Center for Community Engaged Learning (CCEL)**, double or triple CCEL's investment of time, energy, and attention in sustainable partnerships in areas around the Rose Hill and Lincoln Center campuses.

Use the expertise and services of the Graduate School of Social Service, the Graduate School of Education, the School of Law, and the Graduate School of Religion and Religious

Education to create clinics or outreach to serve the members of our Bronx and Manhattan neighborhoods.

Goal: Amplify our Voice in Educating for Justice Beyond the Campus

Actions

Create an ongoing WFUV series on **The Black Experience in America** that will be aired on the station, ensuring that conversations on racism, race, and the richness of Black culture are shared broadly with the WFUV audience.

Seek a partnership with the recently established **Museum of Civil Rights** that will enable us to broaden the University's involvement in the study of the Black experience in America.

Build collaborative relationships with the **Schomburg Center for Research in Black Culture, PEN America**, and other prominent academic and cultural institutions in New York City.

Implementation

The divisions and departments responsible for the various initiatives outlined above will develop implementation plans. The Board of Trustees and the cabinet will be deeply involved in the process, reviewing those plans and follow-up reports with an eye to effectiveness and sustainability.

Concluding Reflections

To those of you who have shared painful memories via email and on social media, let me say I am deeply grateful for your forthrightness, something from which I learned more than I can say about the way in which systemic, structural racism inflicts pain on those who suffer from its power. You have my solemn word that we will do better.

I invite the whole Fordham community to see this inflection moment in our nation's history and in Fordham's history as an opportunity to work for the creation of a more just world.

Sincerely,

Joseph M. McShane, S.J.

Fordham School of Social Work

[Dean's Statement on the Death of George Floyd](#)

Dear GSS Community,

On Saturday evening, the President of our University, Fr. Joseph McShane, S.J. issued the following statement addressing “the savage and senseless” killing of George Floyd last week in Minneapolis. In doing so, he calls upon us to open ourselves to the larger causal truths that have kept “communities of color crushed under the weight of racism in our country... and living lives of relentlessly hostile scrutiny.”

Fr. McShane's statement is a powerful indictment of our country's flawed social, political, and economic conditions that have been shamelessly shaped by racism and exclusion. He is eloquent about the need for each of us to convert our personal pain and anger into action. As individuals and as a community, I ask that we heed this call.

Social work is a profession founded on a commitment to social justice. In truth, I'm not sure we've always kept this commitment at the forefront of our work. As a social worker and a white woman, I stand in solidarity with our communities of color. Yet, I know that a commitment to social justice means I must be willing to recognize and challenge my own biases and prejudices. I believe that as a profession, social work must engage in this same examination. We must be willing to collectively and honestly reflect on how prejudice shows itself in the ways we relate to others and to systematic oppression.

Citizens all across our country have taken to the streets to give voice to the inequities that social workers witness every day. As a profession, we can do better. We must do more. In our work, in all of the organizations and communities we serve, I ask that we recommit ourselves to bringing about the social, political, and economic justice that our profession stands for and is so long overdue.

Debra M. McPhee, Ph.D.

Dean

Fordham University

Graduate School of Social Service

Fordham Law

[A Message on George Floyd, Ahmaud Arbery, and Race and Justice from Dean Diller](#)

BY NEWSROOM ON MAY 31, 2020

Dear Fordham Law Community,

I write in response to the recent and tragic killings of George Floyd and Ahmaud Arbery, and the protests across our nation that have followed. I join in [Father McShane's eloquent statement](#) condemning our country's long history of racism, particularly against African Americans, that runs so deep in our society and continues in many manifestations. He highlighted the special role of a Jesuit institution in educating to provide both knowledge

that prepares students to address racism and values that make clear the imperative to do so.

I wanted to highlight another dimension that is specific to our mission and community at Fordham Law. As law students and lawyers, we have a special commitment to work toward the principle of equal justice under law – the principle that demands that African Americans are entitled to live safely and without fear; the principle that makes evident that New Yorkers should be able to enjoy the pleasures of Central Park without harassment or fear of arrest. The events of the last weeks reinforce that which is apparent in the string of injustices that continue to happen both here in New York and throughout our nation – much work needs to be done.

The disproportionate suffering borne by communities of color during the current pandemic are a reminder that the impacts of racism infuse our institutions and social structures. It is important to condemn the appalling acts of a police officer in Minnesota and other specific instances, but it is also important to recognize that the problem runs deep and requires broader social transformation. This year alone, at least five black lives were senselessly taken, Ahmaud Arbery, Breonna Taylor, Sean Reed, George Floyd, and Tony McDade, and we should remember each one as we seek to address the injustices against them. Too often have we seen the outrage immediately following the loss of a life wain soon thereafter, rather than translate into the pursuit of justice. We have to make sure that our commitment to end this cycle of senseless death endures.

As a Law School, it is our responsibility to foster understanding of not only the successes of our institutions and our democracy, but the failings as well. For unless we understand the shortcomings, it is impossible to move forward. Over the past few days, many across the country have come together in a show of unity against the loss of black lives, and as Fr. McShane wrote, these losses belong to all of us and thus we must confront them. As future lawyers, we have the unique ability and responsibility to not only to condemn the actions of rogue law enforcement officers, but to use our legal training to ensure that those who take the lives of young black and brown men are brought to justice; and on a larger scale, we must work to enact laws and policies to protect young people from marginalized communities so that they no longer suffer the pain of death for doing nothing wrong. We can begin to uphold our responsibilities by committing to having the difficult conversation surrounding issues of racism in our country. We can and must take action based on the ideas and concerns we gather in those discussions. As a community of law students and lawyers, and as a society of individuals, we must act often and always to stop this racist violence in its tracks.

On a personal note, I was deeply saddened when I heard of the death of George Floyd. It was indicative of a bigger societal problem surrounding race relations and asked myself why, as a society, does this keep happening. I was angered by this senseless death, so I can only imagine the anger and sorrow that Mr. Floyd's death caused our diverse students and our student body as a whole. Although I realize there is little that words can do to console

our students during this challenging time, please know that our counseling center, our faculty, administrators and staff, and of course I myself, are all available to listen and to console you. Please know; however, that as Dean, I realize that this statement applies to our own school as well as it does to other institutions in society and that we too as a community have more work to do to ensure full inclusion and to prepare future lawyers to make the ideal of equal justice a reality. To that end, Fordham Law is committed to working to end these injustices.

Warm Regards,

Matthew Diller

Dean and Paul Fuller Professor of Law

Franklin and Marshall College

5/31/2020

Pain & Protest

As I write to you tonight, I am struck by the words of Jason Parham this weekend on WIRED's website in an article called ["Depth of Field: George Floyd and the Illusion of Progress."](#) He writes:

I am writing this the week that Tony McDade, a black trans man, was fatally shot by police in Tallahassee. I am writing this week after Breonna Taylor, a black EMT, was shot at least eight times by Louisville law enforcement in her apartment. I am writing this months after Ahmaud Arbery was hunted and killed by the McMichaels, a white father and son, in Georgia. (The pair now face murder and aggravated assault charges.) Six years ago during the peak of July, Eric Garner shouted the same haunting arrangement of words that George Floyd chose, which again rattle the mind, our now unholy inauguration to summer.

Tonight's message comes in that context and also in the painful knowledge that F&M is not immune, not separate, not exempt. We are part of the world. Our students, now and for generations, have not had the freedom from racism—on our campus and in our world—that they fully and unreservedly deserve. That makes us part of the problem. It is tempting for those who want to think forward and fix it to think of our institution as part of the solution, to lean on changes we've made in the months since anger and frustration were expressed on our campus in the fall. But so long as people are angry, hurting, and afraid, that progress is not nearly enough. As Parham points out, "We have not come very far. We have so far to go."

As protests spread across the country following the killing of George Floyd — which follows upon so much that has gone before – I see more and more clearly how important it is not just to feel the outrage but to express it, to name it, to act on it, to say out loud that Black Lives Matter, and especially so because I am a person of privilege. I am sickened by the murder of Mr. Floyd, haunted by his dying words, and outraged by the never-ending stream of injustice and tragedy in this country.

As a white woman, I do not suffer the same inequities. My heart has not been burdened by the same worries for my sons as those suffered by the parents of children of color. I have not been treated unfairly by law enforcement or been given cause, just for walking out my front door in the morning, to fear for my very life. I do not know the depth of that pain, but my indignation grows by the day. There's a good quotation often attributed to one of F&M's founders: "Justice will not be served until those who are unaffected are as outraged as those who are." What are the questions those with privilege must be asking ourselves and doing about it? How can we extend our humanity to one another? How can we mobilize even those who may still feel unaffected to take the necessary measures so that people of color – our families, our neighbors, our students – can feel safe in their homes, their communities, and their campuses?

What I lack in lived experience I can learn by actively listening, by seeing the reality of what is happening all around us. I, too, am tired of this horrendous inequity and lack of justice for our country, for the young people who come to live and learn and the employees who come to work at the college I am in charge of. For our students, faculty, and staff to be able to concentrate, do their best work, and benefit from every opportunity, they must, first and foremost, feel safe.

As a college president, I am in a position of authority. All across the country, we need leadership to stand up and step up. Franklin & Marshall must achieve higher standards for our own conduct, policies and procedures, and expectations. I am keenly aware of the impatience that members of our community have expressed about progress on our campus. I am grateful that you express it. You are not passive recipients of an F&M education; you are active participants in it, contributing to the circle of lifelong teaching and learning that must involve each of us. I will, and we will, continue to push on this. Our work on issues related to diversity, equity, and inclusion has continued because it is critically important. The protests on our campus last fall were and are a rallying cry to move ahead with overdue change. Those changes are never fast enough, and the work will never be fully done. Nonetheless, I will work with dedication every day to move us forward.

There are very specific things that I want and need to happen at F&M, and I will accept no less than this: our students, faculty, staff, alumni, parents, and neighbors in Lancaster must be able to see, by our actions and not just our words, that we are dedicated to addressing racism, injustice, and inequity. Our progress must move from good intentions to evident reality. You, our students, faculty and staff, must be able to know that I, and the College, have your back.

Expect to hear more from me and from other offices and departments in the coming days and weeks. Right now, I and others are partnering with individuals and organizations to set up a virtual space for discussion and comment. Very soon, please look for information coming about online interview sessions with the finalists for F&M's inaugural Chief Officer for Diversity & Inclusion, who will be a member of senior staff and report to me. I hope you will participate in those sessions. Also, I and other area college and university presidents are co-authoring an op-ed that I expect to be published soon.

Please be sure to remember that many students and employees may be feeling anxious, distracted, and overwhelmed right now, and please give them grace. You can reach out with a statement of moral support and offer people a safe ear, but give them space if they don't want to reply.

We've been hearing messages from our students full of pain and calls to action. In case you didn't see it, DipCon's message provided a list of resources and I encourage you to make use of it:

YWCA Lancaster 24-Hour Confidential Sexual Assault Line: 717-392-7273
Lancaster County Crisis Intervention: 717-394-2631

National Suicide Prevention Lifeline: 1-800-273-8255

Crisis Text Line: Text HOME to 741741

The Trevor Lifeline (LGBTQ+ Suicide Prevention): 866-4-U-TREVOR (1-866-488-7386)

[5 Digital Self Care Tips](#)

[When Police Brutality Has You Questioning Humanity and Social Media Is Enough](#)

The Lancaster NAACP issued a statement yesterday in which President Blanding Watson announced that they will be hosting their next Virtual Town Hall on Police and Criminal Justice Engagement next Thursday at 6 p.m. It will be accessible via the [NAACP – Lancaster PA Facebook page](#), and all members of the general public are invited.

We often say that F&M is a place where you can find your voice. Please use yours now. Perhaps most importantly, vote. Connect with friends and mentors. Write an op-ed for submission to a media outlet or letters to your area legislators and government officials. Across the nation tonight, protests continue and took place in Lancaster today. If you use your voice to participate in protest, please stay safe. We miss you here.

Barbara K. Altmann, Ph.D.

President

Professor of French

Franklin & Marshall College

Furman University

MAY 31, 2020 by Tom Evelyn, VP for University Communications

Dear Campus Community.

Even though we can't be together in person right now because of the COVID-19 pandemic, we ask that you come together with us in spirit to reflect and take action on behalf of the Furman community. Over the past few weeks a number of incidents of racial violence have shaken our country. We have watched in horror and with deep sadness as Ahmaud Arbery, Breonna Taylor and George Floyd were killed at the hands of police or neighborhood vigilantes.

These killings are the latest in a continual litany of macro-aggressions and racial profiling of African Americans. Police action as a weapon against African Americans is particularly egregious given the disproportionate numbers of African Americans who are arrested and convicted via our criminal justice system and the mounting numbers who have been killed as a form of state-sanctioned violence. This perpetuates a racialized privilege and threatens the physical, mental and emotional health of African American citizens.

As a university, we recently undertook a close examination of our institutional ties to slavery, segregation and injustice. In doing so, we uncovered a history of white supremacy among Furman's early leaders that lasted well into the second half of the 20th century in South Carolina and across the country. We shared what we learned and have taken steps to more fully tell our story, including recognizing and honoring those who helped build and change Furman.

But the events of the past few weeks remind us that we – at Furman and across our country – need to do so much more. Continued violence, as well as health care disparities revealed by the pandemic, have again laid bare the stark, systemic and institutional realities of racial injustice in America that says through words and actions that black lives are expendable.

At Furman, it is important for our entire community to understand that these circumstances have affected many of our African American students, faculty and staff in countless ways, reflecting a burden carried by many African Americans who fear for their lives and wonder if justice and equality will ever be realized. With this in mind, we ask that each of us takes time to reflect on this moment to consider the collective trauma experienced by the African American community.

Our request is that the Furman community not turn away. Instead, we must confront this moment with a spirit of empathy and an ethic of caring, but also with a conviction and a call to collective action. As a community, do we understand what it's like to be an African American student, faculty or staff member? Have we asked or otherwise sought to understand? And, if we collectively knew the answers, would they lead us to say or do things differently?

We must recommit ourselves to acknowledging racism and to working with African American students, faculty, staff and others in our community in ways that are affirming, supportive and understanding of the cultural trauma they have experienced. In confronting an uncomfortable truth, our hope is that we can have a stronger understanding of what it takes to build a beloved community, where equity and inclusion permeate all that we are and all that we do.

Sincerely,

Elizabeth Davis, President

Connie Carson, Vice President for Student Life

Jason Donnelly, Athletics Director

Tom Evelyn, Vice President for University Communications

Meredith Green, General Counsel

Mike Hendricks, Vice President for Enrollment Management

Michael Jennings, Chief Diversity Officer

Susan Maddux, Vice President for Finance and Administration

Heidi Hansen McCrory, Vice President for Development

Ken Peterson, Vice President for Academic Affairs and Provost

Liz Seman, Chief of Staff and Liaison to the Board of Trustees

Dave Steinour, Chief Information Officer

Georgetown University

From: **Office of the President** <presidentsoffice@georgetown.edu>

Date: Sun, May 31, 2020 at 1:35 PM

Subject: Confronting Racism

Georgetown University

Office of the President

Sunday, May 31, 2020

Dear Members of the Georgetown University Community:

In recent weeks my communication with you has focused on the global pandemic and how we—as a Georgetown University community—are working our way through the challenges generated by a virus that has created a degree of dislocation and disequilibrium unlike any we have experienced in our lifetimes. In just three horrific months, one in four Americans has become unemployed and is looking for work. More than a hundred thousand people in our country have lost their lives to COVID-19. Our individual and collective routines and rhythms have all been disrupted. Although we are now beginning our tentative first steps toward a re-opening (under conditions of great uncertainty), we know we have much to do to rebuild our nation.

In the midst of this devastating experience, the original fault line of our republic has been exposed once again for the nation. We grieve the killing of George Floyd in Minnesota, Breonna Taylor in Kentucky, and Ahmaud Arbery in Georgia as unconscionable acts of violence. Their deaths, and subsequent nationwide protests, once again present our country—and each one of us—with the imperative to confront the enduring legacy of slavery and segregation in America.

On too many occasions over the years, there has been cause for me to share reflections with our community, as we grapple with the devastating impact of racism and hatred in our nation. [In August 2014](#), following the killing of Michael Brown in Ferguson, Missouri; [in December 2015](#), following the grand jury decision in the killing of Eric Garner in Staten Island, New York; [in August 2017](#), following the march of white supremacists and neo-Nazis in Charlottesville, Virginia. In these moments, which encompass far from the full extent of experiences of racism and racist violence, I have tried to frame the work in which we must engage within the mission and purpose of the Academy. Our role in society—to pursue the truth—through the methodologies and disciplines through which we establish knowledge in our world, demands our engagement. In our response, we have sought to accelerate our [academic commitment to addressing racial justice, and to address our own connection to the institution of slavery](#) and the enduring legacy of racism and to undo the structural elements that sustain this legacy.

We know this legacy is sustained by two elements: first, it is sustained by our own interiority—our beliefs and attitudes, our biases and prejudices, our ways of interpreting and making meaning in our world. Perhaps this element is unconscious, implicit, and unintentional, but it is nevertheless omnipresent and fundamentally influential. We also know that the very ideas of race and subsequently of racism are social constructs, the product of early American scholarship, developed and nurtured in order to justify the institution of slavery.

The second element consists of institutional structures that perpetuate inequity and inequality. Consider what we have seen since mid-March with the pandemic caused by COVID-19: African Americans in our country have been hit disproportionately hard by COVID-19.

[A study by amfAR](#)—the Foundation for AIDS Research, done in collaboration with colleagues at our O’Neill Institute for National and Global Health Law, indicates that 22% of U.S. counties are “disproportionately black” and that these counties “account for 52% [of COVID-19 cases] and 58% [of COVID-19 deaths].” In [a recent column](#), Michele L. Norris of the Washington Post indicated:

- “Blacks comprise 32 percent of Chicago’s population but nearly 70 percent of covid-19 deaths.”
- “Blacks comprise 26 percent of Milwaukee’s population but account for 73 percent of covid-19 deaths.”
- “Blacks account for 40 percent of covid-19 deaths in Michigan even though they represent just 14 percent of the state’s population.”
- “In Louisiana blacks make up 32 percent of the state’s population but 70 percent of those who have died because of the virus.”

For the members of the Georgetown University community, this evidence of structural injustice in healthcare has animated the work of many of our colleagues for decades. Recently, through the work of our colleague, Professor Christopher King, PhD, we have a deeper grasp of the health disparities here in our nation’s capital. His 2016 report, *The Health of the African American Community in the District of Columbia: Disparities and Recommendations* provided a comprehensive presentation of the realities here in the District. In the coming days, a second report, *Health Disparities in the Black Community: An Imperative for Racial Equity in the District of Columbia*, will be released. Professor King calls us to the work of achieving the day “when race is no longer a predictor of a health outcome.”

There are other structures—economic, educational, housing, criminal justice—that sustain inequity and inequality that are the enduring legacy of our American history. Coming out of these past three months, we know we have a nation to rebuild. We need to find ways to

put forty million Americans back into the workforce and we must still contain a virus that remains a lethal threat to all of us. At the same time, we cannot return to a status quo that leaves inequity and inequality in place. As part of that determination, we must address the conditions that lead to the senseless and indefensible loss of life of our fellow citizens. We need to confront the violence that shapes the daily experiences of far too many, who expect so much more of us, as a people. We need to listen to the anger, the pain, the trauma that accompanies our failure to meet these expectations.

This requires the work of each of us and of all of us. Individually, in each of our own interiority, we must determine how we contribute to perpetuating injustice and sustaining structures that cannot continue and that *now must be reimagined*. And, for us in our shared membership in this Georgetown University community, it remains for us in the Academy to contribute to this work of reimagining the social, political, economic and moral structures to ensure justice for all—and especially for those for whom it has been too long denied.

Sincerely,

John J. DeGioia

School of Foreign Service

From: Joel Hellman

Date: June 17, 2020 at 6:13:35 PM EDT

Subject: A Call to Action on Global Anti-Racism

Dear Members of the SFS Community,

Today I received a resounding [call](#) from the SFS community to commit to global anti-racism as a core principle of our school. The call was signed by more than 700 students and over 100 faculty and staff with many more apparently ready to sign before it was closed. Our SFS community is united in recognizing that we as a school have not done enough to understand the forces that perpetuate racism and injustice around the world and to promote action to combat racism and injustice around the world. We can do better. We must do more. As Dean, I fully support the goal of making racial justice a foundational principle of the second century of SFS.

Moving from the call to action to real changes that advance anti-racism will be hard work, especially now as the pandemic reshapes everything we have come to know about a college campus. It will require concrete proposals for change that come organically from the lived experience within our community. It will require decisions about resources at a time when resources are scarce. It will require the engagement of our entire community to confront

our own responsibility for sustaining a global order built upon inequality. It is hard work for all of us, but we must do it to stay true to the values for which this school was created.

I look forward to receiving proposals for concrete actions from the ad-hoc working group that organized the call. I also welcome proposals for concrete actions from other groups of concerned students, staff and faculty. Some students have already come forward with specific proposals and many of our programs and centers have been actively engaged in this effort already. I will seek a platform for disseminating these proposals and soliciting feedback so that everyone in the SFS community has an opportunity to have their voice heard on these critical issues. I will report back to you on our progress as we move forward.

The pain of the murders of George Floyd, Rayshard Brooks, Breonna Taylor and Ahmaud Arbery, and the broader recognition of the entrenched racism and injustice in our institutions, has galvanized the SFS community to look at our own institution with a new commitment to recognizing our responsibility for these outcomes. I am ready to engage with you on the hard work ahead.

Stay well,

Joel Hellman

From: **Joel Hellman**

Date: Tue, Jun 30, 2020 at 6:10 PM

Subject: Call to Action on Global Racism

I hope you all saw the exchange that we had on the Call to Action signed by so many of our faculty, staff and students. I had a chance to meet an ad-hoc group of faculty members who forwarded a set of recommended actions as a follow up, which I attach below. This is an excellent starting point for action that I am fully committed to pursue.

I know that several individual MA programs have received similar appeals from students. While I recognize that each part of our community should look inwards and see what everyone of us can do to move from solidarity to action, there may also be things we can do at the school level that might address some portion of the concerns expressed at the program level.

As recommended by the ad-hoc group, I have submitted a proposal to create a Vice Dean for Equity and Inclusion from within our faculty who could serve to facilitate our work across the school. As you might imagine, there are quite a few hoops to jump over in the current environment, but I am committed to doing it. Hopefully if we can move forward quickly on this, there will be someone to support our actions across the school.

I have also established an internal collaborative web page where we could post the various calls to actions, solicit and compare recommendations for action from across our community, and track our progress. I would appreciate if you could send to Will Layman,

any documents that might have come from within your programs and once the page is up and running, Will will share the details.

I also recognize that many of our programs have already been working on these issues at the school level that we must take full advantage of. Carla Koppell of GIWPS has been leading a great effort among schools of international affairs, called the University Leadership Council, to collect best practices across the schools. ACMCU has already announced a set of Global Anti-Racism Fellowships in direct response to the call to action. The Mortara Center is already engaged in a fascinating series of talks on Remapping IR. And there are many more initiatives across all of our programs. We need to build on this work and go much further.

Before each program responds to the various program-specific calls to action, I suggest we devote a share of the next directors meeting to see what we can do collectively (in addition to the small matter of discussing our plans for the Fall). I wanted to give you the heads up as I know that many of you are in the throes of thinking through your own responses.

All best,

Joel

Agenda for Change: Global Anti-Racism at the Walsh School of Foreign Service

The School of Foreign Service (SFS) is rightly concerned with systemic racism in the United States. We also recognize that systemic racism is not disconnected from international relations theory and practice. As many critical scholars of race have detailed, the transatlantic slave trade and colonialism have produced *racial thinking and racism all over the world*, making it a central component for how global cultural, political, and economic inequalities continue to be produced into the present. These realities require actionable steps toward diversifying the SFS's 1) Curriculum, 2) Faculty, and 3) Admissions.

On Sunday June 14, 2020 we circulated a call to our SFS community to Commit to Global Anti-Racism. Within three days, over 800 members of our community signed on to this commitment. Before us now is the work of laying out an agenda to live up to this commitment.

We were delighted to learn that other groups are working along similar lines, and we look forward to connecting this "agenda for change" with theirs, to make sure we move forward together.

1) Curriculum : Every student who enters SFS at any level will learn about Georgetown's history of slave-owning and the university's commitments to make reparations for this history. It should serve as a starting point for broader curriculum changes that further examine race in a global context.

a) **Review the SFS Core Curriculum** with the goal of centering global anti-racism in the different fields represented in the SFS. Involve diverse students, staff, and faculty in this review.

b) **Require** reading the *Working Group Report on Slavery, Memory, and Reconciliation* upon entering SFS in proseminars as freshmen and orientation for graduate students.

c) **Develop** a cross-SFS faculty seminar in which all fields or majors and graduate programs report on how they are conceptualizing global anti-racism along with recommended methods of curricular implementation.

d) **Create** one core requirement dedicated to the study of global race and racisms.

e) **Recognize** teaching in a diverse classroom within SFS merit review.

2) **Faculty** : Educating for global racism requires investment in a diverse faculty, as well as intellectual breadth and methodological diversity among our faculty and core curriculum. The “Global Anti-Racism Initiative” commits to diversifying the administration and faculty while developing a research agenda that foregrounds how race operates in political systems, economics, development, humanitarianism, and other core areas of SFS education.

a) **Train** faculty, staff, and all educators in anti-racist and feminist pedagogy.

b) **Create** a new position for a rotating Vice Dean of Equity and Inclusion in the SFS, chosen from the faculty.

c) **Establish the “Global Anti-Racism Initiative”** for faculty, research, and development:

i) **Review all vacant faculty lines** towards the on-going project of diversifying the faculty and curriculum in line with the SFS Global Anti-Racism Core Principle.

ii) **Hire diverse, underrepresented scholars of color** for faculty lines that are already approved, once the hiring freeze is lifted.

iii) **Reward** faculty for mentorship and service that facilitate diversity and social justice work; this includes the disproportionate advising and mentoring load carried by faculty of color and women. Compensation could include a course release, awarding additional merit points, summer funding, etc.

iv) **Institute cluster hire(s) in global anti-racism interdisciplinary research** :

1) *Critical Race Theory and International Relations*

2) *Racial Capitalism*

3) *Global Race, Migration, and Violence*

4) *Environment, Racism, and the Planet*

5) *Imperial Past and Present, Indigenous Sovereignty & Survivance*

6) *Global Race, Technology, and Surveillance*

v) ***Develop the “Next Century Global Anti-Racism Scholars Program”*** : SFS will establish teaching and research post-doctoral fellowships open to first generation college students, graduates of minority-serving institutions (e.g., HBCUs), and international students who otherwise would not receive such opportunities (due to financial or political instability in their home countries). By supporting these scholars, SFS will become a leader in the training of a more diverse and representative international affairs community.

vi) ***Fulfill the commitment to establish the Racial Justice Institute and prioritize a partnership with SFS focused on global anti-racism*** : SFS agrees to commit significant resources to the institute so that it can serve as a secondary “home” for post-docs and cluster hires, produce working papers and policy briefs on global anti-racism, invite scholars from around the world to share their work, and develop pedagogical tools that signal SFS as an emerging leader in global anti-racist policy, pedagogy, and practice.

3) **Admissions** : Implicit and explicit biases in admissions affect who makes up our student body.

a) ***Train*** those involved in admissions--including but not limited to staff, alumni in the Alumni Admissions Program, and Georgetown Admissions Ambassador Program (GAAP)--to recognize their own biases, and how these biases influence the choices they make and discussions they have about admissions decisions.

b) ***Waive or eliminate*** standardized test requirements that heavily disadvantage non-white students in the admissions process.

c) ***Actively recruit and fund*** students of color from public schools in the US, and especially in DC, and promote transfers from community colleges to the SFS.

d) ***Remove legacy admissions*** as this long standing practice reproduces whiteness, classism, and global inequality.

From: **Scott Taylor** <Scott.Taylor@georgetown.edu>

Date: Wed, Sep 9, 2020

Subject: Diversity, Equity and Inclusion in the SFS

Dear Members of the SFS Community:

Just a few weeks ago, I began my tenure as the inaugural Vice Dean of Diversity, Equity and Inclusion (DEI) in SFS, a position established by Dean Joel Hellman as part of his commitment to making global antiracism a core principle of the SFS. I look forward to working with the dean and all members of the SFS community to embed this principle in our curriculum, our institutional culture, and in our composition.

Like so many others in our community, I was deeply shaken by the events in this country that have driven thousands into the streets this summer, particularly the murders of George Floyd, Breonna Taylor, Ahmaud Arbery, and more recently, the shooting of Jacob Blake. These tragedies were a collective manifestation of the casual devaluation of Black lives, shaking this nation to its core and leading to many outward expressions of both searing outrage and heartwarming solidarity. The events also forced many institutions, including the SFS, to look inward: to better understand our institutional failures when it comes to race and inclusion, as well as to appreciate the transformational role a school like SFS can play. As noted in the [Call to Action](#) first voiced by my faculty colleagues and amplified by Dean Hellman, the next generation of global leaders will not be served by the status quo. Thus, the SFS must be at the forefront of scholarship and practices that respond to structural inequalities. Indeed, our school's founding creed insists on a dedication to justice, to conscience, and to morality, so that we can achieve a more peaceful and equitable world. By standing for racial justice, we honor that commitment and empower the future global leaders we seek to educate, including those who have been excluded for too long.

In the past few weeks, I have had the opportunity to hear from students, faculty and staff in the SFS, as well as from many alumni. In addition, I have begun to form partnerships with the many administrators and units across the University whose work deals with addressing racism, bias and other forms of discrimination. The work already being undertaken by concerned members of our SFS community is downright impressive and inspiring. DEI committees have sprung up across the School, not as mere window dressing, but as meaningful efforts at self-examination and toward the enactment of a truly antiracist agenda. Individual faculty members are revisiting their syllabi and courses, discovering the gaps on race, diverse authorship and perspectives and realizing, at long last, that inclusion does not mean the dilution of intellectual content, but the enrichment of it. Centers and programs in the SFS are instituting robust efforts to diversify their student bodies, their curriculums and their programming. We are awakening, slowly, and newly sensitized to the needs of historically marginalized students. Students are organizing, too, in impressive ways to effect changes in the School's climate, admissions policies, and the SFS curriculum. Staff members are pursuing opportunities for training and dialogues to make the SFS a better, more welcoming and more inclusive place to work.

Across the SFS, I see emerging best practices that can be honed and shared with the entire community, including great ideas such as DEI liaisons, syllabus evaluations, diversified advisory boards, enhanced recruitment of students locally and at HBCUs and similar institutions, concrete approaches diversifying faculty searches, clear bias reporting guidelines, enhanced networks for students and alumni of color in international affairs fields, and many others. As these and other results-oriented initiatives reveal, antiracism is an *active* project.

As Vice Dean, my role is to ensure that we coordinate and collaborate in order to effect meaningful, lasting change in the SFS. We cannot be complacent. We cannot let this

momentum dissipate. My job is to help build an SFS-wide infrastructure that enables us to sustain the impressive efforts already underway and embed antiracism as a core principle, as Dean Hellman has charged us. As we engage in this critically important work, I look forward to updating the community on our progress. Moreover, I invite all members of our community to partner with us: join one of the initiatives mentioned above within the Centers and Programs; participate in the faculty, staff or student committees now engaged with DEI; or reach out to us directly. Eventually, we expect to have a website that will serve as the main avenue of communication on SFS DEI issues. In the meantime, should you have any questions or concerns, or wish to share suggestions, please contact crc85@georgetown.edu.

Our aim is nothing less than to make the SFS a better place, true to its mission, true to its ideals. In doing so, we enhance the School, the nation, and the world around us.

Sincere best wishes,

Scott Taylor

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Scott D. Taylor, Ph.D.

Vice Dean for Diversity, Equity and Inclusion

Professor, African Studies Program

Edmund A. Walsh School of Foreign Service

A Call for the School of Foreign Service to Commit to Global Anti-Racism as a Core Principle

In capitals across the world, protesters have joined Black Lives Matter and communities of color in the United States to resoundingly call for a new global order premised on racial justice. At this historical turning point, the School of Foreign Service (SFS) should affirm its commitment to racial justice by making it a foundational principle and enacting concrete changes toward its achievement. We invite the SFS to reflect on how racism is embedded in the foundation of our university, starting with Georgetown's legacy of slavery. SFS holds the promise of rejecting a global order built on inequality. However, it has fallen short. For racial justice to be prioritized, the school must confront how whiteness informs its underlying values, guiding everything from how financial decisions are made to the students who are admitted, the faculty that are hired, and the classes that are taught. It can address these shortfalls by committing to racial justice as a core component of its curriculum, admissions process, and future hiring. The next generation of leaders are not served by the status quo. Rather, the SFS should advance scholarship and practices that respond to structural inequalities that have long shaped the modern world. By standing for racial justice, the SFS

will inspire commitments to global service that truly reflect the transformative potential of *cura personalis*.

(As of 9/11/2020: This has been signed by 126 faculty & staff and 734 students & alums)

Georgia Tech

Statement on George Floyd

Posted: May 31, 2020 11:12am

Like many of you, I have struggled to process the senseless, heartbreaking killing of George Floyd by a police officer in Minneapolis. It is hard not to see a pattern of violence against black people when this tragic death comes on the heels of Ahmaud Arbery's shooting right here in Georgia, Breonna Taylor's in Kentucky, and so many others before them across our country. I acknowledge the pain many members of our community are feeling, and I stand in solidarity with our African American brothers and sisters and all people of goodwill, as we find a path forward.

There is much soul-searching we need to do as a society. We all share in the responsibility to deliver on our foundational belief that all people are created equal and are endowed with the same fundamental rights. While we demand change from those with the power to enact it, we must also ask what each of us can do to make good on that promise. And that includes all of us at Georgia Tech.

For the past few months, we have worked together on a new vision of inclusion, public service, and impact. That vision requires that we open the doors of opportunity to more people of underrepresented backgrounds. That we reduce barriers of access that still persist and that have nothing to do with talent. That we reject the status quo and do better. That we listen to and work with our students to create a more inclusive environment where people of all backgrounds can learn and grow. That we educate students who can think critically about the society we live in and can lead us to a better place.

As scholars and researchers, we need to ask ourselves how the science and technology we advance and the theories and solutions we propose help all of us live better lives. As alumni and leaders in business and society, we need to hold ourselves to a higher standard of equal opportunity, inclusivity, and impact.

Last September, we had the privilege to meet, listen to, and honor the [first four African American students in the Institute's history](#). That day helped me better appreciate our long struggle to become more just and inclusive — and how, by being more just and inclusive, we have become much stronger. Today, we must reflect on how much further we have to go.

I encourage all of us at Georgia Tech to be true to our motto of Progress and Service, to deliver on our mission to develop leaders who advance technology and improve the human condition. Those aren't just words on a page. We have a responsibility to our campus community, to our local community, and to our nation to help change our world for the better. We have a responsibility to empower and include more people, backgrounds, and perspectives in the process.

Gettysburg College

[Dear Members of the Gettysburg College Community.](#)

Eight minutes and forty-six seconds.

For eight minutes and forty-six seconds, a white Minnesota police officer, Derek Chauvin, pressed his knee forcefully and brutally against the neck of a black man, George Floyd, until—lying face down upon the pavement—he gasped his last breath, as others stood by and did nothing. Video shows that Chauvin did not relent even after Floyd had lost consciousness. He continued to pin his weight against Floyd's motionless body for a full minute after paramedics arrived at the scene.

Every day, black and brown people around this country are subjected to acts of racism—actions that strip them of their most basic humanity. As a College dedicated to making a difference in our world, we must do more to call out racism whenever we see it and to work towards implementing the necessary structural changes at our College, in our government, and in our society to eradicate this pandemic that has lasted more than 400 years. This essential work begins here, on our campus, with every one of us.

You will soon hear more from me, President Iuliano, and others about how we as a community can prepare our students for this work and, equally, examine and improve our own institutional practices and behaviors.

Today, the NAACP is calling for a National Day of Mourning in recognition of George Floyd's funeral. Beginning at 3:45 p.m., I ask you to consider joining me in observing an eight-minute and forty-six-second moment of silence. It offers a time to reflect upon the weight carried by black people and other people of color who for generations have been forced to live and to learn on society's margins, and to commit to bettering our own College through our individual and collective voices, experiences, and most importantly, our actions.

Sincerely,

Jeanne Arnold
Chief Diversity Officer

[Dear Members of the Gettysburg College Community.](#)

A week ago, I shared with you an email in response to the horrific killing of George Floyd in Minneapolis as a result of police brutality. As we all grappled with what the video of the incident laid bare, I sought to offer our community a moment of reflection. In the days that followed, I listened as our students and alumni voiced their own lived experiences of racism and other forms of injustice and inequality, not only in our broader society, but also here at Gettysburg College, as members of this learning environment.

These painful accounts—from black and underrepresented members of our community—underscore that our College is not exempt from the rhetoric and behaviors that have devalued and dehumanized people of color in this country throughout its history. The deepest wounds we endure in life are often the ones inflicted by those we trusted. In the cases of our students and alumni who shared their stories—and those who did not but who have similar experiences—you have every right to expect better of us. Let me be clear: Black lives matter. I am grateful for your willingness to bring these experiences into the light and to advocate for change on our campus. Gettysburg College must do more. We must be better.

As I have emphasized since my arrival on campus, we have a responsibility to ensure that every member of this community has a full voice, has full membership, and has the full opportunity to do their best work. This requires a safe and supportive environment. It also means ensuring that the worth and dignity of every person of color at this College is respected and affirmed. Every educational institution owes its members that responsibility because it is both right and necessary; we have a special responsibility given the history of this institution and the values of racial justice that it demands. The College has worked hard on these issues in recent years, but we must redouble our efforts, and, as president, that commitment begins with me. It is going to take more than any single College organization or group to bring about the change we need on our campus and beyond; it will require action by all of us, guided by our mission and fortified by our commitment to justice. This is what we must expect of ourselves and of one another. I am devoted to leading this charge, and to holding us accountable for tangible progress.

Steps to progress

On Thursday, I received an open letter from Gettysburg alumni urging action. I am grateful to the signatories for raising their voices and challenging us to grow. The letter offered a number of thoughts about the hard conversations we need to have and ways to advance the priorities before us. Given the urgency of this work, it is important that we not only pursue new initiatives, but that we also build upon other key community initiatives—many of which also were noted in our alumni recommendations—that were launched or have progressed since the start of my tenure at the College last July.

For example, in the coming year we will be conducting a comprehensive review of the Gettysburg curriculum to ensure that we continue to prepare students as effectively as possible for a rapidly changing and interconnected world. Our current curriculum includes an Informed Citizenship goal which prescribes two cultural diversity course requirements. It is critical that the review process goes back to first principles and reimagines how the Gettysburg curriculum will help broaden students' understanding of diversity, racism, and marginalization.

In addition to our focus on a diversified and culturally responsive curriculum, we also are taking strides in diversifying our tenure-track faculty, most notably through the efforts of our [Inclusion Partner Program](#), the conversion of two Gondwe Fellow positions to tenure-

track positions, and a recent [\\$800,000 Mellon Grant](#), which resulted in the hiring of five new tenure-track faculty from diverse backgrounds. The Mellon Grant also afforded us resources to substantially revise existing courses and create new courses that demonstrate the incorporation of diversity and inclusion efforts. To date, 25 courses have been reimagined or newly-created thanks to this grant.

We recognize, of course, that our students do not spend all of their time in the classroom. There is essential social, cultural, and intellectual development that occurs outside of traditional curricular settings as well. To that end, as we look to the semester ahead, the College is working on opportunities that will focus on helping community members navigate, bridge, and find strength from difference. For example, we have a team working on a plan that will update our First-Year Orientation programs with a focus on bias in our campus community, ensuring that all new members joining our community are aware of our expectations. Additionally, our Greek Life system has implemented new programs and initiatives over the last three years including dialogues hosted by the College and the Greek Life Equity and Inclusion Committee; mandatory education for chapter and council leadership on topics such as implicit bias, bias prevention, and cultural competency, including the [Intercultural Development Inventory](#) (IDI); and, mandatory attendance at workshops and programs focused on diversity, equity, and inclusion for all new members.

These curricular and co-curricular initiatives are not a comprehensive list of the efforts we have undertaken to make Gettysburg a more dynamic and inclusive place. Nor are they by any means sufficient. We have much to do to ensure our investments and commitments are authentically felt by all of our members—across all dimensions of our education—and that they make a real difference in the day-to-day lives of our students.

Moving forward

As we move forward, I have asked our [Bias Awareness Resource Committee](#) (BARC) and Campus Climate Study Implementation Group to work together, starting by understanding the stories and ideas brought to the fore by our community. Among the areas I have asked to be studied, and to receive recommendations by July 31, 2020 on means of improvement, are:

- The tools and resources we provide faculty to educate, mentor, and advise an increasingly diverse student body.
- College protocols for bias incidents between all constituencies—on campus, in the local community, and beyond.
- Campus programming and events, and specifically whether they are inclusive for underrepresented populations, and prove intentional in their education on social issues and their commitment to bridging difference through open and honest dialogue.

- The ways in which we enhance awareness and understanding among students, faculty, administrators, staff, and senior leadership at the College, and whether to establish a required bias incident education module.

We also will be establishing a new Inclusive Excellence in Teaching Award, given annually to a Gettysburg College faculty member who personifies our community aspirations. I have asked the groups mentioned above to assess any steps necessary to have the award given beginning next academic year.

As noted in my letter from last week, I have convened a group of diverse students to advise me and the College on how we can advance our commitment to the work of belonging and inclusion. I will continue to benefit from that group's advice and wisdom, and anticipate bringing together this group, together with some alumni of color, to broaden our perspectives and base of experience.

This more immediate work will be followed by a host of intermediate- and long-term objectives currently in discussion at College. The Diversity and Inclusion Office will soon be in touch regarding how you can add your voice and perspective to this planning. The completion of this near-term work will lead into our second [Campus Climate Study](#) in the spring of 2021, which will equip our Diversity and Inclusion Office, as well as our senior leadership team, with the data and insights necessary to add to our intermediate- and long-term strategies designed to heighten our standards for diversity, inclusion, and belonging.

In the spirit of advancing this work, and on the heels of our latest [Current Issues Dialogue](#)—hosted by the [Office of Multicultural Engagement](#) (OME)—I was heartened to see that our Black Student Union, alongside our alumni, will come together to support one another and to rally for change at a meeting later today. I also encourage our community members to participate in a [Candlelight Vigil for Peace](#) tonight at 7 p.m., hosted by the Center for Religious and Spiritual Life. And, finally, please explore our [Musselman Library diversity and inclusion guide](#) if you are interested in readings on these important topics.

I also want to remind our community that the robust activities we had planned for the spring are being rescheduled and updated for the fall. We will share more information with you once event details have been finalized.

I believe in this community and in our potential to make a difference in the world. We must all be accountable for instilling and sustaining fundamental change, as we redefine our hopes as shared expectations. As voices across the world have rightly made clear, these issues will not be resolved through words alone. It will take concrete action, determination, and a renewed and unrelenting sense of urgency. I ask that you, and our entire Gettysburg College community, join me in undertaking this meaningful and long-overdue work.

Sincerely,

Bob Iuliano
President

Grand Valley State University

Dear Grand Valley Community:

The words of Dr. Martin Luther King, Jr. are a clarion call as we reflect on our individual and collective responsibility to our Black community, following the reprehensible killing of George Floyd and the ongoing racial and social injustice that exists in our society. “If you wait for the right time, chances are that you might never find it,” Dr. King said. “You must do it now, it is now or it is never, and for the right thing, delay is its worst enemy.” For Grand Valley State University, and for me, that time is now.

As an institution that educates the next generation of leaders, we will fail them, our communities and ourselves if we do not act when we know that more than words are expected of us. Learn. Understand. Act. Lead. These are the standards against which we must be measured.

During the past several weeks, the university’s senior leadership team and I have been working to assess where we are and where we need to go. We are facing two viruses: COVID-19, where racialized health outcomes have become even more apparent, and systemic racism, which underscores for Black members of our community that equal justice under law is all too often not equal. We acknowledge the hurt, anger, fear, and distrust that many of our Black faculty, staff, students, and administrators must feel. We also acknowledge that the well-being of our entire community rests on fulfilling the elemental promise that every member of our campus community is welcomed, supported, respected, and valued.

Our Charge

- We must **elevate the voices and experiences of our Black faculty, staff, and students.**
- We must **listen carefully, valuing each member of our community.**
- We must **fulfill our goals for inclusion and equity.**
- We must **all deepen our understanding and knowledge through education.**
- We must then **use this knowledge as the basis for understanding and addressing institutional and systemic racism and oppression to make meaningful change.**

To that end, I am today announcing the first of several action steps that will support this charge for social and racial justice, ensure that our own house is in order, and assist the greater community with its undertakings. I realize some actions will take time, but I expect all to act with thoughtfulness and urgency. Each action identifies someone to hold us accountable to ensure progress toward implementation, improvements, and/or changes.

- I am appointing a **campus-wide network of advisors** to allow broad input and commitment and ensures Black faculty, staff, students, and alumni voices are elevated to the highest level of engagement with me and all university senior leaders leading the work outlined below. I have asked George Grant, Dean of the College of Community and Public Service, to convene and facilitate this network along with Vice President for Inclusion, Equity, and Presidential Initiatives Jesse Bernal. The network will examine previous institutional recommendations as well as consider new opportunities for improving campus climate and equity for Black members of our community and other underrepresented communities.
- I am appointing a **Grand Valley Campus Safety task force** to review current policing practices and recommend any needed change. I have asked Vice President for Finance and Administration Greg Sanial, Vice President Bernal, Dean Grant, and GVPD Chief Brandon DeHaan to identify and work with a diverse group of scholars and community members to advance this important action-focused review that will include interagency agreements.
- Associate Vice President for Human Resources Maureen Walsh is charged to identify opportunities and look to **implement the formation of greater and clearer promotional, developmental, and recruitment pathways for employees of color.**
- Vice President Bernal is charged with **identifying structural changes and opportunities that strengthen accountability** across the organization for leadership and supervisors in advancing inclusion and equity, **including in our recruitment, evaluation, and promotion processes, campus climate metrics, and their own education.**
- I am instituting a **universal training** for all members of our university community to enable each of us to build the necessary understanding, knowledge, and skills for social justice, power, privilege, and anti-racism. The Division of Inclusion and Equity, Human Resources, and the Pew Faculty Teaching and Learning Center will be responsible for the program and our network of advisors will assist us in shaping the most meaningful experiences. All appointing officers, including the deans, vice presidents, and I, will fully participate.
- Because of COVID-19, three important actions have been slowed. As all demonstrate direct impact for our underrepresented communities, we will move forward swiftly as the fall approaches. This includes: hiring a **university ombuds**, finalizing a **salary equity study**, and issuing **final recommendations for the 2019 campus climate study** with plans to reassess next year.

Academic Enhancements

- Executive Vice President for Academic and Student Affairs and Provost Maria Cimitile is committed to leading work together with the University Academic Senate

Chair Professor Felix Ngassa, and Vice Chair Shawn Bultsma, to explore ways we can **expand education for our students and one another on the forces of systemic racism, with an eye to ensuring every graduate deepens their understanding of social justice and racial equity through a Grand Valley experience.**

- Provost Cimitile and Dean Grant, along with the university's Criminal Justice and Social Work programs, will embrace the opportunity for the **GVSU Police Academy to lead the way** in enhancing public safety education with more robust requirements for diversity, inclusion, and de-escalation.

Student Support

- Vice Provost for Student Affairs and Dean of Students Loren Rullman and Associate Vice President for Inclusion and Student Support Marlene Kowalski-Braun are charged with **supporting Student Senate in its development of peer-to-peer learning and other initiatives.**
- Upon his arrival in July, Vice President for Enrollment Development B. Donta Truss will be charged with developing an even **more aggressive program for the recruitment and retention of students of color** that will be undergirded by policies that **remove barriers to access.** A **new strategic enrollment management plan** will be developed with strategies and initiatives with the bold goal of **removing all equity gaps.**
- Under the leadership of Associate Vice President Michelle Rhodes and Vice President for University Development Karen Loth, the university's financial aid program will be expanded to include **a racial equity scholarship in honor of the Black lives** that have been lost due to racialized violence. Students who demonstrate a commitment to social justice and racial equity may be eligible.

Leading a National Dialogue

- When social distancing requirements allow it, Vice President Truss will bring his experience and passion to host a national conversation on the need for racial equity, the disproportionate impact on male-identified Black members of our community, and how it can be strengthened in an institution and community that is historically white through a **Black Male Symposium** on campus. This convening, and extensions from it, will confront other transformative institutional and systemic responsibilities we have for our diverse Black community, including female-identified and transgender members. This symposium will inform K-12 and postsecondary educators, education adjacent leaders and organizations, non-profits, business and community leaders on the necessary equitable ecosystem that must be created to best serve our Black community.

Strengthening our Commitment to Grand Rapids

- We also have a special obligation to the City of Grand Rapids which hosts nearly half of the university's enrollment and many of our public service degree programs. We will commit university talent and resources to the City's development of a new youth employment program – **GRow1000** – a commitment to provide paid employment to at least 1,000 Grand Rapids youth ages 15-21 this summer with priority to those neighborhoods and zip codes which have been most heavily impacted by disproportionate outcomes, including from COVID-19.
- I will waive all financial requirements for Pell-eligible students in the City's high schools for enrollment in Grand Valley's new Math Advantage Program for rising high school seniors and college-bound high school graduates. Success in this gateway program will help to improve college readiness and retention which disproportionately impacts our communities of color.

Grand Valley has a long-history of work to advance inclusion and equity. Today, I am committing us to double down on our efforts to ensure our words are not rhetoric, but rather forces for institutional change. We have started a new website to keep the university apprised as efforts continue and additional actions are identified at www.gvsu.edu/inclusion/action.

I welcome your input to this agenda of action, listening never stops. We will be calling on you to help with many facets. When you hear from me and the others leaders identified in this email, say "yes."

With gratitude and hope,

Philomena V. Mantella
President

Grinnell College

“Remaining Awake During a Revolution”

The brutal killings of George Floyd, Ahmaud Arbery, Breonna Taylor, Tony McDade, and countless others against the backdrop of the disparate impact of the coronavirus on Black communities across the United States has awakened this country. In October 1967, the Rev. Dr. Martin Luther King, Jr. spoke on Grinnell College’s campus about “Remaining Awake During a Revolution.” It should not have taken a revolution to wake us up. We must continually recommit ourselves to challenge systemic racism, anti-blackness, and white supremacy by interrogating our history and changing the future. This is our work now and always.

Over the past week, President Raynard Kington, Dean Anne Harris, and many others shared messages with our community. We acknowledge that Grinnell College has a lot of work to do around racial justice and that these messages came too late for too many. In our commitment to sustain the anti-racist work of our community, the College has developed a plan of action, which we are eager to share:

The College will make a contribution of \$50,000 to Black Lives Matter to support the fight for freedom, liberation, and justice. Many Grinnellians have been inspired by Opal Tometi, co-founder of Black Lives Matter and executive director at the Black Alliance for Just Immigration, who participated in Grinnell College programming in spring 2017, including her incredible presentation of the Scholars' Convocation lecture. President Kington is making this allocation from the president’s discretionary fund as his last allocation from this fund.

In collaboration with community partners, the College will be setting up a fund to match donations that support communities of color and the fight for racial justice locally. Grinnell College will donate \$25,000 and the Claude W. and Dolly Ahrens Foundation will donate \$5,000 to establish a fund at the Greater Poweshiek Community Foundation to help local organizations advance the work of racial equity here in our own community. Together, the two organizations will match gifts dollar for dollar up to \$30,000 for this work. Gifts can be directed to the Racial Equity Fund at the Greater Poweshiek Community Foundation.

Through the Iowa Council of Foundations, we also are co-sponsoring a two-day Building Racial Equity workshop for funders across Iowa who want to learn how to use philanthropy to advance racial equity across the state and in their own communities.

Our commitment to this work must focus both externally and internally. We know we must take community and personal responsibility to address systemic racism, anti-blackness, and white supremacy, and Grinnell College is dedicated to the hard work of creating lasting change.

Black Grinnellians (students, staff, faculty, and alumni) had the opportunity to hold space with each other yesterday, hosted by Intercultural Affairs and co-facilitated by

Ombudsperson Chinyere Ukabiala and Director of Education Professions Career Community Leslie Bleichner '07.

Faculty and staff are invited to a panel discussion Beyond Empathy: Sharing Anti-Racist Resources. Colleagues will share and briefly discuss anti-racist resources for challenging white supremacy at 11 a.m. on Monday, June 15. The panel will be moderated by Professor of Sociology Karla Erickson.

In addition, Intercultural Affairs, the Dean's Office, and Diversity and Inclusion staff will continue to offer audits and training to campus departments to advance inclusion practices, and to recommend opportunities for learning about anti-blackness, racism, and white supremacy in all aspects of our community.

Grinnell College will form two new coalitions to engage our community in its work from pedagogy to practice, from curriculum to programming, and beyond.

Coalition on Confronting Whiteness: This Coalition is being formed to focus on training, development, and education for white people by white people about white supremacy, systemic racism, and understanding privilege. More information to come. If you are interested in taking action or learning more, please contact Intercultural Affairs at ica@grinnell.edu, including the name of the coalition in the subject line. We encourage you to engage as individuals and as members of the many communities to which you contribute.

Coalition on Racial Justice: This Coalition is being developed to focus on acknowledging resilience, developing racial empowerment strategies, and addressing ways in which white supremacist and anti-blackness ideologies exist around the globe for Black, Indigenous, People of Color (BIPOC). BIPOC staff and faculty are encouraged to engage to their level of comfort. More information to come. If you are interested in taking action or learning more, please contact Intercultural Affairs at ica@grinnell.edu, including the name of the coalition in the subject line.

Much of the work we need to do is known to us, practiced, and pushed forward by the College's Diversity and Inclusion Plan, which provides a roadmap for diversity and inclusion efforts and exists as a living document that is revised and tracked annually. We are deeply grateful for the work of our Chief Diversity Officer Lakesia Johnson, Intercultural Affairs, the Council on Diversity and Inclusion, and all the embedded diversity professionals across campus for their ongoing efforts.

We are deeply grateful for the work of all who have helped us take these actions, but know that we are only just beginning.

Sincerely,

Raynard S. Kington, President

Anne F. Harris, Vice President for Academic Affairs and Dean of the College

George Washington University

Message from President Thomas LeBlanc

Dr. LeBlanc speaks to GW community about recent racist incidents in the U.S. involving black Americans.

May 31, 2020

Dear GW Community,

Like everyone in our community, I write to you today feeling sad and angry about the brutal killings of George Floyd, Ahmaud Arbery and Breonna Taylor, along with the racist incident in Central Park.

I cannot begin to fathom the hurt GW's Black students, faculty and staff may be feeling. My heart goes out to all who are suffering and may not feel safe.

Please know that we continue to offer support and resources and are planning some online community events that are referenced in [this message](#) from Vice Provost Caroline Laguerre-Brown and the Office of Diversity, Equity and Community Engagement.

While I wish we had the opportunity to host these conversations and support one another on campus, I know that we remain a strong community, and we will find ways to connect until our planned return to campus this fall. I look forward to working together—harnessing the power of the community that comprises this great institution—to address racism and injustice on our campus and in our society.

Sincerely,

Thomas J. LeBlanc

9/5/2020

Dear GW Community,

Many of you understandably have many questions in the wake of the Medium post by GW faculty member Jessica Krug. While the university reviews this situation, Dr. Krug will not be teaching her classes this semester. We are working on developing a number of options for students in those classes, which will be communicated to affected students as soon as possible.

We want to acknowledge the pain this situation has caused for many in our community and recognize that many students, faculty, staff and alumni are hurting. Students who have been affected are encouraged to seek support from our [Office of Diversity, Equity and](#)

[Community Engagement](#) (ODECE), [Counseling and Psychological Services](#) (CAPS), or [Office of Advocacy and Support](#) (OAS). Assistance for faculty and staff is available through our [Wellbeing Hotline](#). Please know that we are taking this situation seriously and are here to support our community.

Sincerely,

M. Brian Blake, Provost and Executive Vice President for Academic Affairs
Paul Wahlbeck, Dean, Columbian College of Arts and Sciences

Hamilton College

Hamilton's Commitment to Racial Justice and Plans for Action

JUNE 14, 2020

Dear Members of the Hamilton Community,

Since my [statement](#) on May 30, I have heard your reactions to recent community posts. I have also heard your demands for the College to do more. I want to express my deep regret for the pain inflicted on an already hurting community. My initial communication and the two posts did not state unequivocally that Black Lives Matter, contained language many found insufficient or confusing and, most importantly, did not identify any action steps. I know that Hamilton must do better – and we will.

The killings of George Floyd, Breonna Taylor, Ahmaud Arbery, and now Rayshard Brooks have highlighted yet again the nature and extent of systemic racism in our country. We know that these events have caused enormous pain, particularly for members of the Black community, and for the Black members of our community. We stand in solidarity with them, because Black Lives Matter.

We commit to developing collectively a comprehensive plan of action, beginning with the following three steps.

1. **Host listening sessions and form an Advisory Council to hold us accountable.** Listening sessions with members of Student Assembly, the Black and Latinx Student Union, the ALANA Caucus (a group of faculty and staff of color), and alumni representatives, including members of the Equity and Inclusion Committee of Alumni Council, will enable us to engage collectively in a dialogue about the path forward. I will also form an Advisory Council, starting next week, to establish a formal feedback loop on an ongoing basis. We will begin with listening and follow with informed planning and urgent action. You have this commitment from me, from senior leadership, and from the Board of Trustees.
2. **Expedite a new equity and inclusion plan.** Last summer we began a strategic planning process to enhance our equity and inclusion efforts and identified a set of institutional goals. We have made [progress](#), but must do more. With input from the Advisory Council and others, we will build on those goals and publicly track our progress.
3. **Increase resources.** From my discretionary fund, I am committing \$200,000 per year for the next five years to increase funding of the College's equity and inclusion initiatives, with a focus on how we can support Black and Latinx members of our community. The initiatives may include but will not be limited to expanded microaggression and implicit bias training for community members, additional

resources for the development of inclusive pedagogies, and additional funding for the recruitment and retention of faculty, students, and staff of color.

In addition to this commitment of funds, a generous friend of the College has stepped forward to offer a \$250,000 match for gifts made by June 30 that are directed to the College's equity and inclusion initiatives or in support of scholarship aid through the Hamilton Fund. Gifts will be matched dollar-for-dollar until we reach the \$250,000 maximum.

The actions outlined above are initial steps, but we will develop a more complete action plan in the months ahead, and we will report back to the community on our progress in September. I am grateful to everyone who has spoken up with conviction, and believe that together we can make real progress toward a fully inclusive Hamilton.

Most sincerely,

David

Harvard University

From: "Lawrence S. Bacow" <president@harvard.edu>

Date: Saturday, May 30, 2020 at 6:00 PM

Subject: What I believe

This message contains graphics. If you do not see the graphics, [click here to view](#).

Dear Members of the Harvard Community,

The last several months have been disorienting for all of us. COVID-19 has profoundly disrupted the lives of people worldwide. It has caused more than 365,000 deaths around the globe and more than 100,000 in the United States alone. Forty million Americans have lost their jobs, and countless others live in fear of both the virus and its economic consequences.

In the midst of this incomprehensible loss, our nation has once again been shocked by the senseless killing of yet another black person—George Floyd—at the hands of those charged with protecting us. Cities are erupting. Our nation is deeply divided. Leaders who should be bringing us together seem incapable of doing so.

I cannot help but think back to 1968, the spring of my junior year in high school. First, Dr. Martin Luther King Jr. was assassinated, then Bobby Kennedy. Riots broke out in nearby Detroit, as they did across the country. Then, like now, our nation was hugely polarized, and we desperately struggled to find common ground that might unite us.

At the time, hope was in short supply. It seemed difficult to imagine how we would move forward, but we did. As I think about the challenges that we face today, I return again and again to what I believe:

I believe in the goodness of the people of this country—and in their resilience.

I believe that all of us, liberal and conservative, Democrat and Republican, whatever our race or ethnicity, want a better life for our children.

I believe that America should be a beacon of light to the rest of the world.

I believe that our strength as a nation is due in no small measure to our tradition of welcoming those who come to our shores in search of freedom and opportunity, individuals who repay us multiple times over through their hard work, creativity, and devotion to their new home.

I believe in the American Dream.

I believe in the Constitution, the separation of powers, the First Amendment—especially the right to a free and independent press that holds those in power accountable, and to a free and independent judiciary.

I believe in the 14th Amendment's guarantee of equal protection of the laws—for everyone, not just for those who look like me.

I believe that no person is above the law regardless of the office they hold or the uniform they wear. Those who break the law must be held accountable.

I believe that one measure of the justness of a society is how it treats its most vulnerable members.

I believe we must provide opportunity to those who may not encounter it on their own so that they may achieve their full potential.

I believe in the power of knowledge and ideas to change the world, of science and medicine to defeat disease, of the arts and humanities to illuminate the human condition.

This is just some of what I believe. I hope you will pause during these troubled times to ask what you believe. Even more importantly, I hope you will find the strength and determination to act on your beliefs—to repair and perfect this imperfect world. Those of us privileged to work or study at a place like this bear special responsibilities. As Luke teaches us, from those to whom much is given, much is expected.

Sincerely,

Larry

From: Dean Rakesh Khurana and Dean Katherine O'Dair

Sent: Sunday, May 31, 2020 8:59 PM

Subject: Making a Better World Together

Dear Colleagues,

We are writing today to share with you a message that was sent to our students this afternoon. We look forward to working with you to create a better world for every single student and individual, on our campus and beyond.

Warmly,

Katie and Rakesh

Dear Harvard College Students,

Here in Cambridge, our campus is still and quiet, as it has been these past few months. But this weekend, the contrast between our serene campus and the events outside our gates has never seemed so stark.

We are outraged by the murders of George Floyd, Ahmaud Arbery, and Breonna Taylor. We are outraged by the countless deaths of Black and Brown people that have been caused by a system that treats so many as expendable. And we are frustrated by those who are willfully blind to the systemic racism that led to these deaths and to so many others. We know that so many of you share our outrage and frustration, and we are writing to you today to tell you that we stand with you. Black lives matter, and we must do better.

Even before these recent events, the COVID-19 pandemic had exposed the deep fractures in our society. Political, racial, and religious divides are all around us. Wearing a mask has become a political statement; science and facts are contested; people of color are disproportionately threatened by their mere existence in public spaces. Acts of xenophobia have increased, and implicit and explicit forms of violence disproportionately impact the most vulnerable and discriminated against. This is not the society that we want to live in, and it is not the society we want for all of you.

All of us who believe in our College's mission must transform our outrage and pain into action. We must ask ourselves how Harvard College can be a place that contributes to a more informed and honest conversation about the inequalities both within Harvard and in society. We know that we must strengthen the way we work across differences and the way we welcome people into our community.

We have already begun to think about how the College's programming and support can reflect a deeper understanding of the challenges confronting us. And we are committed to supporting all of you in pursuing research and service opportunities that will empower you to contribute to creating a more just society.

Whether you are an incoming or returning student, we look forward to hearing from you in the coming months about how we can work together to create positive change, both on campus and beyond. These are unsettling times, but we have confidence that together we can help make this world – our world – one that recognizes the dignity of every human life.

Warmly,

Katie O'Dair

Dean of Students

Rakesh Khurana

Danoff Dean of Harvard College

From: "Lawrence S. Bacow" <president@harvard.edu>

Date: Tuesday, June 16, 2020 at 4:10 PM

Subject: Juneteenth

Dear Members of the Harvard Community,

On this Friday, June 19, the University will be closed to commemorate Juneteenth. All faculty and staff will have a full day of paid time off. If you must work that day to support essential operations, your efforts will be acknowledged with other paid time off.

Long celebrated as an Independence Day in the African American community, Juneteenth marks the day—155 years ago this year—that enslaved African American people in Texas were told of their freedom from bondage. It offers a moment to acknowledge and celebrate the promise of a new beginning, and I cannot imagine a better year for Harvard to begin recognizing its significance. These are extraordinary times distinguished by extraordinary displays of passion and resolve. We are everywhere reminded of the possibility of something different—something better—for our communities, our states, and our nation, as well as the deep reflection and hard work getting there will require of all of us.

Throughout the week, the Harvard Gazette will be featuring related coverage and resources, and I encourage you to learn more about the many ways in which members of our community are advancing the cause of racial justice in America. Each of us has a role to play in considering the past and the present as we work together to imagine our future, and I am proud to undertake that important—and essential—work with all of you.

All the best,

Larry

Harvard Business School

[Dean's Anti-Racism Task Force](#) – July 13, 2020

[Dean Nitin Nohria Announces New Anti-Racist Efforts After Criticism](#) – June 17, 2020

[Anti-Racism Action Plan](#) – June 15, 2020

Harvard Kennedy School

From: HKS Office of the Dean <hks@hu.harvard.edu>

Sent: Monday, June 1, 2020 11:01 AM

Subject: The Death of George Floyd

Dear Members of the Harvard Kennedy School Community,

I was terribly saddened and angered to read about the brutal death of George Floyd at the hands of someone charged with protecting the public. With the killing of Ahmaud Arbery, the racist treatment of Christian Cooper, and a Covid-19 mortality rate for black Americans that is more than double that for white Americans, we are reminded—yet again—of the scourge of racism in American society and of the imperative to change. I know that many of you have felt fear and grief in the wake of these events as well.

Tim Walz, the governor of Minnesota, said that the protests that have followed George Floyd's killing stem from "generations of pain, of anguish, unheard." Indeed, Martin Luther King, Jr., said many years ago that "a riot is the language of the unheard"—and also said "For years now I have heard the word 'Wait!' ...This 'Wait' has almost always meant 'Never.'"

I hope that everyone in this country can hear that pain, understand it, and take action now. We at the Kennedy School need to do our part, and to do so with a sense of urgency.

One of our core values at the School is belief in the worth of each person regardless of their race and other characteristics. We must hold true to that value in everything we do—as we work with and learn from each other, and as we apply our skills and knowledge to make a more just society.

In my remarks for graduation, taped before George Floyd's death, I expressed the hope that our graduates would take on the challenge of systemic inequities. I am gratified that so many of our students are recognizing the urgency of this challenge and taking it on before they graduate, through their learning about racism and their advocacy and organizing for racial justice.

We have worked hard in the past few years to appoint more faculty members who are actively engaged in teaching, research, and practice on many aspects of racial inequity, including health, education, democracy, policing and criminal justice, and more. As these faculty members—some of whom will be starting this month—offer courses, conduct research, and build programs at the Kennedy School, all of us at the School and people outside the School can gain a better understanding of the broad, deep, and enduring impacts of racism, and, crucially, of actions we can take to overcome racism.

Despite the horrible events we have seen in Minneapolis and elsewhere, I believe that progress is possible and is possible right now, not just at some hoped-for future time. Bryan Stevenson, who was a speaker in last week's virtual graduation, is one of the most important and impressive alumni of the Kennedy School and of Harvard Law School. As

part of his lifelong fight for justice, he recently led the creation of a national lynching memorial—which is described as “a sacred space for truth-telling and reflection about racial terror in America and its legacy.” Such truth-telling and reflection—at the Kennedy School and elsewhere at Harvard and in the world—can inspire us and direct us to action. We can make a crucial difference and can do so now. That is our responsibility and our opportunity.

Sincerely,

Doug

Douglas W. Elmendorf

Dean and Don K. Price Professor of Public Policy

Harvard Kennedy School

Harvey Mudd College

[A message from OID & DSA](#)

June 2, 2020

Dear Students, Faculty, and Staff,

It is with anger, sadness, and fear that we reach out to you today. In the wake of the most recent tragedy involving the murder of George Floyd by members of the Minneapolis Police, city-wide protests have been occurring to demand justice and the end of racial violence targeting members of the African American community. These protests carry with them the sentiment and message that was shared by Dr. Martin Luther King, Jr. who once said "Injustice anywhere is a threat to justice everywhere."

There are too many people who have been killed by racial violence. These three are among the many:

George Floyd

Ahmaud Arbery

Breonna Taylor

We encourage you to say their names aloud. We urge you to remember and say the other names of people of color whose lives have been taken by racism. By saying their names, by remembering them, we acknowledge that their names matter, their lives matter, #blacklivesmatter. As Mudders, we urge you to show support for our communities of color who are carrying the weight of these tragedies.

Our hope is that as a community we can come together to support our students, colleagues, or friends of color who are surely feeling the pain of these tragedies. Injustice is dependent on indifference. Mudders, now is not the time to be indifferent. Reach out to the people you know who are hurting and let them know they are not alone. What is occurring in our nation, these overt acts of racism, instances of racial bias, acts of microaggressions our communities of color may face because of the color of their skin, are not ok. We as a campus are committed to providing a safe and inclusive environment for our Mudd family.

The Office of Institutional Diversity and the Division of Student Affairs is here to support you. Please reach out to us. You can also reach the Monsour Summer Campus Health telehealth care line which provides 24/7 medical and mental telehealth care for all students, at no cost.

In Solidarity,

Office of Institutional Diversity + Division of Student Affairs

Black Lives Matter

June 11, 2020

We usually use this space to share updates about Harvey Mudd College with you or to allow you to hear from the voice of one of our staff members, faculty or students. We use it when we have policy changes, announcements or recognitions to share. Today we use it to express our sadness, disgust, and anger toward the violence against Black people we have seen in recent weeks but which has been preceded by hundreds of years of systemic racism and discrimination. The murders of George Floyd, Tony McDade, Ahmaud Arbery, Breonna Taylor and a list of countless others at the hands of police officers require us to recognize, name and address the historic inequities Black people and other minoritized communities have suffered in the United States since its founding. The protests that have sprung from these murders and which have rightly drawn the attention of the world to this ongoing suffering cannot help but have an impact on our future and serve as a call to action.

We are often asked what activities students should engage in that will make them attractive to college admission offices. Our answer is always the same – that there is no wrong activity nor better activity. We want you to follow your interests, and we look to see what you do with the resources you have available to you. That said, we hope that students who seek to join our community are also looking around them: who else is involved in the things you are? Are you seeing a diverse range of people participating? If not, why not? Are there policies or practices that are further alienating those who have already been alienated? Are there actions you can take to make your organization more welcoming and inclusive?

Similarly, students choose to join the Harvey Mudd community because of the spirit of collaboration and connection. What are you doing to foster that spirit of collaboration in your current environment? For our non-Black prospective students, what can you do to support your Black classmates and friends as they navigate their high school education within systems that are often sending both explicit and implicit messages that they don't belong? It is easy during our busiest and most chaotic times to choose to switch into self-preservation mode and focus our energies on doing the work we need to do, but we know that research, discovery and discussion are all better when we work to ensure that all voices are at the table. During these times, more than ever, Black students need the rest of us to join their fight for inclusion and to feel our support through our actions.

This leads us to also turn these questions on to ourselves at Harvey Mudd and in our office. We have worked for years to diversify our student body with varying levels of success. The campus has engaged in some difficult conversations about how we best serve Black, Latinx and Native students, but it is clear in listening to our student groups that we have far more to do to move beyond representation toward inclusion and empowerment. When it comes to Black students, we need to do more to get to representation. Programs like our Future Achievers in Science & Technology (FAST) and Women's Inclusion in Science, Technology,

Engineering & Mathematics (WISTEM) have been instrumental in helping Black students and other minoritized students see themselves at Harvey Mudd. This year these programs will be virtual, and this allows us to expand their reach and hopefully their impact.

We are committed to expanding our outreach to Black and other minoritized communities to add to the STEM pipeline. Knowing what we do about the intersectionality of race, class and gender, we will continue to partner with organizations that support low-income and first generation students. We have taken steps in democratizing education with the removal of SAT Subject Scores and are examining other ways to expand access and remove barriers in our application process. Our counselors continue to be committed to helping Black students forge a path in STEM whether their path leads them to HMC or to other institutions. We commit to seeking out more opportunities to do this work where it will involve and benefit Black students specifically. We see ourselves not only as admissions staff for HMC but as counselors who have taken on the challenge of guiding students so that they can create a more just society. We believe Black voices will be integral in this endeavor. We believe that Black lives matter.

Harvey Mudd's first president, Joseph Platt, along with our earliest faculty, helped to ensure that our curriculum would instruct students in the STEM fields as well as the humanities and social sciences in order to graduate alumni "with a clear understanding of the impact of their work on society." Never before has the idea of understanding the impact of your work – both that of your profession as well as of your life's work – on society been more crucial. The idea of "science with a conscience" has been at the heart of Harvey Mudd since our founding. We hope and trust that our students, alumni and entire Harvey Mudd community will expand that call beyond our commitment to science and education to doing the work it will take end destructive systems that have brought us to this place. That is true and lasting impact.

From: Office of the President

Subject: Addressing Systemic Racism

Date: June 24, 2020 at 7:55:43 PM EDT

Dear Harvey Mudd Community,

For your information, I am sharing a message that recently was sent to our faculty, staff and students.

Thank you,

Maria

Dear Students, Faculty and Staff,

Black Lives Matter. We condemn these senseless killings. We condemn police violence. We condemn the crushing sense of injustice that we feel when we hear these stories day in and day out. We believe that no Black person should be afraid of a traffic stop, of a jog in their own—or any—neighborhood, or of just sitting in their own home. But they are. And it is incredibly challenging for those of us who are not Black—who've never experienced that fear for a single moment in our lives—to even remotely comprehend what that is like. To understand that for some members of our community, this is everyday life. And it has got to stop.

How does Harvey Mudd College, a small liberal arts college for STEM, meet the challenge of this moment and do something that will have meaning? As a team, we have debated and discussed many different approaches to addressing the issues and demands you've shared. While we know we don't have all of the answers, we know there are some immediate steps that can be taken. We are committed to continuing our work on this. The list below is only a beginning. We will be sharing more initiatives in the coming weeks. Here are the steps that we can share right now:

- Harvey Mudd College is becoming an institutional member of the National Center for Faculty Development & Diversity, which supports faculty, postdocs and graduate students through mentorship, training opportunities, coaching and peer support.
- Together, with the other Claremont colleges, we are exploring ways we can work with other institutions that are committed to addressing systemic racism. We hope to be able to share more about this partnership in the coming days.
- The Division of Student Affairs will begin an Intergroup Dialogue Program on Race and Ethnicity. The program will recruit interested faculty, students and staff to be trained facilitators for an 8-week module that engages participants to explore and reflect upon their personal and social responsibility for building an equitable and socially just society.
- The Office of Institutional Diversity and Institutional Research will host a series of Equity Scorecard Sessions featuring Dr. Estela Bensimon in the fall and spring semesters. This professional development opportunity will increase knowledge on interrogating numerical data and how to see patterns that lead to inequities for students of color. During these sessions, participants will gain an understanding of the Equity Scorecard process while also beginning the process of identifying 10-15 indicators for an equity scorecard for their areas.
- The Division of Student Affairs will add specific anti-racism sessions as part of the 2020 New Student Orientation and sponsor book clubs on the topic of anti-racism beginning this summer and throughout the academic year.

- The Office of Advancement will be working with Academic Affairs to begin major fundraising efforts to raise resources to develop curriculum that addresses systemic racism.

Supporting our Black students, faculty and staff, as well as our other students, faculty and staff of color will continue to be a priority for our work as a Cabinet.

Sincerely,

Maria Klawe, President

Karen Angemi, Director of the President's Office and Secretary to the Board

Thyra Briggs, Vice President for Admission and Financial Aid

Andrew Dorantes, Vice President for Administration and Finance/Treasurer

Anna Gonzalez, Vice President for Student Affairs and Dean of Students

Tim Hussey, Chief Communications Officer

Hieu Nguyen, Vice President for Advancement

Lisa Sullivan, Vice President for Academic Affairs and Dean of Faculty

Joseph Vaughan, CIO and Vice President of Computing and Information Services

Haverford College

[Becoming Anti Racist](#) – Jun 1, 2020

[Wendy Raymond Reply to Open Letter](#) — July 1, 2020

Hobart and William Smith College

STATEMENTS

May 30, 2020

Dear community members,

By now you have witnessed the videos of the death of George Floyd. We watched Mr. Floyd handcuffed, prone and pinned by a Minneapolis police officer's knee on his neck. In his final moments, we hear him pleading for his life, calling out that he could not breathe. This all comes in the wake of the killing of Ahmaud Arbery on February 23, an unarmed 25-year-old Black man who was shot while jogging in a Georgia suburb and Breonna Taylor on March 13, an unarmed 26-year-old Black woman shot by police in her apartment. George Floyd's murder comes in the same week of the 9th anniversary of the death of Corey Jackson on May 20, 2011, an unarmed 34-year-old Black Genevan who was shot by a Geneva Police Officer.

On behalf of the Office of Diversity, Equity and Inclusion, I am writing to express not only our deep sadness, but also our solidarity with families and communities who work against the vileness and violence of institutional racism. We see you, and we bear witness to the visceral anguish around the nation, and what the Mayor of Minneapolis recently described as "the truth Black communities have lived." This is a truth that is four American centuries in the making.

We call upon our community of scholars, educators and leaders to direct our outrage and anger into the vital and ongoing work of confronting racism and working towards true community. Faculty, staff and students do this work through justice-minded service learning initiatives, in courses that remap our view of the world, and local partnerships that resource and empower regional organizations. We also do this work through student organizing and scholarship that centers marginalized realities. In these extraordinary times, we must forward the best of what a liberal arts education can activate: a critical, ethical and broadminded approach to the deepest social problems that confront our world.

While it pains me for this to be the office's first correspondence to the community, I am hopeful about the shared work that awaits us. In the weeks ahead, we will put forth plans to support faculty, staff and students to create, revive or redouble collective efforts towards equity and inclusion. In the mean time I invite you to reach out to connect, reflect and share ideas and priorities or for resources to address this moment.

A perplexing feature of institutional violence is that it is often perpetrated under a banner of good intentions. This moment offers all of us an opportunity to talk intently with each other and reflect honestly on our positions of privilege or marginalization and our relationship with the wider Geneva community.

In the years since the killing of Corey Jackson, his father and brother have memorialized his life and death with words that matter for us here and now: "we have work to do."

With love and solidarity,

Khuram Hussain, PhD
Associate Professor of Education
VP for Diversity, Equity and Inclusion

[ANGER, SADNESS AND HOPE](#)

June 2, 2020

Dear Members of the Hobart and William Smith Community,

These are intensely challenging times, including the sobering national and international events of the past week in reaction to the horrific death of George Floyd, with both peaceful demonstrations and violent acts occurring against the backdrop of the ongoing pandemic. I reiterate from our recently ratified strategic plan that the Colleges must continue to stand for willingness to engage in dialogue, treating all with dignity and respect, and working toward a better world. Over the weekend, [Vice President for Diversity, Equity and Inclusion Khuram Hussain sent a message](#) to faculty, staff and students that clearly encapsulates the role of higher education at this moment. He writes: "In these extraordinary times, we must forward the best of what a liberal arts education can activate: a critical, ethical and broadminded approach to the deepest social problems that confront our world." And [in his May 30 note to the Episcopal Church, the Most Rev. Bishop Michael B. Curry '75](#), Presiding Bishop and Primate of the Episcopal Church, writes that the work of racial reconciliation, "...must go on when racist violence and police brutality are no longer front-page news. It must go on when the work is not fashionable, and the way seems hard, and we feel utterly alone."

I couldn't agree more with both of these statements. There is clearly much work ahead to tackle these endemic social problems in order to create a more just and equitable society. This work is underway in Geneva, which over the past two days has been the site of three peaceful demonstrations during which community members marched side by side with Geneva Police Officers. I will be at the NAACP's rally in Geneva at 6 pm Wednesday in Bicentennial Park to express my own support and commitment to change.

At junctures like this, it may be hard to envision a way forward. That's why Dr. Hussain will be holding two important sessions in the coming days. The first, a [webinar on June 5 for alumni, alumnae and parents](#), will allow for a re-imagining of diversity and the liberal arts today. The second, a teach-in for students, faculty and staff, cosponsored by Africana Studies and Intercultural Affairs, will involve members of our community in examination of national protests and criminal justice reform. I will be attending both of these sessions and encourage you to join as well. Details will be provided to you soon.

As we wrestle with multiple points of pain and isolation that we face daily as a result of systemic racism, and as we take positive steps to envision a new future, we must also make time for events that unite us, providing social connection and a beacon of hope – so that we understand that we are not alone. I’m especially grateful that Bishop Curry has agreed to return to campus to deliver the Commencement Address to the Classes of 2020 when we hold their in-person ceremony. This ceremony will occur on the morning of Sunday, June 6, 2021. This date corresponds with the last day of Reunion Weekend, allowing generations of Hobart and William Smith community members to gather as a family to celebrate with the Classes. More information and details will be provided in subsequent communications.

Until we see each other again, please stay safe yourself and watch for the safety of others. Know that we are working hard here at the Colleges, perhaps the hardest we have ever worked, to try to live up to the principles that we have articulated while we tackle numerous matters of consequence.

Sincerely,

Joyce P. Jacobsen
President

STATEMENTS

June 9, 2020

Dear HWS Community,

The past days have been witness to a groundswell of public resolve to stand with Black Americans against institutional and structural racism. Popular discourse is starting to echo what Black communities have said at the margins of power for centuries. From David Walker’s 1829 Appeal to Alicia Garza’s 2013 #blacklivesmatter, racial justice is a long time coming.

This is a moment that calls upon us all to learn, teach and act. The Office of the President and the Office of Diversity, Equity and Inclusion invite community members to join us in engaging this moment through the following events, resources and programs:

1. Join us on the afternoon of Saturday, June 13, for the first in a series of virtual teach-ins on racial justice: **“Voices of Protest and Love: Liberatory Knowledge in the Hour of George Floyd.”** Featuring Geneva’s wealth of educators, scholars and activists, the teach-in, Professor Virgil Slade explains, will ask: “What does true liberation mean? Does it mean the same thing for each of us? How do we go about achieving it? Who does the ‘educating’? Which voices are privileged and which are silenced? These are vexed and contested questions but when you live in a society

where too many are taken from us too often, in a place where even requests to breathe are fatally ignored, these are conversations that we cannot afford to delay.” This program ([click here for details and registration information](#)) is co-sponsored by Africana Studies and The Office of Intercultural Affairs.

2. Public health advocates and scholars have long described the “pervasive and lethal force of white supremacy” as a public health crisis. In the face of the double-harm of COVID-19 and institutional racism, [the DEI webpage](#) will regularly update resources for supporting the well-being and survival for Black students, faculty, staff and the wider community. On the DEI webpage, you will find a new link: “[Black Community Care](#),” where such resources can be found. We commend William Smith Congress and other students for sharing some outstanding resources for our community and hope that this page will serve to aggregate many of these tools.
3. This weekend we received a compelling petition from more than 200 HWS students asking that our network of alums be engaged in direct conversations about supporting this moment of community need. Coincidentally, we met with more than 100 alums on Friday afternoon to talk about diversity work at HWS – wherein many expressed a desire to support our students. In that spirit, we are launching a series of initiatives that will engage alums and students in shared community building. We will kick off on Friday, June 19, with a Juneteenth conversation between Black HWS alums and Black students titled: “**Each One Reach One: The Future of Black Solidarity at HWS.**” Details and registration information will be announced later this week. This event is a collaboration between the HWS Afro Latino Alumni/ae Association and DEI.
4. As students, staff and faculty have recently urged, we must educate ourselves and others about the history and conditions that have brought us to a moment like the murder of George Floyd. In that spirit, the DEI webpage has created an “[Anti-Racism Resources](#)” link that provides literature and teaching material created by educators of color for teaching about race and racism. In addition, William Smith Sophomore Fatim Cisse has organized a bi-weekly “**Hour of Power**” to support students of color in building self-knowledge and self-love. Please visit the DEI page for information.
5. Lastly, many students, faculty and staff have expressed an interest in engaging the wider community in equity work. In that light, DEI is offering **micro-grants of up to \$500** to students, faculty and staff who have an idea for an initiative or program that addresses Goal 5 of the [Strategic Diversity Plan](#) on Community Development. Applications will be open starting June 12 on the DEI webpage.

Our community has a generational opportunity to honor our individual and shared pasts, educate each other about our present moment and collectively envision a shared future. We hope you will join us in doing work within our community that will have consequence beyond it.

Sincerely,

Joyce P. Jacobsen
President

Khuram Hussain
Vice President for Diversity, Equity and Inclusion

Hofstra University

From: Hofstra University

Sent: Wednesday, June 10, 2020 8:56:38 PM

Subject: A Message from the President, Provost and CDIO

Message from the President, Provost and Chief Diversity and Inclusion Officer

The killing of George Floyd is a stark reminder of the tragic impact of the history of racism and violence in this country. The reactions throughout the nation - anger, fear, fatigue and frustration - are reflected in the Hofstra community. The University shares in this outrage, joins in the cry for justice, and stands in unity with our Black and African-American students, faculty, administrators, alumni, and family members.

As a university and a community, we denounce racism, and unequivocally say Black lives matter at Hofstra.

This tragedy also challenges us to examine how systemic racism is perpetuated in our society and our institutions. It is incumbent upon each of us to speak up and speak out against racial inequality. Our future, quite literally, depends on it.

The University is devoted to listening to the experiences of those in our community and engaging in difficult and needed dialogues.

As we continue to offer support, resources, and activities that support diversity and inclusion, we are committed to the following actions to address issues of inequality in our community:

- The Office of Intercultural Engagement and Inclusion (IEI) has established the first of a series of virtual dialogues for students, entitled "Black Hofstra Matters".
- Planning is underway for a faculty and staff virtual forum to discuss the impact of racism, marginalization, and inequality in higher education and in the greater society.
- In cooperation with the Chief Diversity and Inclusion Officer, we will initiate an ongoing dialogue, including open meetings with students and other members of the campus community, to examine the policies and procedures of the Department of Public Safety.
- Expanding anti-racism and implicit bias training for students, faculty, staff, and administration in the coming academic year.
- A virtual forum cohosted by the Hofstra Black and Hispanic Student Alumni Association (BHAA) and the Office for Development and Alumni Affairs to discuss the impact of the George Floyd killing, and ways the BHAA can better serve as a resource, and support positive change in the Hofstra community.
- In cooperation with the Office of the Provost and the Hofstra Center for "Race," Culture, and Social Justice, we have established a task force of faculty and

administrators to revitalize our Africana Studies program with more robust course offerings.

These new efforts build on and amplify our longstanding commitment to diversity and inclusion – a commitment that dates back nearly six decades. In the 1960s, Hofstra became one of the first universities in the nation to build a barrier-free campus, long before the Americans with Disabilities Act (ADA) made it mandatory. Hofstra launched one of the first college opportunity programs for students from underrepresented areas. New Opportunities at Hofstra, known for more than 50 years as NOAH, was a model for New York's HEOP program, which now makes it possible for thousands of New Yorkers from underrepresented areas to get a college degree each year.

Below are some of the many efforts from our recent past to advance equity, inclusion, and social justice:

- The Legacy 1619- 2019 was a year-long programming series that recognized the 400th anniversary of the arrival of the first enslaved Africans to North America and the ongoing experiences of African Americans, including signature speaker Nikole Hannah-Jones, Pulitzer Prize-winning author of the New York Times' 1619 Project.
- In 2018, the President, recognizing the centrality of inclusivity and diversity for an educational institution, appointed the first Chief Diversity and Inclusion Officer (CDIO) at Hofstra to coordinate institutional strategies that advance diversity, equity, and inclusion.
- No Hate @ Hofstra – launched in 2018 with a mural in the Student Center highlighting campus diversity initiatives, this campaign was organized by the Student Government Association, the Hofstra Cultural Center, the student chapter of the NAACP, IEI, the Office of University Relations and the Division of Student Affairs to promote inclusion and multidisciplinary projects that promote diversity.
- In 2017, Hofstra founded the Center for "Race," Culture and Social Justice, which is led by a group of faculty, students and staff, and sponsors a variety of events, including roundtable discussions, a colloquia series and a Distinguished African Scholars and Writers Series
- The Campus Climate Survey, conducted by an independent consultant in 2016-17, was a comprehensive study of students, faculty, administrators and staff that focused on inclusion and looked at a variety of topics related to identity, including gender, race, ethnicity, sexual orientation, religion or faith orientation, socio-economic class and others.
- Our work is not yet done, and we must do better. Now, more than ever, we must come together to build a better university. We call on all of you to join us on this journey, to work with us, so we can learn from and about each other and make Hofstra a fairer, more just campus.

Stuart Rabinowitz

President

Herman Berliner

Provost and Senior Vice President for Academic Affairs

Cornell L. Craig

Chief Diversity and Inclusion Officer

From: Hofstra University

Sent: Tuesday, June 23, 2020 3:20:15 PM

Subject: A Message from President Rabinowitz

Message from the President

Two weeks ago, the Committee on Representation in Public Spaces met to consider anew the placement of the statue of Thomas Jefferson that stands next to the main entrance of the Student Center.

This Committee, chaired by Senior Vice Provost for Academic Affairs Margaret Abraham and Chief Diversity and Inclusion Officer Cornell Craig and comprised of a diverse group of faculty, administrators, students and an alumnus, began its work last year to review representation on the Hofstra campus. I thank them for their efforts.

Institutions, like people, evolve, and come to new understandings based on the work and words of activists and leaders. It has become clear to all of us that the pain of our Black students and citizens in regards to the symbols and representation of our national history is substantial. Thomas Jefferson has long stood at the entrance to the Student Center, the primary campus thoroughfare for students, but over the past few years, the placement of the Jefferson statue, and the history it represents, has been a reminder and consistent source of pain for many of our Black students and allies. Understanding that, we asked the Committee to reopen the discussion about the statue placement.

The Committee unanimously recommended that the statue be relocated from the entry of the Student Center to the west side of the Emily Lowe Museum, where it will continue to be accessible to the public. This recommendation is in alignment with the requests made in petitions about the statue of Thomas Jefferson from student groups in prior years. I agreed with the Committee's recommendation and in turn recommended that the Board of Trustees approve the relocation. The Board of Trustees approved the recommendation by Resolution, and the statue is being moved. The Committee on Public Spaces will continue

its work to create contextualization and education about this and all public works of art on the Hofstra campus.

In the next year, my hope for our community is that we might focus on moving our University forward and continuing the critical work of listening and building an ever more inclusive and diverse community. We understand, thanks to the voices of students, faculty, alumni, staff and our neighboring communities, that we all have a role to play in creating that community so that every individual feels valued and heard. I look forward to continuing this work with you, as we listen to and learn from one another.

Sincerely,

Stuart Rabinowitz

President

College of the Holy Cross

From: **Boroughs, S.J., Philip** <HCPresident@holycross.edu>

Date: Fri, Jun 19, 2020

Subject: Anti-Racism Action Plan

Dear Members of the Campus Community:

In the past two weeks, we have seen ongoing protests across the country and the globe as we collectively respond to the racism and violence experienced by Black & African American people. Though we are marking Juneteenth and the end of slavery in this country, we recognize that we still have a long way to go to combat racism. We have heard from many of you - sharing stories of the ways in which you are contributing to these efforts, highlighting the ways in which the College can support these efforts, and encouraging us to do more. The commitment to social justice is at the heart of our institutional mission. We agree that in order to overcome the sin of racism, whether it be interpersonal or structural, we need to have a plan.

Today, we are affirming our commitment to be an actively anti-racist organization. We join the voices around the country and globe to proclaim that Black Lives Matter.

To further affirm this commitment, **the Board of Trustees is establishing a permanent Diversity, Equity and Inclusion Committee.** Trustee members of this committee will receive ongoing updates on DEI work at the College, and will engage with students, faculty and staff directly on DEI priorities. Trustee Francine Rosado- Cruz '94, Chief Diversity and Inclusion Officer at Davis, Polk & Wardwell, LLP, has agreed to chair this committee. More details will be forthcoming.

In April 2019, the College created a [Diversity, Equity and Inclusion Plan](#) and appointed the [DEI Implementation Team](#), which issued an [update of its work in February 2020](#). This work involved hiring new staff, committing resources and improving practices to support diversity and inclusion on campus. And that work continues.

But we need to do much more. The starting point for this work is a new 40-point [Anti-Racism Action Plan](#), which can be found on our [new anti-racism website](#). Through this plan, the College is dedicating substantial financial resources to the following areas:

- Creating a culture of anti-racism
- Training, education and anti-racist action planning
- Faculty and curriculum
- Civic engagement and national conversation
- Support, resources & ensuring equitable access

- Recruitment of diverse communities
- Accountability and structure

The plan recognizes the need for Holy Cross to create a culture of anti-racism. It is not enough to be non-racist, as an institution we must adopt individual, departmental and institutional strategies that promote and encourage efforts to dismantle racism.

A few important elements of the plan include:

- Devoting funds for faculty to develop new courses, or to significantly revise existing courses, around topics of race, racism and anti-racism.
- Continuing to enhance our efforts to recruit diverse communities of students, faculty and staff, with strategies including expanding the use of “Mission and Diversity Search Ambassadors” for student-facing and high-impact hires at the College.
- Providing new opportunities for training, education & anti-racist action planning for students, faculty and staff.

We heard a clear call that the burden of education and anti-racism work cannot fall on Black, Indigenous and People of Color communities, and therefore this plan will be broad-reaching across the College. We also recognize the detrimental impacts of interpersonal and structural racism on the physical, mental, financial, emotional and spiritual health of individuals. The Office of College Chaplains, Counseling Center, the Office of Multicultural Education are all planning to provide support and resources for those impacted by racism and those who put in the hard work for racial justice.

These are just a few examples of the work we are planning. We encourage you to read the [entire plan](#) to learn more. The work of anti-racism requires us to be accountable to one another and to the community. This plan creates structures and requires transparency that will allow this important work to move forward, and reflects and reaffirms our commitments to anti-racism. We look forward to working with all community members on these action steps.

Sincerely,

Philip L. Boroughs, S.J., President

Tracy Barlok, Vice President for Advancement

Jane Corr, Chief of Staff

Margaret Freije, Provost and Dean of the College

Marisa Gregg, Interim Vice President for Communications

Dottie Hauver, Vice President for Administration and Finance

Michele Murray, Vice President for Student Affairs and Dean of Students

Amit Taneja, Associate Provost for Diversity, Equity and Inclusion

Illinois State University

From: fac-l Faculty list <FAC-L@LISTSERV.ILSTU.EDU> on behalf of Office of the President - Illinois State University <MassEmail@ILLINOISSTATE.EDU>

Sent: Saturday, May 30, 2020 10:58 PM

Subject: [FAC-L] President Dietz's message on the Minneapolis tragedy

Dear Students, Faculty, and Staff Members,

Tonight, we are all experiencing a time in our nation in which the fight against a health pandemic has been supplanted by a crisis of human behavior, with racist acts of violence so vile and so systematic as to test our limits of comprehension.

With three members of the Minneapolis Police Department negligently observing, another police officer held George Floyd to the pavement and pressed his knee to his victim's neck with a callous disregard until he stopped breathing. Despite Mr. Floyd's strangled pleas and the screams of onlookers, the officers ignored any expression of human decency and let him die on the street.

Extreme acts of hatred across our country are unfortunately all too familiar. But when they occur while we should be joining together to face the greatest global health threat in memory, it borders on the unimaginable.

Millions in our country tonight will mourn and many millions will speak out, not only over the death of George Floyd but also the killings of Ahmaud Arbery and Breonna Taylor. These acts of mourning and protest against racism are a natural response to social injustice and ISU is a community that welcomes the civil discourse among our students, faculty, and staff that can only serve to make our society a better place, and the right of our campus citizens to speak out.

As President of Illinois State, I have pledged to work harder to make ours a campus that embraces the humanity, the gifts, and the diverse contributions of each and every individual who joins the Redbird community. There is no room on our campus for bigotry and hatred, and I ask each of you to embrace and carry out ISU's core values of fostering an inclusive environment characterized by cultural understanding and engagement, ethical behavior, and a commitment to social justice.

Under different circumstances, actions on campus might have included a march, rally, candlelight vigil, or town hall-style meeting in the Bone Student Center. Unfortunately, the time of year and limits of the COVID-19 pandemic make those types of actions difficult.

For faculty, staff, and students who remain in Normal-Bloomington, I encourage you to

attend a community gathering of concerned citizens tomorrow at 5 p.m. at the McLean County Law and Justice Center in Bloomington. I am sure those of you reading this will find similar opportunities wherever you are currently living.

If illness, or concerns about social distancing keep you inside of your homes, I urge you to make your voices heard across social media platforms, and to also keep the names of George Floyd, Ahmaud Arbery, and Breonna Taylor in your thoughts, and in your hearts.

On behalf of the University community, I extend our heartfelt sympathies to the families of George Floyd, Breonna Taylor, and Ahmaud Arbery. We join in mourning their tragic deaths.

Respectfully,

Larry H. Dietz
President

Ithaca College

From: President Shirley M. Collado <president@ithaca.edu>

Date: Sat, May 30, 2020 at 5:08 PM

Subject: A Message from President Shirley M. Collado: Coping with Tragedy and Injustice

A Message from President Shirley M. Collado: Coping with Tragedy and Injustice

Dear Ithaca College Community:

Like so many of you, I woke up thinking about the gut-wrenching loss of George Floyd, an African-American man from Minneapolis who was killed last week while under police custody. Mr. Floyd is the third person of color since February to tragically and unjustly be taken away from us. Before him, we lost Ahmaud Arbery from rural Georgia, and Breonna Taylor from Louisville. My heart breaks for these three precious souls, and their families and friends. I just keep thinking about them.

Later in the morning, my husband, Van, and I watched Governor Andrew Cuomo's daily Coronavirus press briefing, and we so connected with what the Governor said in his opening remarks: "It's a hard day. It is a day of light. It's a day of darkness. It's a day where we see how far we have come in so many ways, but yet a day where we see how far we need to go in so many ways."

So, while the nation is making great progress in re-opening from the COVID-19 pandemic, we continue to be mired in violent, senseless acts against people of color, over and over again. These acts of violence have become all too commonplace. They must be condemned, and they must be stopped, as we are hearing from the protestors of all races and from all walks of life in Minneapolis, Atlanta, Los Angeles, New York, and elsewhere across the country. As we saw in Louisville at the protest against the shooting of Breonna Taylor, with the solidarity between the Kentucky National Organization of Women and the protestors of color, this violence affects all communities.

Van and I talked about the incredible weight of living with this hard truth about race, violence, and injustice in America. We mourn for the black mothers and families who endure these losses of their children on a regular basis, in a nation already in turmoil from a public health crisis. And we know the horrendous killings weigh heavily on the hearts of our kind and loving IC family members who make their homes in these cities and states, now saddened by these tragedies. We are thinking about you, one and all.

In closing, I want to let you know that we think it is very important to create a space for reflection and for action. We will be sharing more details about our plans next week.

Please join me in remembering and celebrating the lives of George Floyd, Ahmaud Arbery, and Breonna Taylor, as well as others whose deaths are less well known. Stay safe and strong. We are with you.

In Solidarity,

Shirley M. Collado

President, Ithaca College

James Madison University

From: JMU President Jonathan Alger <president@jmu.edu>

Sent: Sunday, May 31, 2020 5:36 PM

Subject: Building a better tomorrow together

Office of the President

Dear JMU Faculty and Staff,

I write today with a heavy heart, deeply saddened and disturbed by the recent incidents of hatred and senseless acts of violence against people of color, individuals from disadvantaged backgrounds, and other marginalized groups in American society. For far too long, we have witnessed tragedies and injustices that have resulted from our collective failure to live up to the promise of a democracy that is of, by, and for the people — all the people. We know this grief and pain extends throughout our community, and want you to know that on behalf of the institution and as an individual, I stand with you. We will do everything we can to help create a better tomorrow — one in which no individual has to live in fear that they may someday become a target of hate.

As an institution of higher education, James Madison University has an obligation to our students to equip them to go into the world and address the systemic issues that plague our nation. I recognize and appreciate your work in creating an environment that is conducive to that charge, that is diverse and inclusive, and where every Duke is respected and affirmed. And as an educational institution, it is our responsibility to call out these issues, critically examine the underlying causes, and identify ways to use our knowledge and skills to make positive change. At a time when there is so much hurt, fear and uncertainty, there is much work to be done on this front to make sure that as a university we emerge as a beacon of access, diversity, inclusion, and hope — accepting and embracing all differences.

You know better than anyone that at its core, the Madison experience is about people. JMU is a community of individuals from every imaginable background, and it is important in these times to address these challenges together, to build strength and solidarity among us, and to reaffirm our shared values of mutual respect and equity. For this reason, JMU will be hosting two Virtual Town Halls for faculty and staff this coming week, the first will be hosted by the James Madison Center for Civic Engagement, and the second co-hosted by JMU Student Affairs and Academic Affairs. These events will serve as an opportunity to process incidents of racism and hatred, and discuss visible and tangible ways that the university must provide support to our students, faculty and staff of color. Details are forthcoming, and I hope you will consider participating.

Dr. Martin Luther King Jr. taught us that injustice anywhere is a threat to justice everywhere. We are proud of our faculty, staff and students who have been working peacefully to build a more just nation, but it takes every single one of us being the change we wish to see in this world to make a measurable difference. Now, more than ever, we

must lift each other up and affirm one another. Remember always that you have a home at JMU, as part of a community that supports you and is walking alongside you in our desire and demand for positive change and a better future.

Sincerely,

Jonathan Alger

President, James Madison University

James Madison University Libraries

A Pledge: Self-Examination and Concrete Action in the JMU Libraries

Posted on: June 9, 2020

"The beauty of anti-racism is that you don't have to pretend to be free of racism to be an anti-racist. Anti-racism is the commitment to fight racism wherever you find it, including in yourself. And it's the only way forward." — Ijeoma Oluo, author of [So You Want to Talk About Race](#)

Black lives matter. Too long have we allowed acts of racism and deeply ingrained, institutionalized forces of white supremacy to devalue, endanger, and grievously harm Black people and members of other [minoritized](#) and marginalized groups. State-sanctioned violence and racial terror exist alongside slower and more deep-seated forces of inequality, anti-Blackness, colonization, militarization, class warfare, and oppression.

As members of the JMU Libraries Dean's Council and Council on Diversity, Equity, and Inclusion, we acknowledge these forces to be both national and local, shaping the daily lived experiences of our students, faculty, staff, and community members. As a blended library and educational technology organization operating within a [PWI](#), the JMU Libraries both participates in and is damaged by the whiteness and privilege of our institutions and fields. Supporting the James Madison University community through a global pandemic has helped us see imbalances, biases, and fault lines of inequality more clearly.

We pledge self-examination and concrete action. Libraries and educational technology organizations hold power, and can share or even cede it. As we strive to create welcoming spaces and services for all members of our community, we assert the fundamental [non-neutrality of libraries](#) and the necessity of taking visible and real action against the forces of racism and oppression that affect [BIPOC](#) students, faculty, staff, and community members.

Specifically, and in order to "fight racism wherever [we] find it, including in [ourselves]," we commit to:

- Listen to BIPOC and [student voices](#), recognizing that they have long spoken on these issues and have too often gone unheard.
- [Educate ourselves](#) and ask questions of all the work we do. (*"To what end? To whose benefit? Whose comfort is centered? Who has most agency and voice? Who is silenced, ignored, or harmed? Who is elevated, honored, and made to feel safe? Who can experience and express joy?"*)
- Set public and increasingly [measurable goals](#) related to diversity, equity, inclusion, and anti-racism, so that we may be held accountable.
- Continue to examine, revise, and augment our collections, services, [policies](#), spending patterns, and [commitments](#), in order to institutionalize better practices and create offerings with enduring impact.
- Learn from, and do better by, our own colleagues.

We are a predominantly white organization and it is likely that we will make mistakes as we try to live up to this pledge. When that happens, we will do the work to learn and rectify. We will apologize, examine our actions and embedded power structures, attempt to mitigate any harm caused by our actions, and we will do better.

Signatories

Dr. Bethany Nowvickie

Dean of Libraries, Professor of English, & Senior Academic Technology Officer, JMU

Dr. Brian Flota

Associate Professor, Humanities Librarian, Library Faculty Assembly Representative, JMU Libraries

Kristen Shuyler

Director of Communications and Outreach, Associate Professor, JMU Libraries

Dr. Aaron Noland

Assistant Dean of Libraries, Assistant Professor, JMU

Zach Sensabaugh

Music Library Assistant, Outgoing Staff Advisory Council Representative, JMU Libraries

Mark Lane

Digital Preservation Librarian, Assistant Professor, Libraries Leadership Group Representative, JMU Libraries

Stefanie Warlick

Interim Associate Dean of Libraries, Professor, JMU

Kelly Miller-Martin

Director of Facilities Operations, JMU Libraries

Andrea Adams
Interim Associate Dean of Libraries, Associate Professor, JMU

Liana Bayne
Libraries Administrative Assistant, JMU

Bill Hartman
Director of Technology, JMU Libraries

Kevin Hegg
Director of Digital Projects, Council on Diversity, Equity, and Inclusion Member, JMU Libraries

Jess Garmer
Educational Technology Instructor, Council on Diversity, Equity, and Inclusion Member, JMU Libraries

Karen Snively
JMU Music Library Services Manager, Council on Diversity, Equity, and Inclusion Member

April Beckler
Reserves Coordinator & Interlibrary Loan Borrowing, Council on Diversity, Equity, and Inclusion Member, JMU Libraries

Hillary Ostermiller
Communication & Media Studies Librarian, Council on Diversity, Equity, and Inclusion Vice Chair, JMU Libraries

Alyssa Valcourt
Science & Math Librarian, Council on Diversity, Equity, and Inclusion Chair, JMU Libraries

Johns Hopkins

From: Johns Hopkins Alumni Association <alumni@jhu.edu>

Subject: Juneteenth time for reflection; Johns Hopkins University closes at noon

Dear members of the Johns Hopkins alumni community,

Today, we write to you to share a message of unequivocal support for the Black and Brown members of our Johns Hopkins alumni community. Our community is 230,000 alums strong. When some of us are mistreated, face inequity, or brutality like we have seen, it is heartbreaking for all of us. We see it, we acknowledge it, and we want to be part of the change needed in our country.

The Alumni Association's mission continues to be one that strives to support all Johns Hopkins alumni, equally, but we recognize that we still have a long way to go. Please consider sharing your alumni experiences, as well as your thoughts on how we can evolve to better support you. You can send those ideas to alumni@jhu.edu.

Today, on the eve of the 155th anniversary of Juneteenth, we thought it was important for us to share President Daniels' recent communication with you, which includes the many ways our community will come together to acknowledge and celebrate the day. We hope you can join us.

Now more than ever, our alumni community will continue to stand with one another in solidarity.

Sincerely,

Allyson Hughes Handley

President, Alumni Council

Johns Hopkins Alumni Association

Anika Penn

First Vice President, Alumni Council

Johns Hopkins Alumni Association

Susan deMuth

Assistant Vice President for Alumni Relations, Johns Hopkins University

Executive Director, Johns Hopkins Alumni Association

Dear Johns Hopkins Community:

The past several weeks have shown starkly the toll and trauma of racism. We understand that it is incumbent upon us not only to listen and support our Black and Brown colleagues but to take actions that embody our belief that their flourishing at Johns Hopkins truly matters. In the coming days, we will share more about a framework for determining together the steps we can take to combat racial inequity and forge a path forward as a university.

In recognition of the need as well for reflection and rest, the university will close for regular business at noon this Friday, June 19, and provide a half day of paid leave to employees. For those whose work involves essential operations, patient care, or COVID-19 and other essential research activities, this leave may be taken in the next several weeks, in coordination with their supervisor.

This Friday is an apt day to take time as many in our community and around the country mark the 155th anniversary of Juneteenth, the day in 1865—two and a half years after the signing of the Emancipation Proclamation—when news of their freedom finally reached hundreds of thousands of enslaved people in Texas. In the years since, Juneteenth celebrations have honored the strength, resilience, and independence of Black Americans in the face of slavery and enduring discrimination.

We look forward to using this day to reflect upon the significance of this moment in history and the difficult but essential work ahead to achieve the full promise inherent in Juneteenth. We hope you will take some time to do so as well and offer below information about some of the events planned across Johns Hopkins to commemorate this important date and engage in critical conversations about race and racial justice.

Sincerely,

Ronald J. Daniels

President

Sunil Kumar

Provost and Senior Vice President for Academic Affairs

Daniel Ennis

Senior Vice President for Finance and Administration

From: President Daniels, Dean Rothman, and President Sowers

Sent: Friday, June 12, 2020 5:59 PM

Subject: Solidarity and reimagining public safety

Dear Faculty, Students, Staff, and Neighbors of Johns Hopkins:

As hundreds of thousands rise in protest here and across the nation, we share the continued anguish and anger at the murder of George Floyd by Minneapolis police, and the unjust loss of so many other Black lives, in the long and grotesque history of structural racism that has shaped this nation and its institutions.

This moment of national reckoning implicates all areas of our lives and the work we do together as a learned community. We recognize the ways in which systemic racism impacts unfairly our Black and Brown colleagues, neighbors, students, and staff. We know we must do more as an institution and as individuals to fully realize Johns Hopkins' core commitment to justice, equity, and inclusion, and we are grateful for the many difficult and important conversations that are happening now and that will guide our efforts to listen, to support, and to act.

Today, we want to speak to the renewed questions and broad concerns about policing in America and the calls to reconsider our decision to create a university police department at Johns Hopkins.

We sought the legislative authorization to build this department because of the sustained surge in violent crime directly impacting our faculty, staff, students, and neighbors, and because, in contrast to our public university peers in the city, we lacked a police department that could help protect them. In seeking this authorization, we embraced without reservation many of the reforms that are now being called for across the country, and we hope that legislation can contribute to the wider discussion of the steps needed to realize lawful, nonracist, and publicly accountable sworn policing.

The legislation that was enacted responded in a detailed and comprehensive manner to many of the concerns that were raised about the need for training to address racial bias, excessive force, and de-escalation, and the requirement for increased transparency and accountability. These issues are now very much at the center of the public debate over what modern policing—however large or small its scope—must be in this country. Critically, the Johns Hopkins Police Department (JHPD) legislation explicitly enacted the best practices recommended by the national Task Force on 21st Century Policing and the Consent Decree that currently governs the Baltimore Police Department.

Throughout the process and again in recent weeks, we have been keenly aware of the range of principled and thoughtful perspectives on these issues, and we hear now the increasingly urgent calls for reconsideration of the way in which public safety in our community is achieved.

Many people see no role whatsoever for sworn policing in our country. Many others accept the necessity of some role for sworn policing but seek a fundamental and vigorous reimagination of how that role can be carried out equitably and integrated with other initiatives that ensure community safety.

We want Johns Hopkins to be part of the conversation about what is possible for our city and country in rethinking the appropriate boundaries and responsibilities of policing, and to draw on the energies, expertise, and efforts of our community in advancing the agenda for consequential and enduring reform. And we want to be able to work now—with a sense of shared purpose and commitment, with our neighbors, and across our university community— to develop and model these alternative approaches.

Given the need for us to come together as a community in this enterprise of reimagining public safety, we have decided to pause for at least the next two years the implementation of the JHPD.

Pausing the immediate implementation of the JHPD is important for several reasons:

- First, it will give us the opportunity to focus on the opening that we have now in the debate on public safety and to invest our energies in that endeavor, where we believe our leadership could be impactful. There are, in particular, many parts of our university that are leading experts in public health and other fields that could inform this debate, and we want to provide them the support to devise new models.
- Second, significant legislative efforts are being mounted at the local, state, and national levels to advance police reforms, including a reexamination of Maryland's Law Enforcement Officers Bill of Rights. We want to benefit from these new norms and best practices and can take them into account as we consider the nature and scope of responsibilities for university policing. We can invest in alternative approaches to reduce to the greatest extent possible our reliance on policing.
- Third, the pause will allow us the time to improve our existing non-sworn campus safety and security operations through enhanced training, professional development, and oversight.
- Finally, it will provide us with time to work with city leadership, including a new mayor and our police commissioner, and understand fully the strategy for police reform, improved safety, and violence reduction that our city requires.

We hold with utmost seriousness our responsibility for the safety of our entire community, and in that spirit embrace the opportunity before us to allow that community to help guide us forward on an issue that has so deeply riven this country.

In partnership and gratitude,

Ronald J. Daniels

President

Johns Hopkins University

Paul B. Rothman, M.D.
Dean of the Medical Faculty
CEO, Johns Hopkins Medicine

Kevin W. Sowers, M.S.N., R.N., F.A.A.N.
President, Johns Hopkins Health System
EVP, Johns Hopkins Medicine

Sent: Tuesday, June 2, 2020 5:21 PM

Subject: Message from Dean Triantis

Dear Faculty and Staff,

Our nation continues to suffer from longstanding disparities and injustices, particularly affecting African Americans and other people of color. The violent deaths of George Floyd and others are the latest manifestations of our systemic issues. Racism must not be allowed to persist in any form. The protests we are witnessing in Baltimore, Washington, D.C., and other parts of the country are rooted in the frustration of many who have waited too long for change. In these turbulent times, I take comfort in the belief that those who want meaningful and lasting change outnumber those who do not.

The issues we face will not be solved overnight. I cannot truly understand the experiences of so many, but I do know that a segment of our community cannot be expected to bear this societal burden alone. At Carey, if we are to be a community dedicated to our core values of Relentless Advancement and Unwavering Humanity, we must continue to advocate for the rights of others and challenge the status quo. We know that business can be a force for good in society and business education can be an important driver to promote economic development, address inequities that exist in business, and support communities in need. We must continue to emphasize humanity in our work and in our actions, and we must also continue to make Carey Business School a diverse and inclusive environment.

We all have different perspectives and experiences to share and I want to continue our dialog toward achieving our common goals. I encourage everyone to participate in the monthly discussion series Open Conversations About Things That Matter, which is organized by our Committee for Diversity and Inclusion. We will discuss these topics further at our next Town Hall meeting on June 12. In the meantime, you can also send suggestions to me at careydean@jhu.edu.

The current state of our world can be tough for anyone to bear. For anyone struggling in these challenging times, Johns Hopkins University has resources to help at mySupport.

Sincerely,
Alex Triantis
Dean

From: President Daniels, Vice President Hill Golden, Dean Rothman, and President Sowers
<jhucommunications@mail110.jh.edu>

Sent: Sunday, May 31, 2020 8:54 PM

Subject: Johns Hopkins Stands in Solidarity Against Racism and Inequity

Dear Members of the Johns Hopkins Community,

In the past three months, across the U.S. and around the globe, we have experienced extraordinary challenges due to the COVID-19 pandemic. In communities of which Johns Hopkins is a part—from Baltimore City, Washington, D.C., Prince George's, Howard and Montgomery Counties to St. Petersburg, Florida, and many more—we have witnessed our African American, Latinx, Native American and poverty-stricken communities disproportionately dying from COVID-19, while our Asian and Asian American communities have been targeted with vitriol because of the disease's origins. People have lost family members, and the economic impact of this pandemic has led to many people having lost their jobs.

This has been a tremendous burden for many to bear. The recent death of George Floyd in Minneapolis as well as the deaths of Breonna Taylor, a first responder in Louisville, Kentucky, shot in her own bed while sleeping; Ahmaud Arbery, shot while jogging near Brunswick, Georgia; and far too many others reinforce the brutal truth that the African American community still remains vulnerable to senseless violence, even during a pandemic. For those of us in Baltimore, these tragedies also call to mind the death of Freddie Gray while in police custody five years ago. And this moment serves as a reminder of the compounding effects on our communities.

Because we are all intricately connected by our common humanity, if one segment of our community is hurting, it adversely impacts all of us. This is not just an issue for African Americans; it is an issue that threatens the future for all Americans.

We hear the needs of the Johns Hopkins community to have an honest dialogue about these issues and develop steps to address them through our daily activities and relationships, scholarship and teaching, and health care delivery and leadership. We must acknowledge that these vulnerabilities to violence and health crises faced by black and brown communities are born out of continued racial disparities in education, employment, housing, and criminal justice. To that end, under the leadership of the JHM Office of

Diversity and Inclusion and in collaboration with other groups across Johns Hopkins, we will host a Journeys in Healing symposium series, “The Language of the Unheard: A Virtual Town Hall on Racial Injustice,” in early June. More details will follow once dates have been solidified.

We also recognize and acknowledge the anguish that these recent incidents are causing for our faculty, students, staff, trainees and alumni across the Johns Hopkins family. We encourage you to access the many supportive services available. At JHM, these services include mySupport, Spiritual Care and Chaplaincy, the Office of Well-Being, the Department of Psychiatry and Behavioral Sciences, and the JHM Office of Diversity and Inclusion. University affiliates can reach out to mySupport, find student wellness resources at <https://wellness.jhu.edu> or on the Student Outreach and Support site, or contact the Office of Institutional Equity for assistance.

During this time of immense challenge, let us work together to be a light to facilitate education, healing, connection, support and service to each other and to our community.

Sincerely,

Ronald J. Daniels

President

Johns Hopkins University

Sherita Hill Golden, M.D., M.H.S.

Vice President and Chief Diversity Officer

Johns Hopkins Medicine

Paul B. Rothman, M.D.

Dean of the Medical Faculty

CEO, Johns Hopkins Medicine

Kevin W. Sowers, M.S.N., R.N., F.A.A.N.

President, Johns Hopkins Health System

EVP, Johns Hopkins Medicine

Kalamazoo College

Message from President Gonzalez on Systemic Racism and Injustice in the U.S.

Posted on June 1, 2020

Dear K Community,

As an institution that puts civic engagement at the heart of its mission, and as a community that works tirelessly toward justice, the senseless killing of George Floyd, Breonna Taylor, Ahmaud Arbery and so many others hits us at our core.

When we watch the images in the news of George Floyd's murder, we are witnessing the deadly consequences of systemic racism on the Black community and other communities of color. The outrage, pain, fear and sorrow are immeasurable. To all of our Black students, faculty, staff, alumni and community members, we mourn with you, and we stand in solidarity with you against racism, violence and injustice.

As we reflect on the protests this weekend and all the work that needs to be done, I am committed to continuing our efforts on diversity and inclusion at K. Creating institutional and cultural change is a slow process—often too slow—and it's imperative that we continue to work toward a community where everyone feels welcome and safe on campus.

It is also important that we carry on with community partnerships and curricular and co-curricular experiences that address structural barriers and inequality in our larger society. Our graduates are among leading voices fighting for issues like access to health care, solutions to gun violence, job access, food and farming justice—and their experiences as K students formed the foundation of so much of their work. Our educational mission to foster enlightened leadership has never felt more critical.

More immediately, I encourage everyone in the K community to support our students, colleagues and friends of color. Take care of one another. Speak out against racism and bias. Listen to and lift up voices of color. And students, please don't hesitate to reach out to the [Counseling Center](#) if you need someone to talk to during these difficult times. You can call them at 269.337.7191, or you can contact Dr. Kenlana Ferguson at Kenlana.Ferguson@kzoo.edu. Resources are also available to employees through our Employee Assistance Program. Connect confidentially by calling 1.800.854.1446 (multi-lingual) or by visiting www.unum.com/lifebalance.

Saludos,

[Jorge G. Gonzalez](#)

President

Kenyon College

From: News Bulletin <newsbulletin@kenyon.edu>

Date: Mon, Jun 15, 2020 at 2:59 PM

Subject: [Employee-Info] COVID-19 Update: Fall semester to begin August 24

To: <employee-info@kenyon.edu>

Dear members of the Kenyon College community,

I am writing to update you on our planning for next academic year. The events of the past three weeks, including the tragic killings of George Floyd, Breonna Taylor and other Black men and women, and the continued national reckoning with police violence and racial injustice, weigh heavy on our minds. We must look urgently at our systems and structures through the lens of antiracism in order to recommit ourselves to a more just and equitable future. You will hear more soon on this work, with specific initiatives for next year.

In the meantime, our work continues to reimagine operations at Kenyon in response to the COVID-19 pandemic. There is much progress to report on, and yet still many questions to be answered. We will host a livestreamed Q&A session for employees on Thursday, June 18, at 2 p.m. EDT; you may submit questions in advance using this form. You may also visit our website or email covid19@kenyon.edu at any time.

...

Sincerely,

Sean Decatur

President

June 15, 2020

From: Sean Decatur <president@kenyon.edu>

Sent: Monday, June 1, 2020, 03:46:01 PM MDT

Subject: Reflections from Kenyon in the Aftermath of Recent Events

OFFICE OF THE PRESIDENT

Dispersed as we are, and in such unsettled times, I find myself reaching for touchstones — in history and literature, the arts and sciences — to make sense of the events around me. As a member of the worldwide Kenyon family, you share a commitment to embracing

complexity, troubling as it may be. I hope that your Kenyon education has been a wellspring in recent days.

This morning, I offered the following reflection to Kenyon students, faculty and staff. I share it with you now as we seek ways to move forward in common purpose.

I hope that you are safe and well,

Sean Decatur

President

Dear members of the Kenyon College community,

I have been president of Kenyon for seven years now, and I have lost count of the number of community messages or events mourning the loss of Black lives to police or vigilante violence. We've had faculty panels, marches, candlelight vigils. I've written letters and blog posts. We've had guest speakers and group readings. Yet this summer the tragedy continues to mount: Ahmaud Arbery, Breonna Taylor, George Floyd. And while I watched the video of Mr. Floyd's life being senselessly and brutally extinguished, my deep sadness was exceeded only by my powerful anger. After nearly seven years of many of us asserting that Black Lives Matter, America consistently presents the Black community with evidence to the contrary. The nationwide protests are an expression of that anger, as well as a reflection of voices that have long been ignored or silenced.

I know that many of you share this feeling of sadness and anger. There are not many words I can offer that can address this adequately, nor should there be: This is one of those moments when some may need to feel the anger for a while before it can be fully processed and focused.

Yet no one becomes an educator, or pursues an education, without having some enduring optimism that can help us move beyond anger. The acts of teaching and learning are intrinsically about the future, about generations of students reaching their full potential and through their success improving the world around us. That is not an easy path, nor a straight one; and all of us make mistakes along the way. But undoubtedly, we were all drawn to Kenyon because we have hope, not only for a more just future, but for our ability to shape that future.

In that spirit, I do have some suggestions on actions to take to help process our anger.

1. Dissent is a critical component of a liberal arts education. Protest is a powerful form of expression of dissent; march if you feel moved to do so. Please be safe: There is guidance for safe practice at protests (especially during the COVID-19 pandemic) [here](#), [here](#) (PDF) and [here](#). There is a peaceful gathering on the square in Mount Vernon Monday, June 1, at 6

p.m. If marching is not for you, write, speak, talk to others, find ways to make your voice heard.

2. If you are not familiar with the deep history and legacy of violence against the Black community in the United States, and how this has a powerful impact on the lives of all Black Americans, this is a good time to study. For history, I'd recommend Ibrahim X. Kendi's "Stamped from the Beginning" or Jill Nelson's "Police Brutality: An Anthology" as places to start. For policy proposals to reform policing, see Campaign Zero. If poetry is where you'd like to start, read Claudia Rankine's "Citizen" or Evie Shockley's "can't unsee." If you prefer podcasts, try this episode of Code Switch, or an episode of the Ezra Klein podcast on health disparities by race. Or, take one of the great courses from our faculty in African diaspora studies.

3. If you have the means, lend support to those who are struggling. This can take the form of simple outreach and emotional support ("I am here for you"). It can involve volunteering for efforts to reform the justice system and make it more equitable. It can mean contributing to efforts to support protests or support communities that have been impacted by the protests. Moreover, there is still work to do to make the Kenyon community more inclusive, and we can use the lessons of these events to examine and propose change here in Gambier.

As I wrote in the aftermath of the Tamir Rice shooting in 2014, "all of us at Kenyon make a commitment to lead well-examined lives, to understand the complexity behind tragic events, to learn lessons from both history and present-day, and to apply these lessons as we move beyond the Hill. The study of the liberal arts is not intended to be an exercise in self-indulgence. Rather, we engage in the study of the liberal arts because of an ancient belief that an understanding of the humanities, of art, and of the sciences (natural and social) makes us better citizens." Keeping this in mind, here in 2020 we can formulate a short-term path for moving forward: Raise our voices in dissent, educate ourselves about the matters at hand, and find ways to take concrete action, beyond Gambier and here on campus.

Yours truly,

Sean Decatur

President of Kenyon College

Knox College

[Remembering George Floyd: A Message to the Knox Community](#)

The Knox community stands on the side of social justice. We challenge ourselves and others to take action to eliminate racial disparities locally and globally.

The message below was sent to our campus community following the murder of George Floyd in Minneapolis:

Dear Knox Community,

This past week, the nation's attention has shifted from the pandemic to yet another vivid manifestation of the scourge of racism in the United States. The on-camera murder of George Floyd has again brought to the forefront the state violence that communities of color have faced for hundreds of years. George Floyd's death follows an all-too-familiar pattern that our country cannot ignore. We write to you today because events like this have a powerful impact on many members of the Knox community—particularly our Black students, faculty and staff. Such violence, coupled with the disproportionate impact of COVID-19 on Black, Latinx, and native peoples, makes evident the structural racism and socioeconomic inequalities that persist in our country.

As we experience a global crisis that will impact our communities for generations, it is more critical than ever that we use the moment to confront and condemn our nation's historic inequalities. More than 200 people came together on Saturday, May 30, in the public square in Galesburg, called to action by a Knox student and a recent Carl Sandburg/St. Olaf graduate. For an hour, we called out the names of Black people killed by police officers, recognizing that was only a tiny fraction of the victims of racialized violence over the history of this country. As we chanted "Say their names," we took comfort in being together in our mourning and in our anger. Even though we were masked and socially distant, we were able to come together in social solidarity. We know that many of you would have participated in the protest alongside other Knox faculty, staff and students if you had been on campus, so please know that we were there to represent you.

Along with protest actions, so, too, must Knox make decisions in this time that address these issues in our own context. Earlier this spring, we began the work of revising the curriculum and co-curriculum to provide for more focused and high-impact education on inequality, of intensifying our hiring practices to diversify the Knox faculty and staff, of implementing diversity and inclusion education for all employees, and of increasing the resources devoted to the support of Black students. That work continues. In addition, we recognize that loss of income in communities of color will create even greater needs for financial aid and the College will reallocate its expenses to meet as much of that need as we possibly can. We commit to you that we are making every decision in these COVID-19 times through an equity lens.

It is common to hear these days that the virus does not discriminate. As a matter of biology, that is true. But exploitation and marginalization have been built into our history as a nation from its beginnings and so the virus spreads unknowingly through those structures of inequality. Unlike the virus, though, we are not unknowing and now, more than ever, we must work together to dismantle those structures and create a more just world. We ask that you join us in supporting our Black students and colleagues, and in remembering that each of us is obligated to stand up to injustice whenever and wherever it occurs.

Sincerely,

Teresa Amott, President

Michael Schneider, Provost and Dean of the College

Anne Ehrlich, Vice President for Student Development

Published on May 31, 2020

Lafayette College

Addressing Racial Injustice

To the Lafayette Community:

At Lafayette College, we associate the name of Lafayette with the ideals the Marquis stood for: liberty, democracy, and equality. We take pride in the fact that Lafayette was deeply committed to the cause of abolition in America, and to promoting the rights of citizens in France.

It was thus especially horrifying to see Lafayette Square in Washington, D.C.—dedicated in the same year that the citizens of Easton, Pa. decided to honor the visiting General by naming their proposed college “Lafayette”—become the scene last week of an extraordinary attack on peaceful citizens who gathered to protest police brutality and the murder of George Floyd. As Aurélia Aubert and Lorna Bracewell noted in the Washington Post, nothing could be farther from the ideals and legacy of Lafayette than the use of flash grenades and pepper balls to drive back protesters seeking to affirm that Black lives matter.

At a time when justice demands institutional accountability on all levels, it is appropriate to consider whether Lafayette College has always lived up to its own ideals. Members of our community have asked where we stand in the struggle to combat systemic racism and in efforts to address racism on our own campus. In particular, the examples of police violence seen across the country have raised questions about the work of our own Department of Public Safety, our relationship with the Easton Police Department, and the steps we take to counter racial bias among officers who interact with our students. I thank all those who have sent letters or signed a petition on this topic, and appreciate their concern for the safety and well-being of our students and community.

For Lafayette, as for the nation as a whole, it is a time to look ourselves in the mirror and challenge ourselves to do more.

That conversation may begin, but should not end, with a look at our public safety operations. Lafayette’s Department of Public Safety, which includes full-time commissioned officers, part-time commissioned officers, and several security officers, has participated in training on implicit bias, as well as annual training on de-escalation techniques, with two of our officers certified as trainers in de-escalation. Our Department of Public Safety is on occasion assisted by the Easton Police Department in investigations of major crimes, and the Easton Police Department also helps to provide security and crowd control for large campus events. The Easton Police Department, along with the FBI, were integral players in the successful investigation into the social media bomb threat hoax of two years ago.

Recognizing the current level of community interest and concern, both Lafayette Department of Public Safety Director **Jeff Troxell** and Easton Police Department Chief Carl

Scalzo have expressed their eagerness to engage students and others in discussions about how to build confidence and trust in the community they serve.

I believe such dialogue will be most effective if it takes place in the context of a broader community commitment to institutional self-examination. At moments like this, many institutions describe themselves as “not immune from racism.” If we have learned one thing from this pandemic, it is that if you do not have immunity, you must take concrete, systematic steps to repel contagion. If we want a Lafayette that is free from the virus of racism, we need programs and policies that are actively anti-racist.

With that in mind, we are committing to the actions below as the first steps in an ongoing process of education and improvement. We will:

- Establish a task force, to include two members of the President’s Cabinet, along with student, faculty, staff and alumni representatives, to gather community input about the work of Public Safety and its collaboration with the Easton Police Department, and develop recommendations for ways to enhance its relationship with the Black student community and other marginalized groups.
- Provide an expanded program of anti-bias training for students, faculty, and staff, to be completed periodically to keep us all engaged in ongoing and up to date conversations about racism and racial injustice.
- Approve, as an exception to the current hiring freeze, the new position of Assistant Director for Student Support and Advocacy, to serve as a resource, advocate, and caseworker for a diverse population of students.

In addition, we will work to enhance the programming on issues of racial injustice currently offered through the Office of Intercultural Development in collaboration with a number of student organizations.

Our community is not confronting these issues for the first time. Lafayette has a long history of activism on issues of race. Last spring, we celebrated the 50th anniversary of the founding of ABC, the Association of Black Collegians, at a [McDonogh Network](#) event where many alumni shared stories about the personal struggles with racism at Lafayette that led to the founding of ABC, the establishment of the Portlock Black Cultural Center, and other efforts to support Black students, faculty, and staff.

As we have recruited an increasingly diverse student body, students have shared testimonies about racism on campus, and talked about strategies and solutions, in student organizations dedicated to marginalized groups, in Posse Plus Retreats, and through events offered in partnership with the Office of Intercultural Development. In 2016, nationwide and campus protests led to a series of student recommendations to combat racism and inequality that included the creation of the student Equity, Transformation, and Accountability Board. Faculty and administrators on the College’s Diversity Committee and

Diversity, Equity and Inclusion Council have worked to develop proactive programs of student and community support.

At the curricular level, we have in recent years added courses in multiple disciplines and learning outcomes for all students that address aspects of diversity, inclusion, and social justice; offered inclusive teaching programs through the Center for the Integration of Teaching, Learning, and Scholarship; and created a strategic hiring initiative that has recruited a number of new faculty from underrepresented populations to Lafayette. We will continue to expand these efforts to infuse inclusive pedagogy and subject matter into the curriculum, recognizing that our own institution is also a legitimate object of critical interrogation.

Looking ahead to a fall semester that as a result of COVID-19 may present unique challenges to our ability to function as a community, it will be especially important that we enter into that environment from a place of trust in, and respect for, each other. We will work diligently throughout the summer to create dialogue that advances those goals.

To help begin that conversation, the DEI Council and the Office of Intercultural Development will sponsor a Town Hall meeting on Thursday, June 11 titled [A Community Conversation About Racial Injustice](#). Additional programs are in development through OID, Africana Studies, and other departments and organizations. I hope that many members of the community will join these programs to share your experiences, insights, and concerns.

In this difficult moment, we will all find different ways to express our anger and show our support. Strengthening Lafayette College is one place to start. Thank you all for your commitment to our students and community.

President Alison Byerly

Lawrence University**From:** Kimberly A. Barrett**Subject:** Our Continued Commitment to Diversity, Equity, & Inclusion**Date:** Friday, May 29, 2020 7:09:52 AM

Dear Lawrentians,

As I write this I am grieving. Not for the loss of normalcy brought on by efforts to mitigate the effects of COVID-19 in our lives, but rather our desire to rush back to a normal that for many is just not safe and never has been. The pandemic has put in stark relief the longstanding, deadly inequities in our society. As you are all aware, we are experiencing significantly higher death rates for people of color, including those from tribal nations, who contracted the disease, the consequence of centuries of economic and health care-related injustice.

Simultaneously, the type of violence we have come to see as all too normal is also plaguing us. The nation recently watched in horror as video was released of a young African American man, Ahmaud Arbery, being shot to death by white men while jogging. Although any murder is tragic, even more disturbing in this case was the fact that the prosecutors who were initially made aware of the incident did not think it was worth pursuing. Soon after this incident came news of the police-involved deaths of Breonna Taylor and George Floyd. These are just a few examples of how the need to make our society more just and inclusive continues and is perhaps even more urgent at times like these.

I share this with you to underscore that Lawrence University continues its commitment to creating a more inclusive, equitable, and diverse community, especially during these turbulent times.

We must be able to balance an immediate focus on the logistics of change required by the pandemic with the ongoing work of creating a more inclusive Lawrence and, by extension, world. I continue to be hopeful, even in my grief, that the deaths of Mr. Arbery, Ms. Taylor and Mr. Floyd, along with the many who have succumb to COVID-19, will serve as a catalyst for us to come together with renewed resolve to create a new normal in which we can all thrive, free from the imminent threat of violence based on our identity.

If you are also grieving and need support, please don't hesitate to utilize the campus resources available to all members of our community, regardless of where you may live at this moment. These include staff in the Diversity and Intercultural Center, the Office Spiritual and Religious Life, Counseling Services, and the Employee Assistance Program. Please reach out to me as well.

We are here for you, even at a distance.

Sincerely,

Kimberly Barrett

Vice President for Diversity & Inclusion, Lawrence University

[Dear Lawrence Community.](#)

Thank you for sharing your hopes and frustrations with us individually or in larger community discussions over this past week. We too are experiencing anger and frustration and are at a time in our history when systemic oppression, racial injustice, and police violence are not just on the minds of our Black and other community members of color, but on the minds of all of us.

As we wrap up final projects and complete the academic year, we will work to make Lawrence University a better place for all to thrive, especially for community members of color. Lawrence has a history checkered with racism and oppression. As our values have evolved, we have arrived at a moment to declare where we stand.

We stand against racism. We stand against systemic oppression of people of color. We stand against police violence.

To ensure that these values are realized, the President's Cabinet has started to assemble institutional actions that will continue to foster an antiracist campus culture. We have much work to do—some of it builds on continuing initiatives; some of it is planned but not yet in action; and some of it still needs development. All of it is vital to our institution.

Our next steps are outlined below.

Resources, Reading & Workshops

Recognizing that our community needs time to process all that has happened and prepare for concerted action in the fall, the Office of Diversity & Inclusion has provided resources to help you, your families, and communities put this in context at your own pace over the summer. The resources, [which can be accessed on the Lawrence website](#), include short articles, videos and books.

We also invite all faculty, staff, and students to participate in a summer Community Read of [How to Be an Antiracist](#) by National Book Award winner Ibram X. Kendi. The University will provide books to all members of the community who would like to participate. Lawrence's Antiracist White Affinity Group (ARWAG) will offer workshops over the summer as well. Details about how to get the book, as well as dates and times of book discussions and workshops, are forthcoming.

Curricular Work

Lawrence will focus on integrating works of Black and Brown scholars and artists into what we teach as well as teaching in ways that are antiracist. This will begin prior to fall term during the Freshman Studies Symposium and continue throughout the year with professional development provided for faculty by the Inclusive Pedagogy Committee. In addition, the Curriculum Committee will pursue strengthening the diversity-related general education requirements (GER) and centering anti-racist work in our curriculum more broadly.

Student Support & Dialogue

Student Life staff will work to enhance their ability to support student activists by engaging and learning from experts in peaceful protests. Staff will also increase the efforts to hear directly from students about their experiences on campus as we seek to develop more effective strategies to support a campus culture where antiracist work is central. Starting this summer, we, members of the President's Cabinet as well as other campus leaders, will participate in structured Sustained Dialogue with student leaders to develop a shared sense of the work needed on these vital issues.

Community-Wide Training & Response

We will impact campus climate by expanding mandatory training for employees to include specific workshops related to racism in higher education and society. We will also provide additional training for students on antiracism throughout the academic year. Alumni will also be engaged in dialogues and trainings over the summer via virtual townhall meetings and other gatherings. In addition, the Bias Response Team will lead a task force this fall on preventing and responding to hate speech on campus. We will also add to efforts already underway to increase the number of staff and faculty of color on campus.

We must take this moment, as a community and as an institution, to make real change in the battle against racism. Continuing to build on our ongoing diversity and inclusion efforts will help to bring us closer to creating lasting, structural change. Please stay tuned as we update you while the work progresses.

Sincerely,

Mark Burstein
President

Christyn Abaray

Assistant to the President
Secretary to the Board

Ken Anselment
Vice President for Enrollment & Communication

Kimberly Barrett
Vice President for Diversity & Inclusion
Associate Dean of the Faculty

Christopher Card
Vice President for Student Life

Jeffrey Clark
Special Assistant to the President
Associate Professor of Geosciences

Calvin Husmann
Vice President for Alumni & Development

Catherine Kodat
Provost & Dean of the Faculty

Brian Pertl
Dean of the Conservatory of Music

Megan Scott
Associate Vice President of Communication
Jenna Stone
Associate Vice President of Finance

[A Safe Society for All \(6/1/2020\)](#)

Dear Lawrence Community,

Events of the last week have reminded us that as we prepare campus and general society for a new normal in the midst of a global pandemic, other threats to safety exist for members of our community. Like many of you, George Floyd's murder in Minneapolis left me angry and in pain. The shooting of Ahmaud Arbery in Georgia earlier in February and the many other deaths of black people over the years underlines that Mr. Floyd's death is not an isolated incident. It belongs to a social pattern we must change if we are to create a society that is safe for all of us.

It has been hard enough to watch the pandemic's unequal impact on people in this country. But when we continue to witness systemic racism in our communities, it is

evident that we have more work to do than responding to a public health crisis. The rapper Killer Mike, the son of an Atlanta police officer, said at a press conference Saturday in that city, "It is your duty to fortify your own house so that you may be a house of refuge in times of organization." As we make plans to welcome you back to Appleton this fall we must also take Killer Mike's charge and look for ways to fortify our own house, our campus community, to ensure we are a force for anti-racism, equity, and safety for all.

We will schedule time over the next few weeks for the Lawrence community to gather via Zoom, to discuss these events, and determine how we should move forward together. We also need to remember we are not alone in this work. I was heartened Saturday to join more than a thousand people in downtown Appleton, including many students, faculty and staff, at a Black Lives Matter rally. I know Lawrentians around the world participated in similar rallies and protests.

As we complete spring term and look to summer break please reach out to university services if we can be of help. Assistant Dean Bell, Vice President Card, Vice President Barrett and I are available at any time if you need us. I look forward to seeing you all very soon.

Yours,

Mark

Mark Burstein

President, Lawrence University

Lehigh University

[A Response to Racism in the USA ... in memory of George Floyd, may his memory be a blessing](#)

This past week has been a frightening and tragic one for our country. In response to the senseless killing of George Floyd, another African American man who died at the hands of police, protests and riots have erupted throughout our country. This is on top of the devastating effects of Covid-19, which has disproportionately impacted communities of color.

Racism is ingrained in the fabric of our country. Peaceful protests have been routinely ignored. And so, as in the past, people have taken to the streets. It is perhaps the only way to be heard by those in power.

As the Director of Jewish Student Life at Lehigh, I feel it incumbent upon me to respond to this current crisis in our nation.

The Jewish people have been oppressed throughout our history and we are still hated by many. Just see the statistics of the rise in antisemitic incidents in the last 4 years for proof. Therefore, we must stand in solidarity with our brothers and sisters of color in response to the killing of yet another African American man at the hands of police.

We must also remember that there are Jews of color who are also affected by the systemic racism in our society, as well as by antisemitism. They must not be forgotten and they must not be ignored. They represent 12-15% of American Jewry. And we must all stand together.

Enzi Tanner, a black Jewish social worker reminds us that, "As the Jewish community reaches in and says how do we support [the protestors'] cause and how do we support the black community, it's really important that people reach in to black Jews and other Jews of color and realize that we're here," Tanner said. "And we need our community."

Rabbi Abraham Joshua Heschel marched and protested with Dr. Martin Luther King, Jr. because Judaism calls on us to speak out for all the oppressed, as we were once oppressed as slaves in Egypt. It is an essential part of our communal narrative. Heschel wrote that "in a free society some are guilty, but all are responsible." We each must take a look at ourselves and see how we are responsible. In what ways have we allowed systemic racism to continue both within our country at-large, and within the Jewish community?

It doesn't matter if we have actively participated in perpetuating racism or if we just stood by and allowed things to happen. As Edmund Burke wrote in 1770, "the only thing necessary for the triumph of evil is for good [people] to do nothing." This is an eternal truth.

The American Jewish community has long had a complicated relationship with the idea of race. In America, we didn't start to think of ourselves as white until the mid-20th century. The same was true of other immigrant minorities.

In white supremacist ideology we are still not considered to be white. Yet, the majority of us can pass as white. The majority of us don't have to worry when our teenage son is walking down the street that he might be in danger. As the father of a post-teen boy I recognize this privilege all too well. Therefore, most of us exist and are seen both as minority and majority depending on the context. Of course, this is not true for Jews of color, who have no choice in terms of how they are viewed by others.

As the African American community, other people of color, and all members of marginalized and disenfranchised communities rise up in protest against the violence and deadliness of systemic racism, we must not only support them. As a people who have known oppression we must stand in solidarity with our brothers and sisters of color, whether Jewish, Christian, Muslim, of other religions, or none. We must provide whatever support we are told is needed. Let us not assume that we know what is best. We don't.

We who are seen as white must also acknowledge the privilege that we have and use it to speak out and act out against racism and hatred. We must do what we can at the ballot box, in our actions, and in all our responses to racism. We must prove through our actions that we know that black lives matter. If we do not, we must remember that our silence will not only be deafening, it will be deadly.

In Deuteronomy 16:18 we read "Justice, justice, shall you pursue." The repetition of the word justice reminds us of its importance. It is something that we must actively pursue with every action we take. One rabbinic commentary teaches that the repetition of the word is meant to remind us that we must pursue justice whether the outcome of the process is in our favor or to our detriment. It doesn't matter. What matters is the achievement of justice.

We read in Mishnah Sanhedrin 4:5 that "Whoever destroys a single soul scripture accounts it as if they have destroyed an entire world; and whoever saves one soul, scripture accounts it as if they had saved a whole world."

Countless worlds have been destroyed with the unjust taking of the lives of people of color since the first slaves stepped onto the shores of America in 1619. It is up to us to do the important work of stopping the violence and protecting future souls from destruction in order to create infinite worlds of love, justice, and equality that are free from racism, all forms of hatred, and prejudice

It won't be easy, but we must believe that together this goal can be achieved. Let the work begin.

[Confronting Racism](#)

A Message from President Simon to the Lehigh Community.

June 01, 2020

Dear Members of the Lehigh Community,

The recent tragic events in Minneapolis around the death of George Floyd, as well as other incidents of violence inflicted upon African Americans in our country, have shocked the nation and deeply affected all of us. Our deepest sympathies go out to the family and loved ones of Mr. Floyd and the families and friends of those who have lost their lives to other horrific and senseless acts of racism. These events further demonstrate our need to stand together as a community and take ownership of our obligation to fight against the systemic discrimination and racial disparities that continue to plague our nation.

As members of the Lehigh University community, we must affirm our values—equality, peaceful dialogue, the free exchange of ideas and the encouragement of respectful debate—and support the condemnation and repudiation of systemic discrimination, hate and intolerance and their violent manifestation. We must continue to affirm our shared responsibility to fight ignorance, model inclusive excellence and embrace the power of diversity.

It is our shared responsibility to work together to create a society in which discrimination and racism are no longer tolerated. We must play an active role in understanding, candidly engaging in dialogue, and solving the problems of racial inequity and injustice.

While I would not presume to speak about the experience of African Americans, I know African Americans in the Lehigh community are feeling anger, outrage and fear in the wake of the violence we have witnessed. I once again ask that we as a Lehigh community recommit to our shared values; reject hatred, bigotry and intolerance; and reflect on what each of us can do, large or small, and how we can come together with hope and determination to create a more just, actively inclusive and equitable community.

Sincerely,

John D. Simon '19P

President

[A Message from Kevin Clayton and John Simon](#)

June 03, 2020

Dear Members of the Lehigh Community,

We write to acknowledge our awareness of an open letter signed by a number of members of the Lehigh community. The letter, among other things, calls for an end to institutional racism at our university and in our country.

The murder of George Floyd in Minneapolis has shaken our nation, and brought into harsh relief the life-threatening, systemic racial injustice that affects the lives of so many every day. Members of our community are angry and fearful, and we will support them.

We know the authors and signers of the letter delivered their message with the measurable purpose to make Lehigh better. We share that goal and thank them for the commitment to our university. We need to make Lehigh University an actively anti-racist institution. By this, we mean actively speaking out and addressing acts of racism, racist comments, racist practices, policies and procedures.

We fully recognize and accept our responsibility, as leaders and stewards of this institution, to create the change that is needed. We cannot do so alone. We will require the involvement of all members of our community, and engagement in the difficult conversations and challenging decisions that can lead to sustainable, lasting change.

Our incoming Provost Nathan Urban; Vice President for Equity and Community, Donald Outing; and Vice President for Finance and Administration, Pat Johnson will initiate a comprehensive review, using internal and outside resources, of our university policies and procedures to ensure they are anti-racist. This will include but not be limited to tenure and promotion, hiring practices, student conduct and student recruitment. Members of our community will be consulted and involved in this work.

As a first step, we will immediately begin an independent review of the Lehigh University Police Department's policies, procedures and practices. Part of this review will be an assessment of how we work with the Bethlehem Police Department and how that work impacts our students, faculty and staff. The results of these reviews will be reported to our campus community. We expect additional actions to follow after we have heard the voices of faculty, staff and students.

In the days and weeks ahead, we will hold a series of forums, meetings and virtual town halls to listen to members of our community, have candid dialogue and take further actions needed to make a stronger, actively anti-racist Lehigh University.

Sincerely,

Kevin L. Clayton '84 '13P

Chair, Board of Trustees

John D. Simon '19P

President

[A Message from Lehigh's Board of Trustees and leadership to members of the Lehigh Black Student Union](#)

June 12, 2020

Dear Members of the Lehigh Black Student Union,

We have heard your call for change and for action to eliminate racist behaviors at Lehigh. Thank you for taking a lead role and serving as a prominent voice in what is and will be a University-defining effort. Lehigh's Board of Trustees and leadership are committed to working together toward that end. While we are contacting you directly, we will also be sharing this message broadly through Lehigh's various forms of communication.

We have participated in and viewed the town hall, read and discussed the June 4 LehighBSU Instagram post, and have received open letters from faculty, students and alumni; the Diversity and Inclusion Committee of the Graduate Student Senate; the Black and Latinx Network for Community and Equity; and many email and social media messages. These have been the basis of intensive discussion by the Board of Trustees and University leaders over the last week and will be the subject of further discussion among the entire Lehigh community moving forward.

The racist actions and attitudes experienced by students and others in our community are unacceptable to us. Despite our past efforts and actions, we have much more to do to address such behavior. We pledge to do more and to do better. The Trustees will match the funds raised by "Lehigh Students for Black Lives Matter" and will direct funds to Black Lives Matter Foundation, Inc. While our drive to make Lehigh an antiracist University will require an evolving series of actions over time, initially we will take the following steps:

- An outside, independent review of the Lehigh University Police Department's policies and operating procedures has begun. Additionally, we were notified Wednesday that the U.S. Department of Education will initiate a separate review of the University's compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act). We welcome this action and any recommendations for improvement.
- A comprehensive review of all University policies and procedures to ensure they are antiracist and promote equity will begin shortly and will broadly engage the campus community.
- The Provost's office will work with the faculty senate on updating curriculum and faculty training to promote understanding of topics including implicit biases, antiracist practices and microaggressions. Student leaders of cultural organizations will be included in these efforts.
- We will make public the demographic composition of Lehigh faculty and staff.

- We commit to carefully consider all the issues you have raised.

We look forward to discussing further your ideas about how we can work together to take actions to make Lehigh a better, safer, and more inclusive University. President Simon will reach out to you to coordinate our meeting in the very near future.

Board of Trustees

University Leadership

Lesley University**Subject:** Lesley addressing racism**Date:** Thursday, June 4, 2020 at 4:37:00 PM Eastern Daylight Time**From:** Janet L. Steinmayer, President

Dear members of the Lesley community,

I am writing today to say, unequivocally, that Lesley University stands in solidarity with the black members of our community and society in the face of the on-going violence that is impacting black citizens in our country. My communication on Monday was an attempt at addressing this, and I want to thank our dedicated students, faculty, staff, and alumni within the Lesley community for their honest feedback to my response and being out front on these issues, supporting each other, and creating spaces for listening and healing. I deeply appreciate your calling on me to take more critical action and to set the tone and manner in which each of us at the university will act to realize Lesley University's core mission to be a beacon for students who seek a transformative education, and a community where everyone feels they belong.

The recent killings of George Floyd, Ahmaud Arbery, and Breonna Taylor, as well as the Central Park incident with Christian Cooper, have once again shown us aggressive and racist attitudes and violence; the systemic racism and police brutality that our communities of color, and especially black males, grapple with all the time. And I think of the much less obvious but no less insidious forms of racism at work within our community, in our classrooms, and around our campuses. We must constantly confront and change this. I am committed to working with you all to ensure justice and equity for black individuals in the Lesley community.

As members of the Lesley community, the Boston community, and those in cities across the world convene in vigils and protests, it is important we acknowledge the grief and outrage that so many are experiencing. I hear your pain and frustrations for the injustices you've endured even in this community. We need to do much better. Lesley stands in solidarity with Black Lives Matter and other organizations to stand against racism and work relentlessly for justice for all. We need to live out our social justice mission in all of our actions.

This is a priority and we as a community need to exercise constant vigilance and engage in continual discussion and education. For this reason, Lesley University is taking the following actions:

We will hear back from the accountability forums that have taken place on campus this week to gather information on how to move forward as a community. We encourage you to join us for the Community-Wide Accountability Forum on Monday, June 8 at 3 p.m.

We will form an advisory committee to re-examine how we address issues of diversity, equity, and inclusion on our campus, and work together on a search to hire, this summer, a new Chief Diversity Officer/Vice President to lead our work in this area. The members of this committee will be announced early next week.

In consultation with the Committee, the Office of Diversity, Equity, & Inclusion (DEI), and the Lesley University Diversity Council (LUDC) we will convene a series of community forums open to our entire community so we can better understand how to build inclusive classrooms, create racial equity in policies and procedures and advance work on hiring more black faculty and staff, learning and development of all faculty and staff, supporting the Bias Education Response Team (BERT) and other ways to address violations of policies on race and discrimination.

I look forward to the challenging conversations and difficult work ahead that will lead to a stronger, equitable and transformative Lesley. I'm honored to lead a community of activists. I know this work isn't easy and I know there is more we can do, that I can do, to confront systematic racism in ourselves, in our community and in society at large.

Sincerely,

Janet L. Steinmayer

President

Subject: A message from President Janet L. Steinmayer

Date: Monday, June 1, 2020 at 10:16:15 AM Eastern Daylight Time

From: President Janet L. Steinmayer

Dear Members of the Lesley Community,

The devastating death of George Floyd, and the outrage and protests that have followed, has left us all struggling – desperately – to find a way to ensure that the world is the place we want it to be and not the place that it is. We at Lesley believe so strongly that we have a duty to ensure we are doing all we can to promote equality and address systemic injustice and racial discrimination wherever it exists. So how can we effect that change? How can Lesley's core strengths in the arts of education, mental health, art, and building leaders enable us to help solve these seemingly intractable problems?

It would be imprudent to think the answers are easy because these are deep societal issues, but each of us has our own strength to add to the solution, be it through how we educate people to reverse the roots of racism, how we counsel people to see the lived experience of

people other than us—especially those in vulnerable communities, or how we create art to illuminate what all of us need to see to effect change.

As each of you, and we as an institution, struggle with the role we can play in addressing this crisis in America and in taking action that is so critically necessary, I hope we will draw strength from our commitment to this goal, our unique talents, and our collective dedication to creating solutions. I hope you will also draw on all of the resources of this supportive community. These events will certainly be central as we explore diversity, equity, and inclusion in our community and beyond in the coming weeks and months.

Sincerely,

Janet L. Steinmayer

President

Lewis and Clark College

Equity and Inclusion

A Message from your Office of Equity & Inclusion

JUNE 03, 2020

As the Office of Equity and Inclusion we witness and acknowledge the pain, anguish, suffering and grief present in our nation and community, particularly within the Black community. We mourn the deaths of George Floyd, Breonna Taylor, and [so many other Black lives taken by police](#). Black people in this country have never been free of fear for their lives from state-sanctioned violence, nor from violence at the hands of private citizens: Ahmaud Arbery, Tony McDade, and Nina Pop are only a few of the most recent lives taken, and Trayvon Martin was by no means the first. We write to both lift and echo the words of leaders of color, as well as to offer a call to action and tangible resources to begin our shared journey.

There are faculty, staff, students, and alumni of color within the LC community who are intimately aware of the urgency with which we are called to engage in racial justice work. For them, and particularly our Black community members, there is no option to disengage with reality and no privilege to take a break from matters of life and death. To those folks whose everyday experiences are inextricably tied to racial justice, we see you, we are with you, and we will not be silent. We also recognize that within this office, in this historically white institution, in this historically white city, in a state that was designed with exclusionary intent, the work to live up to racial justice values never ends. We will keep working, keep making changes, and keep lifting the calls for sustainable institutional change.

There is no neutrality in the face of state-sanctioned violence. If the images, actions, and words on the news and social media make you - especially White community members - look away or disconnect, we hear you. They are triggering. Yet our triggered discomfort with these images, actions, and words can never compare to the very real threat of violence and death Black people in this country have faced for centuries. Remember: discomfort is not the same as oppression. Discomfort is not the same as truly being unsafe. We realize many emotions and feelings arise when engaging with this content and work, but it is on us to figure out what we need to manage those emotions while staying in community and solidarity to create an anti-racist world.

The time for action is long past and cannot be delayed any longer. If you hold racial privilege we hope you commit to doing this work, starting now and consistently showing up. Racial justice work can be done in many different ways and there is a path for all of us. The only unacceptable path is not taking one at all.

A Place to Start - Ongoing Resource List: Our office, in conjunction with other community members, has started compiling a list of resources which includes self care resources for

black people, ways to diversify your curriculum, things to read, listen to and engage with to start and continue your anti-racist work. You can access the list by [CLICKING HERE](#). This list also includes other resource lists including from Lewis and Clark's [Ethnic Studies Department](#) and [Graduate School of Education and Counseling](#). This list is not exhaustive by any means and a starting point. If you have resources to add, we would greatly appreciate it if you would share them with us by emailing <diversityinclusion@lclark.edu>.

Educational Events: As an office we regularly offer workshops. We are adding a continual Thursday Anti-Racist Workshop starting June 18th for staff and faculty to continually engage with this work. You can find more information and register [HERE](#). If the listed time does not work for you please reach out to us and we can organize additional times as well if there is interest.

Office Hours: Each member of OEI will be offering office hours. If you have feedback, would like to discuss more action steps for anti-racist work, or are in need a supportive ear we are here for you. You can find our office hours and how to book [HERE](#). If no times listed work for you please reach out to us directly and we will be sure to find a time.

Engagement Sessions: Over the course of the summer and into the fall, we will be hosting sessions to address the needs of our Lewis & Clark community. More information will be disseminated once dates and times are set.

The information we gather from this feedback, in conjunction with our Strategic Plan, will be used to develop actionable, concrete steps towards improving our campus culture. We know we have a challenging road ahead and the change we want to see will require a concerted effort from all of us. We thank you for your time, effort, stamina and dedication as we work to create an LC community where everyone is seen, heard, appreciated and valued.

The Office of Equity & Inclusion, Lewis & Clark College

Mark Figueroa, Dean of Equity & Inclusion and Assistant Vice President for Institutional Research and Planning

Casey Bieberich, Associate Dean of Equity & Inclusion and Title IX Coordinator

Tori Leder, Assistant Director and Executive Assistant of Equity and Inclusion

diversityinclusion@lclark.edu

For more information:

Mark Figueroa, Dean of Equity & Inclusion and Assistant Vice President for Institutional Research and Planning - figueroa@lclark.edu

Casey Bieberich, Associate Dean of Equity & Inclusion and Title IX Coordinator
- bieberich@lclark.edu

Tori Leder, Assistant Director and Executive Assistant of Equity and Inclusion
- vleder@lclark.edu

[A Message from Earthrise on the murder of George Floyd, and dismantling racism and white supremacy.](#)

JUNE 04, 2020

We at Earthrise are outraged over the murder of George Floyd—another Black person killed at the hands of police officers—as well as the deaths of Breonna Taylor and countless others whose names we do and do not know. We must speak out on behalf of victims of racism and marginalization. We stand with protestors demanding an immediate end to racist policing.

But our culture of white supremacy is not contained to police actions. We see that culture when white vigilantes chase and murder Ahmaud Arbery. We see racism lead to harassment when people of color attempt to enjoy outdoor and natural spaces, as happened to Christian Cooper in New York. We see it when Native lands are stolen, desecrated, and destroyed.

At Earthrise we work to protect the environment and outdoor spaces, and we recognize that systemic racism makes outdoor recreation potentially dangerous for Black people. We must work to ensure that the benefits of conservation are realized by people of color. We also know all too well that communities of color are more likely to suffer from the effects of pollution and other environmental hazards. We understand that the fight for environmental justice includes first ensuring that all communities have equal access to justice.

Social justice is critical to environmental justice. We are working to examine ourselves and our practices to make sure that we are an inclusive organization. Moving forward, we will take concrete steps to make our organization more diverse and more anti-racist.

We understand that as a law clinic we have an obligation to commit ourselves to justice, and at this time in our nation's history we must commit ourselves even more to racial and social justice. We must do our part to dismantle racism in all of its forms.

[Dean's Letter to the Law School Community](#)

JUNE 04, 2020

Dear Law School Community,

We are at a crossroads. The senseless death of George Floyd, yet another unarmed Black American killed at the hands of a police officer, on top of countless senseless killings of black people in our nation, has again catalyzed our anger and outrage. At the same time, a different virus, COVID 19, has further exposed the health and economic impacts of many decades of racial discrimination. People are rising up to demand systemic changes that address our too long history of racial injustice.

As a law school, we stand in a unique position to be a part of that change. Lewis & Clark has always been engaged in making the world a better place. Our clinics serve under-resourced populations, our students volunteer countless pro bono hours and our alumni serve the public interest both in their careers and in their work as volunteers. Our faculty research, teach and share their knowledge, helping us all understand the laws and the history and context of those laws. We have a common goal to protect the rights of all citizens and ensure the rule of law is enforced equally.

But at this crossroads, we are called upon to reach further. As attorneys, we swear to uphold the constitution and equal protection of the laws. The ABA professional conduct rules describe lawyers as “*a public citizen having special responsibility for the quality of justice.*” As educators, we are committed to empowering students with a depth of understanding about the history of laws as well as how laws are strengthened or created to address past wrongs. Both of these commitments demand that we engage in more dialogue about difficult issues, including the racism that is interwoven into so many of our laws and into the criminal justice system itself.

At home in our school, we must reexamine our own practices and policies to ensure that we are actually the inclusive community that we claim to be. Our Student Bar Association recently sent a poignant message and Call to Action to Lewis & Clark Law students. Here is a part of that SBA Call:

- **We call upon the faculty and administration in our community to incorporate this history into the classroom curriculum and dedicate time to the role that racism has perpetually played in our legal system.** As future lawyers and current students of the law, we are uniquely positioned to reshape oppressive policies, to amplify voices against injustice, and to address inequalities. However, we must understand our past to enact meaningful change now and in the future.

As one small step in this journey, the faculty are developing a series of forums to discuss our justice system – both its successes and failures – and to strategize on how we can further justice reforms both in our wider community and in our school. The first Forum hosted by members of our faculty: John Parry, Aliza Kaplan, Janet Steverson and Tung Yin, will be held at noon, next Thursday, June 11. A zoom invite will be forthcoming soon. We plan to have more discussions this summer and look forward to working with our students and the greater law school community during the coming school year to organize more opportunities for dialogue and meaningful action. As soon as we have more details on future summer forums, I will be sharing those with you.

Let us support one another as we address this trauma. The Lewis & Clark community is strong; we call on that strength now to forge new pathways for justice.

Take care of yourself and your families. Stay well!

Jennifer J. Johnson

Dean

Erskine Wood Sr. Professor of Law

Lewis & Clark Law School

10101 S. Terwilliger Blvd.

Portland, OR. 97219

Loyola Marymount University

Speaking Up and Taking Action

June 1, 2020

Dear LMU Community:

With sadness and outrage, we have witnessed the horrifying impacts of systemic racism. Most recently, the tragic deaths of George Floyd, Breonna Taylor, and Ahmaud Arbery have devastated our society as their murders paint an all-too-vivid picture of the persistent brutality, oppression, and violence toward African Americans that has plagued the United States since its founding. These killings have never been the case of one bad apple; this is an orchard that has been ravaged by disease and requires that we work together to eradicate it.

Last week, [citing the words of Dr. King](#), I urged that we speak up and take action in the face of injustice. Our Catholic, Jesuit, and Marymount mission demands that we stand in solidarity and hold ourselves and our society accountable for this intolerable lack of progress. The abhorrent legacy of slavery endures, and our collective complacency, especially the complacency of those in power and those with privilege, has silently allowed the original sin of this country to persist. The pain and suffering that have been passed down for centuries is untenable, and as president of a university that seeks to embody social justice, I call upon our LMU community to examine our own institutional processes and root out any signs of systemic racism, and always seek to do more.

Doing more requires us to speak up when we encounter injustice; to call out racism in every instance; to intervene when we witness all of racism's expressions, including microaggressions and manifestations of implicit bias; and to confront our own biases. Catholic social teaching instructs us to encounter one another as persons of immutable dignity, born in the image of God. Absurdly—based solely on how our skins absorb or reflect spectra of visible light—we have constructed hierarchies of access, wealth, and judgment. Until our society truly achieves justice for all, we offend God, whose creation demonstrates a harmony built upon diversity.

We must and will do everything possible to ensure that our African American students, faculty, staff, alumni, and friends are supported, safe, and know that they are essential members of our community. On Wednesday, June 3, from 3:30-5 p.m., Intercultural Affairs will host "[Racism and Trauma in the Modern Moment](#)." The virtual forum will be a space to acknowledge the trauma of systemic violence.

This is only a beginning. Our reflection must lead to action as we ponder what we want from ourselves, our community, and from our country. I pray for our African American friends and family, I pray for Los Angeles, I pray for our nation, and I pray that our collective outcry yields transformational progress and justice.

In solidarity, strength—and, always, love,

Timothy Law Snyder, Ph.D.

President

Loyola University of Chicago

Office of the President and Office of Diversity and Inclusion

June 18, 2020

Dear Loyola Community,

Over the past several weeks, our nation has been engulfed by the public outcry against ongoing racism in our society. This specter of systemic racism shadows our collective commitment to valuing human life, dignity, respect, and equality for all people in our country.

We stand with those peaceful protestors who are reminding us that racism is evil because we are all created in the image of God, and therefore, each person is to be treated with dignity. Some of us have been awakened to the pain that racism causes Black and Brown communities, including members of our own community.

We are grateful to all of those across our University who are expressing their concerns, compassion, thoughts, and ideas, including our student organizations who are putting forth constructive suggestions on what we can do better for each other and the world.

We are listening and we know we have more to do - together.

In our continued commitment toward valuing and respecting differences, and in recognition of landmark changes in our society, Loyola University Chicago recognizes Juneteenth, the commemoration of the ending of slavery in the United States on June 19, 1865. Loyola joins many universities and organizations across the country in observing this meaningful holiday that enables our collective reflection on the importance of equality and social justice for everyone.

In recognition of this important and historic event, we are announcing that the University will be closed on Friday, June 19, 2020, and that this holiday will be recognized going forward.

For staff, this is designated as closure pay. We encourage everyone to use this time to deepen your own personal awareness around the importance of Juneteenth to our society, along with how our collective voices and commitment to change can bring about increased equality in social, economic, educational, political, and health-related experiences for everyone.

Loyola remains committed to increasing representation, equity, and equal opportunity in our experiences. Recent communications over the past two weeks have reinforced the need for continuing change and additional support to advance community-building initiatives consistent with our Jesuit mission.

Please join us in answering this call as we support one another, encourage dialogue, and become agents of change for the greater good.

Sincerely,

Jo Ann Rooney, JD, LLM, EdD

President

Dear Colleague,

Many people at Loyola want to learn more about what it means to be anti-racist. In fact, the two sessions that we offered in early June to address the basics of anti-racist pedagogy had nearly 400 attendees. Since that time, we have received numerous requests for additional programming on this topic.

Loyola is committed to moving towards being anti-racist in both teaching and scholarship. We would love to build on our existing structures and support and connect people who want to offer education and programming on anti-racist practices with people who have the knowledge, skills, and abilities to do this work. At the moment, there is no readily available database or tool that will facilitate these connections and allow us to scale up programming in this area. As a result, we are relying on a small pool of people to serve the entire university. Recognizing this issue, one short-term goal of Loyola's Anti-racism Initiative is to ask faculty and staff to complete a brief survey about their skills and experience.

We know that we have a lot of expertise in our staff and faculty at Loyola, but we need your help to make sure that we have that information all in one place. Even if you do not think that this applies to you, please take 5 minutes to let us know about your skills and experience via this survey https://luc.co1.qualtrics.com/jfe/form/SV_1WYAWtCt1oYO1ox. Please complete the survey by Friday July 10th. Completing the survey does not commit you to any service.

In the meantime, you may wish to take advantage of one of the following opportunities:

- 1) Join a Diversity, Equity, and Inclusion discussion circle on Monday July 13th at 2pm via zoom.
- 2) Attend the Faculty Center for Ignatian Pedagogy's summer series on anti-racist pedagogy.
- 3) Take part in the Center for Experiential Learning's White Fragility Reading Group to consider how White fragility acts as an impediment to having productive conversations about structural racism in and out of the classroom. These groups will meet via Zoom beginning the week of 6/29. Register by filling out this form or emailing Susan Haarman at shaarman@luc.edu

Louisiana State University

From: Broadcast_LSU_All_Faculty <BROADCAST_LSU_ALL_FACULTY@LISTS.LSU.EDU> on behalf of Division of Strategic Communications <pubaffairs@LSU.EDU>

Sent: Monday, June 1, 2020 2:45 PM

Subject: We Stand Together

The tragic events that have transpired in recent weeks have further illuminated a spotlight on the racial divide that exists in our nation. Brutal and often senseless scenes have unfolded, highlighted by what was witnessed in Minneapolis last week. The cry for justice has been immediate and witnessed throughout the country. Louisiana State University stands with those who want a more just and humane society. We do so with civility, with compassion, and with a desire to seek understanding.

The physical distancing that resulted from our collective need to respond to the worldwide pandemic has not removed our social connectedness. We remain intricately linked one to another through our academic enterprise. Our common pursuit of knowledge can never exist in a vacuum. This is witnessed by our constant need to explore new concepts, new ideas, and new perspectives in an engaging and interactive learning community. This interactive community is one that is undergirded with increased diversity and inclusion.

We, the administrators and leaders of LSU, are firmly committed to the full respect of all members of our community. We will work to eliminate barriers that any members of our community experience. Ours is an inclusive community that is welcoming and supportive of all students, faculty, staff and guests. Diversity is fundamental to LSU's mission and the university is committed to creating and maintaining a living and learning environment that embraces individual difference.

As we navigate the intersection of this health pandemic and racial divide, we do so much like our championship football team did this past season. We do so as "One LSU, One Heartbeat!" As many of us celebrated that decorated season, we witnessed the rich diversity that was on the field and in the stands. We came together in our differences and were victorious. Once again, in this most difficult time, we stand together and we stand for one another. We must do so as we fully understand what Dr. King admonished, "Injustice anywhere is a threat to justice everywhere."

Sincerely,

Thomas Galligan, Interim President

Stacia Haynie, Executive Vice President & Provost

Daniel Layzell, Executive Vice President for Finance & Administration/Chief Financial Officer

Scott Woodward, LSU Athletics Director

Winston G. DeCuir, Jr., Vice President of Legal Affairs and General Counsel

William B. Richardson, LSU Agricultural Center Vice President for Agriculture and Dean

Jim Sabourin, Vice President for Strategic Communications

Jane Cassidy, Senior Vice Provost, Office of Academic Affairs

Jose Aviles, Vice President, Enrollment Management
Samuel Bentley, Vice President, Office of Research & Economic Development
Matt Lee, Vice Provost, Academic Programs and Support Services, Office of Academic Affairs
Dereck Rovaris, Sr., Vice Provost for Diversity, Chief Diversity Officer, Office of Diversity
Jeremiah Shinn, Vice President, Division of Student Affairs
Thomas Smith, Vice Provost and Associate Vice President, Office of Finance & Administration
Alexandera Thackaberry, Vice President, LSU Online and Continuing Education
Isiah Warner, Vice President for Strategic Initiatives
Troy Blanchard, Dean, College of Humanities & Social Sciences
Joel Baines, Dean, School of Veterinary Medicine
Christopher D'Elia, Dean, College of the Coast & Environment
Jonathan Earle, Dean, Roger Hadfield Ogden Honors College
Martin Johnson, Dean,anship School of Mass Communication
Lee Ann Lockridge, Interim Dean, Paul M. Hebert Law Center
Roland Mitchell, Dean, College of Human Science & Education
Cynthia Peterson, Dean, College of Science
Todd Queen, Dean, College of Music & Dramatic Arts
Malcolm Richardson, Interim Dean, Graduate School
Alkis Tsolakakis, Dean, College of Art & Design
Richard White, Dean, E. J. Ourso College of Business
Stanley Wilder, Dean, LSU Libraries
Mary Julia Wornat, Dean, College of Engineering

From: Broadcast_LSU_All_Faculty <BROADCAST_LSU_ALL_FACULTY@LISTS.LSU.EDU> on behalf of Division of Strategic Communications <pubaffairs@LSU.EDU>
Sent: Thursday, June 11, 2020 5:41 PM
Subject: Message from LSU President and Board Chair

Dear LSU Family,

Last night, we held a summit with a fantastic group of Black student leaders that culminated a week of eye-opening conversations to determine concrete steps our university can take to address inequities on campus to become a more inclusive and diverse culture. We have listened, and now it's time for LSU to prove its commitment.

The actions we're outlining today will not immediately solve every issue we need to address. Thus, we have committed to ongoing conversations so that we continue to make progress. As we move forward, mistakes will surely be made. However, if we continue to work together in a spirit of collaboration, we are confident our mistakes will lead to continued forward progress.

Effective immediately, we are taking the following actions to address a platform of concerns that Black student leaders on campus have presented us:

Increase the ratio of minority professionals in every academic area.

To achieve this in the short-term, we will increase and energize our existing Opportunity Hire initiative through the Office of Diversity. In the mid-term, we will deploy block hires as outlined in the University's Roadmap to Diversity & Inclusion, and in the long-term we will develop a stronger pipeline to recruit students of color into academic careers and expand academic mentorship and retention.

Increase funding for minority programs and departments to positively affect the Black student experience.

In the short term, we have identified fundraising opportunities to support the African American Cultural Center— please consider giving at give.lsufoundation.org/aacc. In the mid-term, we'll study the type of activities and programming that contribute most directly to Black student recruitment, retention, and engagement. And in the long-term, LSU will work to build seed funding and a development pipeline for these activities and programming.

Organize LSU resources specifically targeted towards minority students and workers dealing with mental health and trauma.

In the short-term, we'll engage with students to explore building a mental health hotline or other forms of more immediate access to mental health. In the long-term we will work to increase the presence of Black and minority medical professionals on campus.

Address and correct issues of racism and discrimination on campus through the Student Code of Conduct and LSU Student Advocacy and Accountability.

In the short-term, we will explore new ways to bolster our Student Code of Conduct by adding specific language regarding diversity, racism and prejudice. In the mid-term, we'll make the adjudication process more transparent through open communications. And in the long-term, we'll conduct a policy audit to ensure that inclusion, diversity and anti-racism are appropriately embedded.

Make timely statements condemning racism and injustice and implement policies clearly outlining the University's standard of disapproval.

LSU will publicly express condemnation of racism and racist behavior and continuing to investigate every instance of racism reported to us, pursuing the appropriate action through our Code of Conduct and any other policy or code available to us.

Include Black student representatives in University administration conversations that impact the student body.

In the short-term, the administration will continue to meet often with Black student leaders. These meetings will occur at least on a quarterly basis and more often as needed. We also commit to including diverse representation on executive searches and to providing diversity training for all search committees.

We are also taking the following steps to further ensure that our campus community is inclusive and welcoming to all. We commit to:

1. Making inclusion a major part of university communications;
2. Developing and implementing improved annual diversity training;
3. Increasing community building opportunities for diverse students, faculty, and staff;
4. Adding diversity offerings to New Employee Orientation; and
5. Strengthening LSU's position on diversity to reflect anti-racism.

Additionally, at the LSU Board of Supervisors meeting on June 19 we will consider a motion to remove the name Troy H. Middleton from LSU's library. The library is a place where our students of color should feel welcome and safe as they study, learn, and congregate with their peers. Building and place names should not be a reminder of a racist past, reminders that inhibit our students' learning and their full inclusion on campus. Our history is stained with racism; we must eradicate the present impact of that sad past. We will also convene a committee to review and study other building names on campus to determine if they are symbols or monuments to racism.

Today is a new beginning of our work to foster an inclusive campus community welcoming to all. We have made incredible strides in recent years to increase and promote diversity at LSU, but there's a lot more work to be done. The actions we're announcing today will further our efforts, but they won't be the end of them.

We appreciate the candor and commitment of our outstanding Black student leaders, and we thank them for their work to bring our great university into a new day. We will continue our conversations with Black student leaders, our Black Faculty and Staff Caucus, and other representatives of under-represented communities in our LSU Family. Together we will take actions to eliminate inequality, racism, and other barriers that any members of our LSU community face. Diversity and inclusion are fundamental to LSU's mission, and our university is committed to creating and maintaining a living and learning environment that not only embraces individual difference but thrives because of it.

Sincerely,

Thomas C. Galligan, Jr.
LSU Interim President and Professor of Law

Mary L. Werner
LSU Board of Supervisors Chair

Macalaster College

Dear Members of the Macalester Community,

I write on this first day of my Presidency to acknowledge the outrage, despair, and grief we all are feeling over the murder of Mr. George Floyd. I also acknowledge the pain caused by persistent and sinister injustices in our society, as well as the havoc wreaked in the Twin Cities and across the country.

Many people are expressing their righteous anger about systemic racism and other tools of oppression that divide our nation. I am proud to say that over the last week the Macalester community has stood firmly on the side of justice, fairness, and equality. Many Macalester students, staff, faculty, and alumni have been among those demonstrating in the streets-- both in the Twin Cities and in their hometowns--to demand that this country live up to the ideals it espouses: liberty and justice for all.

To be very clear, racism is not merely cruel and unfair, it is a public health emergency. Just as the COVID-19 virus has disproportionately affected communities of color, so too is the burden of grief about police brutality disproportionately falling on Macalester's communities of color. We must recognize that fixing this problem requires that we all work together to dismantle the systems that confer unearned privileges on some while unfairly harming others.

As I spent the last five days driving from Cleveland to Saint Paul, watching the heartbreaking news unfold from television sets in various hotel rooms, a quote by Dr. Angela Y. Davis has served as a mantra: "I am no longer accepting the things I cannot change. I am changing the things I cannot accept."

Macalester family, now is not the time for hopelessness. It is a time for action.

The college sits at the center of our nation's broken heart today. We must stand up and do something to repair it. We must fix the unjust systems that permitted the brutal killing of yet another unarmed civilian of color by a police officer. We must resist white supremacy and use every tool at our disposal to make the changes in our society that are necessary to eliminate anti-Black racism and other forms of bigotry.

A priority for my Presidency will be to ensure the college lives up to its own ideals with regard to diversity, inclusion, and the ability for each member of the community to feel safe, to be welcome, and to thrive. So, too, must we work together with our fellow citizens of the Twin Cities to affirm the rights and uplift the welfare of local communities, especially those who are disenfranchised.

Yes, I am brokenhearted. I am angry. But I also am inspired by Macalester's values, and I am resolute in my belief they will motivate all of us to do what we can to create a more just and peaceful world. Despite all the challenges that lie ahead of us, I take comfort in the Macalester Peace Prayer. I hope it will sustain each of you as we work to build a better tomorrow.

Dr. Suzanne M. Rivera

President

Macalester College Peace Prayer

As we continue our journey at Macalester, may we be nourished by our years of friendship and learning. And may we draw upon them to create a more just and peaceful world, a world filled with fellowship and kinship, with respect and kindness for one another and with the hope for a better tomorrow.

Madera Community College

From: Angel Reyna

Sent: Monday, June 1, 2020 5:05 PM

To: LIST_MC_All <[LIST MC All@SCCCD.NET](mailto:LIST_MC_All@SCCCD.NET)>; LIST_OC_All <[LIST OC All@SCCCD.NET](mailto:LIST_OC_All@SCCCD.NET)>

Subject: George Floyd and Ahmaud Arbery

Good afternoon Colleagues,

I hope this email finds you safe and healthy.

In alignment with our Mission, Vision and Values, I would like to take this opportunity to condemn the recent murders of George Floyd and Ahmaud Arbery. We stand in solidarity with our Black students, faculty, staff and community members across our district that are demanding racial and social justice.

The national events of recent days have demonstrated that we must do more than simply repudiate hateful and racist acts.

Together, let us confront racism and hatred, as we confront the other problems that afflict society. Together, let us give life to our ideals through action.

Lastly, let us act—to affirm one another, to value one another, and embrace one another across all differences. No form of hatred and racism can sever the unbreakable bonds that all of us share as members of the human family. We proudly stand with the Black Community during these challenging times in our country.

Thanks,

Ángel Reyna

Campus President

Madera and Oakhurst Community College Centers

Pronouns: He, Him, His

“Empowering our students to succeed in an ever-changing world”

McGill University

From: McGill Principal <mcgill.principal@mcgill.ca>

Sent: June 2, 2020 8:53 PM

Subject: Statement from McGill University on injustice and racism / Message sur l'injustice et le racisme

Dear members of the McGill community,

I recall, back in early January, thinking about the powerful imagery of the year 2020 and imagining a world where we would have a better and more acute vision of our collective humanity.

Now, nearly midway through this year, the quest appears even more pressing. Collectively, we are facing the challenge of a lifetime. In the midst of a pandemic, we watch as people across North America mobilize against injustice and racism, provoked in particular by the tragic death of George Floyd one week ago.

Feelings of sadness, anger, fear, and a sense of helplessness are shared by all of us. I recognize that many members of our community, especially our Black students, faculty, and staff, may need support at this time; resources are listed below.

Yet, in this turbulent moment, it remains critical to remember that our strength lies in our unity and in living the principles that McGill embraces in its [mission](#). Among those principles are equity and inclusiveness. Living these principles means going beyond publicly denouncing racism and other forms of social injustice. We are also called to consider how universities have the responsibility to confront and work to flatten social inequities through dialogue and the advancement of knowledge. Every one of us shares in this responsibility as we live through a moment in history that calls for leadership and action anchored to knowledge, compassion, and courage.

Sincerely,

Suzanne Fortier

Principal and Vice-Chancellor

McCall MacBain Professor

Resources:

[Employee and Family Assistance Program](#)

Chers membres de la communauté mcgilloise,

Je me rappelle, au début de janvier, m'être dit que le chiffre 2020 marquerait l'imaginaire collectif et qu'en cette année charnière, il y aurait une prise de conscience mondiale de ce qui nous unit comme êtres humains.

Aujourd'hui, presque à mi-course de l'année, cette quête d'humanité semble plus pressante que jamais. Nous traversons collectivement la période la plus difficile de notre vie. En pleine pandémie, on se mobilise d'un bout à l'autre de l'Amérique du Nord contre l'injustice et le racisme à la suite, tout particulièrement, de la mort tragique de George Floyd il y a une semaine.

Tristesse, colère, peur et impuissance sont des sentiments que nous vivons tous. De nombreux membres de notre communauté, surtout nos étudiants, professeurs et employés noirs, pourraient avoir besoin de soutien en ce moment; vous trouverez ci-dessous la liste des ressources à votre disposition.

En ces temps de turbulences, nous devons impérativement miser sur notre unité et sur les principes qui guident l'Université McGill dans l'accomplissement de sa [mission](#). C'est ce qui fait notre force. Au nombre de ces derniers figurent l'égalité et l'ouverture. Une adhésion pleine et entière à ces principes nous commande d'aller au-delà de la dénonciation publique du racisme et des autres formes d'injustice sociale. En effet, les universités ont la responsabilité de prendre acte des inégalités sociales et de s'employer à les aplanir par le dialogue et la progression du savoir. En cette période qui appelle un leadership et des actions ancrés dans le savoir et empreints de compassion et de courage, cette responsabilité incombe à chacun d'entre nous.

Cordialement,

Suzanne Fortier

Principale et vice-chancelière

Professeure McCall MacBain

Ressources :

[Programme d'aide aux employés et à la famille](#)

From: McGill Principal <mcgill.principal@mcgill.ca>

Sent: June 12, 2020 5:29 PM

Subject: Addressing systemic racism / Agir contre le racisme systémique

La version française suit.

Dear members of the McGill community,

Following my [Statement on injustice and racism](#), issued on 2 June 2020, I have heard from many of you. Thank you to everyone who has taken the time to write. I am truly grateful for

your engagement with McGill's responsibility to take a stand against discrimination in all its forms, notably, anti-Black racism.

In your communications, many of you have asked: What has McGill done, and what will McGill do to confront systemic racism? This question is important. My goal here is to respond to our community by sharing relevant information.

This past spring, our Senate and Board of Governors endorsed the University's first [Strategic Equity, Diversity and Inclusion \(EDI\) Plan](#), which includes a clear commitment to:

- enhance outreach to and support for Black students;
- work toward more effective recruitment, hiring, and retention of faculty from the most underrepresented groups (i.e., persons who are Indigenous, Black, and/or living with a disability); and
- conduct critical research into the University's ties to slavery and colonialism.

The Plan incorporates accountability measures with a view to achieving concrete and meaningful change.

These are important steps. We are working hard and making progress to identify and correct for inequities. Because of these efforts, it can be difficult for us to acknowledge and accept that systemic discrimination, including systemic racism, persists. Yet it does across many institutions, including our own.

We need to acknowledge and address this reality with deep humility and humanity, and establish a path forward that leads to real and sustainable change.

To that end, we have a shared responsibility for action. While the discrimination most prevalent today may be "systemic" in nature, this does not detract from the role that we all have to build our individual and collective capacities to understand and counter individual and systemic racism where it exists.

McGill will take concrete measures aimed at increasing the representation of, and support for, Black students, faculty, and staff at our University. These measures will be informed by the findings and recommendations set out in various reports that demonstrate how our students and staff – both academic and administrative – experience discrimination on our campuses. These reports include:

- [The Results of the Survey on Diversity and Discrimination \(2016\)](#);
- [The Report of the Working Group on Systemic Discrimination \(2016\)](#); and
- [The Report of the Working Group on Principles of Commemoration and Renaming \(2018\)](#).

Before finalizing precise measures, the University's senior leadership team and I will take time to consult and listen attentively to Black students, faculty, and staff. These colleagues and students have been working for years to identify and challenge anti-Black racism at our University. This must be acknowledged with appreciation and a recognition that the work going forward must be taken up by all of us.

We are all called to look inward and reflect on the steps we can each take – big and small – to build a university community that rejects discrimination in all its forms, and that instantiates, through all of its decisions and actions, the principles of equity and inclusiveness that lie at the heart of [McGill's mission](#). I commit to respond to this call to the very best of my ability and ask you to do the same.

Sincerely,

Suzanne Fortier

Principal and Vice-Chancellor

McCall MacBain Professor

Chers membres de la communauté mcgilloise,

Mon [message sur l'injustice et le racisme](#), publié le 2 juin dernier, a suscité des échos de bon nombre d'entre vous. Je remercie tous ceux et celles qui ont pris le temps de m'écrire. Je constate l'importance que vous accordez à la dénonciation de la discrimination sous toutes ses formes, notamment du racisme anti-noir, et je vois que cette responsabilité de l'Université McGill vous tient à coeur.

Beaucoup d'entre vous m'ont demandé ce que l'Université avait fait et entendait faire pour contrer le racisme systémique. C'est une question importante. En guise de réponse, je souhaite partager avec notre communauté l'information qui suit.

Le printemps dernier, le Sénat et le Conseil des gouverneurs ont entériné le tout premier [Plan stratégique en matière d'équité, de diversité et d'inclusion](#) de l'Université, qui renferme des engagements clairs, à savoir :

- tisser des liens plus étroits avec les étudiants noirs et mieux les épauler;
- travailler à l'adoption de pratiques plus efficaces pour le recrutement, l'embauche et la fidélisation des professeurs provenant de groupes particulièrement sous-représentés (Autochtones, personnes noires et personnes vivant avec un handicap); et
- mener des travaux de recherche essentiels sur les liens de l'Université avec l'esclavage et le colonialisme.

Les mécanismes de reddition de compte prévus dans le Plan sont porteurs de changements véritables et concrets.

Ce sont là des engagements importants. Nous mettons tout en œuvre pour cerner et corriger les inégalités, et faisons des progrès à ce chapitre. Dans ce contexte, il peut être difficile de reconnaître et d'accepter que la discrimination systémique, y compris le racisme systémique, persiste. C'est pourtant bel et bien le cas dans de nombreuses institutions, et la nôtre ne fait pas exception.

Il faut prendre acte de cette réalité et y remédier par des mesures empreintes d'une profonde humilité et d'humanité, de nature à amener un changement réel et durable.

Nous nous devons, tous et toutes, d'agir en ce sens. La discrimination « systémique » est sans doute la plus évidente, mais il reste que nous tous, individuellement et collectivement, devons nous faire un devoir de comprendre et de contrer le racisme individuel et systémique là où il existe.

L'Université McGill prendra des mesures concrètes dans le but d'accroître la représentation des étudiants, professeurs et employés noirs au sein de sa communauté, d'une part, et de mieux soutenir ces personnes, d'autre part. Nous serons guidés dans cette démarche par les constats et les recommandations de divers rapports sur la discrimination que vivent nos étudiants et nos employés – tant chez les enseignants que chez le personnel administratif – sur nos campus, notamment :

- [les résultats du Sondage sur la diversité et la discrimination \(2016\)](#);
- [le Rapport du Groupe de travail sur la discrimination systémique \(2016\)](#); et
- [le Rapport du Groupe de travail sur les principes régissant la commémoration et les changements de nom \(2018\)](#).

Avant de déterminer précisément les mesures à prendre, la haute direction de l'Université et moi-même prendrons le temps de consulter nos étudiants, professeurs et employés noirs, et les écouterons attentivement. Depuis des années, ces collègues et étudiants font preuve de vigilance dans le but de contrer le racisme anti-noir dans notre université. Nous devons leur témoigner notre gratitude et agir avec la même diligence.

Nous avons tous un examen de conscience à faire et nous devons tous nous demander quels sont les gestes, si petits soient-ils, que nous pouvons poser pour vivre dans une communauté universitaire qui rejette la discrimination sous toutes ses formes et est fidèle – comme en témoigne chacune de ses décisions et de ses actions – aux principes d'équité et d'ouverture au cœur de la [mission de l'Université McGill](#). Je m'engage à faire tout ce que je peux pour être à la hauteur de cet appel et je vous demande d'en faire autant.

Cordialement,

Suzanne Fortier

Principale et vice-chancelière

Professeure McCall MacBain

Metropolitan University of Denver

Subject: President's message on racial injustice, dialogue and healing

Date: Wed, 3 Jun 2020 11:54:11 -0600

From: President Janine Davidson, Ph.D. presidentdavidson@msudenver.edu

Dear MSU Denver community members,

The tragic death of George Floyd and the tumultuous events that have unfolded over the past week are a heartbreaking reminder of the deep-rooted systemic racism and increasing political polarization in our country. I have struggled to find words to express my own grief and anger as my heart aches for the Floyd, Taylor, Arbery, McAtee and Scurlock families, and for all those who may have seen a reflection of their own life experience in that traumatic video footage. As a white woman, I have not personally had to endure nor fear the violent injustices at the root of this tragedy. But as the president of one of the largest and most diverse universities in Colorado, I am seized by this moment and am committed to help channel this collective and justifiable anger into meaningful anti-racist change.

I cannot help but think about the experiences of our black students, faculty and staff, in particular, and the perpetual injustices and indignities many of them have endured simply because of the color of their skin. To our black students, faculty and staff, I want you to know that the entire Roadrunner family stands with you against racial injustice and violence. MSU Denver is a diverse community that is passionately committed to social justice. Together, we must work to model the compassionate and inclusive society we can envision. This requires respectful and meaningful dialogue that includes the interrogation of our own deep-seated biases. And that is only the beginning.

As former President Barack Obama reminded us, "... if we want to bring about real change, then the choice isn't between protest and politics. We have to do both. We have to mobilize to raise awareness, and we have to organize and cast our ballots to make sure that we elect candidates who will act on reform." In short, we must engage in the actual mechanics of our democracy: debate, agenda-setting and voting.

Universities have long been places for communities to convene, study, discuss and act on the most urgent challenges of our day. That solutions-oriented dialogue has and can lead to healing and social change.

In that spirit, I am committing our University to engage in the anti-racism work necessary to create change in our community. I have asked Vice President for Diversity and Inclusion Michael Benitez, Ph.D., to collaborate with other leaders across the University to find ways to channel our collective energies, frustrations and talents into constructive social and political change. To start, we will create more meaningful and educational spaces this summer and beyond for our community to acknowledge, process and work through the emotions affecting so many of us. Also, the president of our Faculty Senate, Katia Campbell, Ph.D., along with the Communication Studies Department and Dean of Students Office will

host a Dialogues Across Difference series. She and her colleagues will gather a panel of faculty and staff to discuss issues of racism and violence with a focus on what we can do at MSU Denver.

I've spoken with so many people over the last few days – from University presidents to first-year students to my own family and friends – and while there is much justifiable anger, tension and fear, there is also a belief that our country is in the midst of an awakening. This can be the moment that propels us to social change. I believe we can make real and substantive progress if we listen to one another, acknowledge the part we each play in maintaining systems of oppression, and make an honest commitment to take action toward a more equitable and just society.

Sincerely,

Janine Davidson, Ph.D.

President

Middlebury College

From: Office of the President <president@middlebury.edu>

Date: Sunday, May 31, 2020 at 1:47 PM

Subject: RE: Statement from President Laurie Patton

Dear Members of the Middlebury Community,

I have just listened to a recent interview with Albert Camus's daughter, Catherine Camus. She reports that she only started to read and understand the implications of her father's classic work, *The Plague*, after he had died in a car accident. Written from the perspective of a doctor in a small town, *The Plague* portrays how the pestilence strips away the relentless focus on material wealth and success and lays bare what really matters: human relationships, care, connection. Like many of us who have recently returned to that classic, Catherine Camus was struck by its relevance today. Anything can become the plague, she observed. Anything can prevent us from being open to the deeper realities of life.

As others have observed, we are listening to two stories of plague this week. The first, a searing account of a black man, George Floyd, killed by a police officer who knelt on his neck for eight minutes while George Floyd died. Like Eric Garner before him, George Floyd said these words as he pleaded for his life, "I can't breathe." In light of this recent death and others (Ahmaud Arbery, Breonna Taylor), our country is again engulfed in anger and protest as the plague of racism infects the early days of our American summer.

The second plague is the one still taking place all over the country in nursing homes, in hospitals, in cities and rural communities. Young and old, people have trouble breathing as they are struck by COVID-19. We are learning about new techniques to help them breathe, whether it is a simple motion of turning face down to give the lungs more room, or a new kind of ventilator that allows more oxygen to flow.

These plagues have put into sharp relief the acute reality of life: People of color in our country walk daily with deep vulnerability to the threats of institutionalized violence. They face greater risk of death in the time of coronavirus, greater risk of death on the streets and in their homes.

Education and action are the two forms of oxygen that can heal. Wherever you are in the world, use your Middlebury education to challenge bigotry and hatred. Call your congressman or senator. Get involved in local groups. And when you return to Middlebury's campuses, collaborate with all members of our community to act against racism and become accountable for the work that needs to be done—in our classrooms, in our living rooms, in our workplaces, in our communities.

This is an anxious and difficult time, particularly for students, staff, and faculty of color. Even though we are dispersed, I want to remind you of our resources. All students can visit Middlebury's confidential counseling and referral services at [WellConnect](#) or call them at 866-640-4777. They are available 24 hours a day, seven days a week. Faculty and staff

can visit the [Employee and Family Assistance Program](#) site or call them at 800-828-6025, also available 24 hours a day, seven days a week. (The institutional code is Middlebury College.) Reach out to our intercultural center, the Anderson Freeman Resource Center, [here](#) or at 802-443-2214 or email AFC@middlebury.edu. Or the [Scott Center for Spiritual and Religious Life](#) at 802-443-5626. Or Allies at MIIS at ccs@miis.edu. Because many of us are still not in our offices, email or leave a message at the centers with your questions, and staff can provide support via email, phone, or Zoom.

In a world beset by two plagues, we are gasping for air. Just as coronavirus strips us of our capacity to remain connected, racism strips people of an opportunity to live in a just world that protects and supports all citizens. I ask each of us, as members of the entire Middlebury community, to circulate that air so all of us can breathe it in, and live.

Laurie Patton

President

From: Jeff Dayton Johnson and Pushpa Iyer

Sent: Tuesday, June 2, 2020 12:17 PM

Subject: Challenging Bigotry and Racism

Dear MIIS Community,

We are writing to follow up on President Laurie Patton's powerful letter to the community on Sunday. The acute racism we are seeing in this country is both disturbing and heartbreaking. A significant number of black men and women have borne the brunt of hate, discrimination, and violence meted out by fellow (mostly white) citizens and law enforcement. This, at a time, when a disproportionately large number of people from the black community have lost their lives to COVID-19. Our communities are experiencing sadness, anger, and desperation all at the same time.

We, as the MIIS community, must not be complacent.

It is time for all of us at MIIS to check in with each other.

It is time for all of us at MIIS to listen to each other.

It is time for all of us to hear the emotions of those who have been affected.

It is time for all of us to take a stand with those who have been targeted.

It is time for all of us to oppose all kinds of discrimination in the spaces we navigate.

It is time for all of us to shake off the comfort that the status quo provides us.

It is time for all of us to be outraged at the violence meted out to all in the BIPOC community and particularly black Americans.

It is time for all of us to reflect on our values, individual and collective, and stay true to them.

It is time for all of us to rededicate ourselves to our mission: “The Middlebury Institute of International Studies educates professionals to advance understanding, promote peace, and drive change in pursuit of a more just world.” Are we doing and saying things that support our mission statement?

It is time for all of us to include what is happening in this country when describing international studies at our Institute.

It is time that we at MIIS commit to taking an antiracist approach in our teaching (pedagogy and curriculum), research, and practice.

As President Patton says in her letter, “Education and action are the two forms of oxygen that can heal. Wherever you are in the world, use your Middlebury education to challenge bigotry and hatred.”

Despite our very heavy hearts, let us channel the absolute despair and anger people are expressing at the death of George Floyd into the momentum we need to define and re-define our Institute’s ethos, culture, and values.

Let the death of the many George Floyds not go in vain. Please feel free to write to us—the Institute Council and the Office of the CDO—with your ideas and feelings.

Please use this form to submit your thoughts.

We want to brainstorm with you to build our commitment to being a genuinely antiracist institution, one that can stand true to the principles of diversity, equity, and inclusion.

With appreciation,

Jeff Dayton-Johnson, Dean of the Institute and VP of Academic Affairs

Pushpa Iyer, Chief Diversity Officer

From: Office of the President <president@middlebury.edu>

Date: Friday, June 5, 2020 at 2:40 PM

Subject: Acknowledging Systemic Racism: A Response from President Laurie Patton

Dear Members of the Middlebury Community,

Once again, we are bearing witness to unconscionable acts of violence, rooted in racism, directed at Black people in the United States.

Breonna Taylor, Ahmaud Arbery, Sean Reed, George Floyd, and countless other Black people have been murdered. For their family, friends, and the Black community, here and around the world, grief and loss have been exacerbated by a literal witness to their death in media—something none of us needs or wants to see, but also knowing that without it, once again, justice would not be rendered.

And still, justice has not been rendered.

These acts of violence are heartbreaking and inexcusable, individually and collectively, but they are also not isolated. They are the result of centuries of entrenched racism in a nation built on and maintained by unjust and inequitable systems of power, including the policies and practices of law enforcement. The Black community, in particular, has been on the receiving end of this historical and ongoing oppression and violence. We must stand up and state clearly that Black Lives Matter.

As I call on all of us to state that clearly—because our silence speaks just as loudly as our words—I also acknowledge that how we say it matters as well. I have received thoughtful and powerful feedback from many members of our community about the message I sent out last Sunday, including—and most important—from a collective of students who together voiced their concerns. I want to acknowledge those concerns and note that my letter failed to adequately address the magnitude of the situation. At a time when the Black community is experiencing profound pain, my letter did not focus enough on the root cause and specific harm. I apologize for not placing that front and center in my letter. I needed to name the specific and systemic violence experienced by Black people. I now understand that members of our community needed to hear that.

Many people of color experience systemic racism. At the same time, we must specifically name the ongoing oppression and violence directed at Black people, underscoring the need to center our work on the anti-Black racism that permeates our lives.

I also want to acknowledge that Middlebury is a microcosm of the culture in which we live, which means that racism happens here. It happens in our residence halls and in our classrooms, at the tables of our dining halls and in our locker rooms, on our sidewalks, within the offices where we work, and in our town. It is simultaneously difficult, important, and necessary to acknowledge this truth, because until we acknowledge the extent of the work that needs to be done, we will always fall short of the change we must make happen to transform the daily, lived experiences of Black students, staff, and faculty, and our community at large. We have begun this effort and we will continue it.

In my commitment to ensuring that this moves forward, let me speak directly to the members of our community:

To our Black students, staff, faculty, and alumni, I hear and recognize your anger, fear, and grief. I also acknowledge that while Middlebury has worked hard on issues of diversity, equity, and inclusion, it has not been immune to systemic racism or white supremacy. We are far from our goal of being an antiracist institution. We have a great deal to do. We are committed to that work and we understand that this must engage the entire institution. The effort to combat anti-Black racism on our campuses has long been done by Black students, faculty, and staff, but needs to be shouldered by the non-Black members of our community.

To the non-Black members of our community, I ask that you join me as true allies in developing deeper knowledge about racism, inequality, and the way oppression operates within our culture, within our institutions, and within ourselves. We must all take responsibility for this if we are to really change our institution. I realize that we are all at different stages of our learning process. For those who are not sure where to begin and for those who are looking for new ways to engage in this urgently needed work, we will follow up early next week with resources, activities, and next steps to help us move forward as individuals and as an institution.

I want to close by returning to the feedback voiced by students, in particular the proposals they have put forward as action steps to help further our efforts on our campuses. I think the proposals are excellent. I am eager to put them in place, and more as well, as we work together. First, the Senior Leadership Group will be open to meeting three times a semester with representatives from Black student organizations and their allies from cultural organizations who joined in solidarity to voice their concerns. Second, we will collaborate with student representatives on the College Board of Advisors to ensure that their voices and concerns are featured prominently and regularly in every agenda.

I welcome your open and honest feedback and I pledge to continue the work that I, and the Senior Leadership Team, need to do to advance antiracism at Middlebury. I ask all students, staff, faculty, and alumni to join me as well.

Laurie Patton

President

From: Colleen Fitzpatrick, Vice President for Advancement

Sent: Monday, June 8, 2020 3:40 PM

Subject: Statement from President Laurie Patton: Acknowledging Systemic Racism

Dear Middlebury Alumni,

I'm writing to share a letter that President Laurie Patton sent on Friday to all students, faculty, and staff: "Acknowledging Systemic Racism."

As always, we're grateful for your engagement and thoughts.

Sincerely,

Colleen Fitzpatrick

Vice President for Advancement

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I welcome your open and honest feedback and I pledge to continue the work that I, and the Senior Leadership Team, need to do to advance antiracism at Middlebury. I ask all students, staff, faculty, and alumni to join me as well.

Laurie Patton

President

From: Office of the President <president@middlebury.edu>

Date: Friday, June 19, 2020 at 1:36 PM

Subject: Acknowledging Juneteenth

Dear Members of the Middlebury Community,

We write today with several acknowledgments. First, we want to recognize the historical importance of Juneteenth as a celebration of liberation within the Black community, commemorating the final enforcement of the Emancipation Proclamation on June 19, 1865. This is a liberation both too long denied and that should have never been required.

Second, even though Juneteenth has a deep and vibrant history in America, it has been erased both in our culture and in our institutions. On behalf of Middlebury, we write to institutionally acknowledge Juneteenth for the first time, and in doing so take accountability for Middlebury's participation in the relationship between this kind of erasure and systemic racism. The truths of our histories as well as our present days are both deeply entrenched in racism.

We also write today to reaffirm our commitment to anti-racist practice and to advancing anti-racist initiatives that are concrete and intentional and that will allow us to engage in transformational work on our campuses. The Office of Institutional Diversity, Equity, and Inclusion has been working on a five-year strategic plan, and we are in the process of engaging key stakeholders—including students, staff, and faculty—to ensure that our strategies are anti-racist in both intent and impact.

Finally, as part of that work, I want to share the news that Middlebury has received a \$500,000 gift that will help us to advance anti-racist initiatives on all our campuses. While the donor wishes to remain anonymous, we will apply the funds toward addressing systemic racism in keeping with the donor's previous philanthropic efforts. While the resources, people, and time we need to continue this work are substantial, this fund will position us to implement this work across Middlebury in a sustainable way and to be accountable for its results. We are particularly excited that this gift will allow us to bolster our undergraduate Black Studies Program as it begins its second year.

We will be reaching out to members of our community to think through potential action items. A deep thank you to all students, faculty, staff, and alumni who have already committed to helping us identify our next steps, and who will take part in the ongoing efforts to put the plan into action. We are greatly looking forward to working with you.

Yours cordially,

Laurie Patton

President

Miguel Fernandez

Chief Diversity Officer, Middlebury College

Renee Wells

Educator for Diversity, Equity, and Inclusion

Pushpa Iyer

Chief Diversity Officer, Middlebury Institute

From: Middlebury Student Government Association

Subject: Middlebury will match to promote racial justice and equity

Date: June 17, 2020 at 4:49:55 PM EDT

Middlebury is committed to stand against racial injustice and find efforts to actively support its students, faculty, staff, and alumni in the pursuit of racial equality.

In partnership with the Office of the President, the Student Government Association (SGA) has launched a campaign to support the following organizations, which were selected through a student nomination process initiated by the SGA:

1. Black Lives Matter
2. The Innocence Project
3. Equal Justice Initiative
4. ACLU Vermont
5. Rutland Area NAACP

Between now and June 30, gifts from Middlebury students, alumni, faculty, and staff to one or more of these organizations will be matched by the President's Office and the SGA with an additional gift of up to \$250.

Here's how it works:

- Make your gift(s) directly to one or more of the five organizations above.
- Send a copy of your gift receipt to: ca_records@middlebury.edu.
- Your gift(s) will be matched — up to \$250 per donor, with a total match limit of \$25,000.

Middlebury's stated mission is to prepare students to lead engaged, consequential, and creative lives, contribute to their communities, and address the world's most challenging problems.

We know that bigotry, intolerance, and structural inequality will not be solved with a singular institutional action or a one-time donation. We hope that this campaign is a step toward fostering a community that is committed to practicing anti-racism at Middlebury and beyond.

We can make progress, together.

Sincerely,

John Schurer '21 | SGA President

Sophia Lundberg '21.5 & Roni Lezama '22 | SGA Vice Presidents

Alice Hudson '21 & Mason Olmsted '21 | SGA Director & Deputy Director of Finance

Abbott LaPrade '21 | Student Liaison to the SGA on Endowment Affairs

PS We received nominations for many more organizations—the list above by no means represents all the ways you can provide support locally or nationally. We encourage you to continue your engagement outside of this fundraising campaign, perhaps by making recurring donations. Here is a list of many organizations suggested by students:

- ACLU
- Black Visions Collective
- Black Women's Blueprint
- Color of Change
- Know Your Rights Camp
- NAACP
- National Bail Out
- Campaign Zero
- Dream Defenders
- The Okra Project
- The Loveland Foundation
- The Sadie Collective
- BYP100
- Minds Matter
- United We Dream
- RAICES
- Trans Women of Color Collective
- Black Lives Matter of Greater Burlington
- Middlebury SURJ
- Peace and Justice Center of Vermont
- The Alexander Twilight Academy

Massachusetts Institute of Technology

Letter regarding Minneapolis, our nation and our community

MIT News Office

May 29, 2020

The following letter was sent to MIT's community today by President L. Rafael Reif.

To the members of the MIT community,

At MIT, Commencement is the most beautiful day of the year. Even in this strange pandemic moment, this afternoon's graduation celebration will offer us all the opportunity to celebrate the wonderful spirit, character and accomplishments of our newest graduates.

That joy is and should be perfect and untouchable.

But I write with a heart that is also full of anguish – because it is impossible to face this particular day without an overwhelming sense of concern for our nation.

The death of George Floyd and the events unfolding in Minneapolis are deeply disturbing in themselves. And of course, they come on the heels of highly charged incidents, from Georgia to New York, that highlight yet again the tragic persistence of racism and systemic injustice in the United States.

I know that the pain of these events is especially intense for certain members of our community, beginning with those who are African American and of African descent, though certainly not ending there. And I know that, in this time of tension around the pandemic and rising strains in US-China relations, others in our community are also suffering distinctive forms of harassment and discrimination.

I imagine that you may share my urgent desire to help, while feeling an awful powerlessness to do so. At this moment, let's do what we can. I believe a place to begin is by cherishing and seeking to strengthen our dear MIT community. Imperfect, certainly. But a community with an essential commitment to facing hard facts, thoughtfully striving to correct our errors – and working together to address humanity's greatest challenges. A community where we aspire always to treat one another with sympathy, humility, decency, respect and kindness.

Let us treasure and care for that community – and let us work to make it better.

In the days and months to come, I would like us to find meaningful ways to come together to work on these challenges, for ourselves and for our society. I have asked John Dozier, our Institute Community and Equity Officer, to guide us in this effort. You may reach him directly at jdozier@mit.edu.

For now: I take hope in turning my thoughts to the new graduates we share with the world this afternoon. Today is our beloved Commencement day, a day when we honor the

achievements of our graduating students and charge them with helping to heal the world. That charge will be all the more meaningful now, grounded in the very present struggles for our nation and for the world.

With great love and concern for our community and our nation,

L. Rafael Reif

From: "L. Rafael Reif" <office-of-the-president@mit.edu>

Subject: Addressing systemic racism at MIT

Date: July 1, 2020 at 2:31:52 PM EDT

New commitments to address systemic racism

To the members of the MIT community,

Every day brings fresh evidence that our society has arrived at a turning point.

For years, the nation has grown increasingly unstable, the predictable result of tolerating severe economic and racial inequalities. This spring, the sudden crisis of Covid-19 highlighted and magnified those inequalities. And through a cascade of horrific killings of Black Americans, including the public killing of George Floyd, the long crisis of systemic racial injustice and violence finally commanded the nation's attention.

With such unstable underpinnings, it is no wonder this moment feels precarious. It is extraordinary, therefore, that it also feels hopeful.

We have a historic opportunity to accelerate the transition to a more just and equitable future. To help achieve lasting progress on racial justice and equality everywhere, as a community, we must be part of that transformation. It is our responsibility to use this moment of tectonic social change to build a better MIT – an MIT that works for everyone.

As we approach this challenge, I would like to frame it with four observations.

First, to do this work effectively, we must do it together – as we never have before. This time, all of us – especially those who are white and those in positions of leadership, at every level – need to be all in, individually and together, in the struggle to achieve racial equity and justice at MIT.

For decades, countless Black and brown students, staff, postdocs, faculty and alumni – including many of you reading this letter – have given your minds, hands and hearts to make MIT more diverse, equitable and welcoming. Since 2010, you have clarified the problems and proposed solutions through a seminal report, extensive recommendations and, most recently, the petition to Support Black Lives at MIT. I know that this work has

often been exhausting and has included great heartache and frustration. I know that you have too often struggled alone – and that many of you have carried the invisible, uncompensated burden of this work on top of the work you came to MIT to do.

To honor your insights and the disproportionate burden of your labor, the rest of us must recognize and reject the societal status quo that, over and over, assigns the job of fighting racist structures to the people held down by those structures. We need to make our community more equitable and inclusive – and this time, all of us must shoulder that work.

* *

Second, to achieve a different outcome – deeper, more systemic, more lasting change – we need a different approach.

At the Institute level, MIT has invested for years in multiple efforts to support students of color and to make headway on racial equity and inclusion. But whatever we have done, and however earnestly we have done it, we need to acknowledge that it has not been effective enough. For instance, an array of recommendations in 2015 from the Black Students' Union (BSU) and the Black Graduate Student Association (BGSA) inspired substantive changes. Yet as the student members of the Academic Council Working Group recently emphasized, important work remains unfinished. What's more, while MIT's decentralized structure has allowed for great advances on inclusion in some units and departments, it has served to hamper Institute-wide progress.

In short, systemic change will require a coordinated, systemic strategy, with active support from across the Institute.

One step in the right direction is the commitment we made in February that each of MIT's five schools and the College of Computing will hire a senior officer to guide and gauge concrete progress on diversity, equity and inclusion. Despite the pressure of Covid-driven budget reductions, we stand firm on this allocation of funds.

The next step is even more important: With the leadership of Institute Community and Equity Officer John Dozier and Associate Provost Tim Jamison, and with the full support of Academic Council, we are about to engage the community in developing and implementing a comprehensive, Institute-wide action plan for diversity, equity and inclusion (DEI) – a plan that will be central to MIT's overall goals and strategy.

The plan will take shape with input from across the community – staff, students, postdocs, faculty and alumni – including representatives from the BSU and the BGSA. It will establish clear, coordinated Institute-wide objectives, define practical steps for achieving them and include transparent accountability. Its success will depend on the enthusiastic engagement and personal commitment of deans, department leaders – and every one of us at MIT.

In early August, the project will kick off with the announcement of a process and timeline for broad community engagement, geared to produce a strategic action plan in February 2021.

In the meantime, I encourage department and unit leaders to work with their own communities to pursue immediate action. And I believe we can also jump-start progress in areas where needs are already clear. As two examples:

- We will make it a priority to raise funds for new endowed graduate fellowships for students from underrepresented groups. The deans of the five schools and the college have together committed more than \$17 million in new endowed funds, and the provost will provide an additional \$1 million in expendable fellowship funds while we ramp up the fundraising.
- We will increase MIT's purchasing and contracting with minority-owned businesses, including Black-led enterprises, with the leadership of Vice President for Finance Glen Shor. Once we have developed specific Institute objectives to make this happen, we will share them with the community.

* *

Third, in an era of bitter divisiveness, our strikingly global and diverse community has demonstrated a remarkable capacity to stand up for one another and respect our common humanity – from the outpouring of love and support for MIT Police Officer Sean Collier, murdered while protecting our community after the Boston Marathon bombing, to our collective stand against the ban on travel for those from several Muslim-majority countries, the threats to our DACA students, attacks on LGBTQ+ communities, and anti-Asian suspicion and harassment, including maltreatment stemming from racist rhetoric about Covid-19.

Another important precedent: During the emergence of the Black Lives Matter movement, the BSU and BGSA formed a set of recommendations and went out of their way to consult and include the concerns of other underrepresented groups across MIT. We can and must bring that spirit of mutual respect and shared problem-solving to this moment too.

Nationally, it is obvious that fundamental concepts about policing and race must be rethought and reformed. The recent community petition asks that we bring that thinking home and look inward, to reexamine the nature and role of policing at MIT. For instance, it expresses strong interest in making campus police practices more transparent, through ideas like public reporting of police misconduct and sharing the criteria and process the MIT Police Department uses in vetting, hiring and promoting officers.

Last week, Black student leaders, MIT Police and senior administrators met to launch an ongoing dialog about these and other ideas, and future meetings are in the works. They agreed to work together to review topics in the petition, including alternatives to current campus police response practices, and to determine the right process for exploring options that might enhance our police department's service to the MIT community. With Vice President and General Counsel Mark DiVincenzo and Chief of Police John DiFava leading the administration effort, I am confident we are on our way to constructive change.

We approach this work in the spirit of One MIT, knowing that the officers who serve on our campus are also members of our community. To the officers reading this letter: We have immense gratitude and respect for your dedication, your service and your willingness to engage in discussion, problem solving, and new thinking about policing and community safety practices at MIT.

* *

Fourth and finally, our community has long demonstrated its openness to facing hard facts. This is an MIT strength – and we cannot battle racial injustice without it. To make the most of this moment, we must use that strength to add to our knowledge, confront our history, challenge old understandings, and listen to and learn from voices in our community that have been kept at the margins.

1. With funding from the Provost's Office, we will make a combination of immediate investments in antiracist research at MIT, totaling \$1 million, and seek additional sources. The goal is to seed new research, amplify existing research, create links between related efforts across MIT and establish connections with research at other institutions.

2. Recognizing the deep moral value of exposing and addressing the history and persistence of racial inequality and injustice on our campus, we will continue to support the groundbreaking class "MIT and Slavery," to showcase its research findings and to find new ways to help the whole community learn from them.

3. The Provost's Office will fund a new research project on the history of Native Americans and MIT and share the findings with our community and the wider world. Administratively, Tim Jamison and John Dozier will guide the launch of the class and lead further efforts to meet the needs of Native students on our campus and establish stronger, lasting ties to Native American alumni and communities.

4. We will reexamine our roster of Institute holidays with an eye to equity and inclusion, with leadership from John Dozier and VP for Human Resources Ramona Allen. The best way to make such changes smoothly will be through engaging and educating the community about the need for change.

5. And the provost will appoint an ad hoc committee of staff, students, postdocs, faculty and alumni to recommend artistic and cultural responses that will affirm and inspire our community in this complex moment, and to identify ways to fund them. These may amplify elements of our curriculum – and extend beyond it. Music, visual art, poetry, storytelling and performance have the power to help reveal our history, heal old wounds, deepen understanding, lift our hearts, call us to action and sustain the momentum for progress.

* *

I know that many in our community already feel stretched to the limit by the direct impacts of Covid-19 and the resulting pressure to reinvent MIT. We all feel it.

But we are members of an institution with a proud record of national service. In this moment of crisis, we must find the strength to understand and help dismantle the modern manifestation of a system of racial injustice that, for four centuries, has betrayed our society's highest ideals.

History will judge us by how well we use this moment to achieve lasting change. We start that work at home, at MIT.

For many of the ideas presented here, we owe a debt of gratitude to African American members of our senior faculty, to the leaders of the BSU, BGSA, Undergraduate Association and Graduate Student Council, and to the student members of the Academic Council Working Group. Through these steps, and the comprehensive scope of our strategic action plan, I am confident we can build an MIT that is more equitable and just. And through this shared work, we will come to embrace the Institute's great mission with fresh energy, clarity and purpose.

With intense appreciation for all of you, and high hopes for what we can and will achieve together,

Sincerely,

L. Rafael Reif

Mt. Holyoke College

In solidarity with victims of racial violence

May 15, 2020

Dear members of the Mount Holyoke community,

As we enter a weekend of celebration for our newest graduates, it is both with great sadness and a sense of moral imperative that I write to acknowledge the senseless death of Ahmaud Arbery, to denounce the racial inequality and systemic oppression that led to his death, and to share plans for a virtual vigil next week. As the media coverage of this act of racial violence has revealed, Ahmaud Arbery was out for a run in his Brunswick, Georgia neighborhood when he was shot and killed. We learned his name and his story as the deeply distressing video of his death at the hands of two white men emerged. We cannot save Ahmaud, but we must heed the call to do what we can in the struggle against racial injustice and violence.

Ahmaud Arbery's death, like that of other unarmed Black men and women, the continuing assaults on trans women of color, and the devastating impact of COVID-19 on vulnerable communities continue to confront us with systemic inequities and pernicious racial and gender bias. We are fortunate to live and work in a community committed to social justice, to equity and inclusion, and to challenging racism and bias in all its forms. We are not able to be together in person at this time, but we are no less of a community, and we are no less committed to this work. We will maintain our resolute commitment to expand and deepen diversity, equity and inclusion across the College. This work has always been inspired and enhanced by the voices and advocacy of those within our community: please be vocal, call us in, and keep drawing attention to the opportunities that you see for the College to go further, to do more to combat racial injustice and systemic inequality. You can always write to me, or to Kijua Sanders-McMurtry, to share your thoughts and ideas.

The College's Office of Diversity, Equity and Inclusion is home to ongoing DEI education, support and programming – and its work is especially critical in such moments of racial violence, and in the midst of a global pandemic and its consequences. In response to these events, I invite you to gather for a virtual vigil on May 19. In partnership with the Division of Student Life, the DEI Office has organized [We Bear Witness: A Memorial for Victims of Racism and Healing Circle](#) to remember victims of racial violence, provide a moment of reflection, and share resources. The vigil is open to all community members and requires [advance registration](#). I hope you will join me in attending this event as an act of solidarity with the families and communities disproportionately affected by these issues.

My commitment to you is that long after this vigil ends, and until we live in a world free from racial violence and inequality, I will heed the call. I will continue to do my own work; I will keep challenging my own internal biases, as well as systemic racism and its consequences; and I will seek and take opportunities to eradicate systems of inequality.

Our unrelenting commitment to justice – and to diversity, equity, and inclusion in our community – can only lead to a better Mount Holyoke and a better and safer world.

Sincerely,

Sonya Stephens
President

More instances of racial violence and inequality continue to emerge as we prepare for Tuesday's vigil. [We Bear Witness: A Memorial for Victims of Racism and Healing Circle for the MHC Community](#) is an ongoing effort to memorialize all individuals who have lost their lives to systemic racism and support the healing of affected communities.

[Racial Injustice and Violence](#)

Content Warning: Trauma

May 29, 2020

Dear members of the Mount Holyoke community,

I write to you with a heavy heart as we once again face reminders that the struggle to combat racial oppression is far from over. Last week, the Office of Diversity, Equity and Inclusion organized a racial healing vigil, co-sponsored by the Division of Student Life. This racial healing vigil focused on education about racial injustices and aimed to heal our hearts after having just witnessed the brutal and violent killings of Ahmaud Arbery, Nina Pop, Breonna Taylor and Sean Reed.

This week we are confronted with the killings of George Floyd and Tony McDade, and watching resistance movements across the nation as people come to terms with the pain of these ongoing tragedies. The cases are varied and involve people across the gender diversity spectrum, but the common thread is that they are all Black people who died violently. We also continue to be confronted with the devastating impacts of Covid-19 on many Black, Latinx and Indigenous communities that are disproportionately suffering losses of loved ones. Many marginalized and vulnerable people are more likely to die from Covid-19 due to ongoing challenges with access to healthcare and treatment. It almost seems too much to bear and I know it can feel overwhelming as the images of trauma, death and violence appear everywhere. I believe we can find hope and solace together through collective organizing and mobilization.

I have heard from Black professors, students and staff members that they are terrified and in grave pain over the incidents. The safety and well-being of every member of our

community is essential and we take seriously the needs that have been expressed by so many.

Our virtual multiracial healing circle last week had over 40 people collectively gathering with a trauma-informed African American therapist, and the healing circle for people of color two weeks prior was also a much needed space during our collective mourning. Next week, we will come together again for two virtual events:

1. We Bear Witness, Part 2: Healing Circle for Black Community Members

We Bear Witness is part of an ongoing series of healing circles that we began on April 28 for BOOM and continued on May 19 with a vigil and a message from President Sonya...

[We Bear Witness, Part 2: Healing Circle for Black Community Members](#)

2. 10 Resistance Strategies for Combating Racial Injustice

This facilitated session will be a community gathering for all of Mount Holyoke. Please join us to learn what can be done individually and collectively to combat racial...

[10 Resistance Strategies for Combating Racial Injustice](#)

[We Bear Witness](#) is part of an ongoing series launched April 28 for BOOM!: Community Day and continued last week with a vigil and a [message related to the Ahmaud Arbery case from President Sonya Stephens](#). We all have significant individual and collective work to do in our efforts to combat anti-Blackness and eradicate white supremacy. And, for Black people it can be especially difficult to feel any place is safe. Along with colleagues in Student Life and across campus, the Office of Diversity, Equity and Inclusion is here to support you. Please contact us if you have any concerns.

Below are a list of resources as you continue to seek opportunities for solace, healing, education and/or learning to be an ally to those who are suffering:

- [Therapy for Black Girls](#)
- [Racial Healing Handbook Excerpt by Dr. Anneliese Singh](#)
- [Liberate Meditation: Meditations for People of Color](#)
- [Racial Equity Glossary for Terms to Better Understand Building Solidarity](#)
- [Beyond the Hashtag: How to Take Anti-Racist Action in Your Life](#)
- [How to Cope with Race-Based Trauma](#)
- [8 Everyday Ways to Fight Racism](#)
- [How I Found Racial Healing During the Pandemic](#)
- [On Being, Podcasts for Racial Healing](#)

- [Trevor Lifeline for LGBTQ Youth](#)

In solidarity,

Kijua

Black lives matter

Content warning: Trauma

Dear members of the Mount Holyoke community,

As many employees returned to work after last week's campus-wide shutdown, we did so with protests raging across our divided nation and in deep sorrow and anger at the merciless killing of George Floyd, and that of too many others before him who lost their lives to anti-Black racism and injustice. Many in our community are suffering as Floyd's murder evokes and prolongs the long and dark history of lynching and violence towards Black people. It is painfully evident to me, and to many in our community, that this repeated violence requires so much more than expressions of collective sorrow and solidarity. It requires a call to action. It requires that each of us do our part to demonstrate that Black lives matter at Mount Holyoke College and in our communities everywhere.

On May 15, I [wrote to you](#) after Ahmaud Arbery's murder, just as the news was breaking of the March shooting of Breonna Taylor in her own home. Since then, we have also learned of the tragic killings of Monika Diamond, Nina Pop and Tony McDade, whose experiences as Black trans people are often erased from such conversations. On May 19, our Office of Diversity, Equity and Inclusion, in collaboration with the Division of Student Life, held a virtual vigil—a memorial and healing circle—so that we could say the names of these and other victims of racial violence, honor their lives, and acknowledge the pain and fear in communities of color, and in our community—especially the pain of our Black faculty, staff, students and alums. The campus community has also heard directly from Mount Holyoke's chief diversity officer and vice president for equity and inclusion, Kijua Sanders-McMurtry. Her letter on [May 29](#) spoke to the continued trauma of the brutality we are witnessing and announced a second healing circle for Black community members, [to be held on June 4](#). Kijua's message also included a list of resources to console and heal, as well as readings for those of us who are committed to being allies to those who are suffering the most.

Episodes of racial violence are frequent and ubiquitous: On May 30, a video of yet another act of police violence has surfaced—a video that shows Spelman College student Teniyah Pilgrim and Messiah Young, a recent graduate of Morehouse College, being stopped by Atlanta police officers, violently aggressed and tased. The officers have since been fired for excessive use of force. That this episode occurred as communities responded with protests to the violent murder of George Floyd is all the more distressing. In the days before these terrible acts of police violence, Christian Cooper, an African American birdwatcher in Central Park, captured on video his encounter with a white woman who, when asked to

leash her dog as required, escalated a civil request by placing a calculated call to the police and making a false accusation against him. The videos of all of these incidents remind us that individuals still choose to abuse power and privilege in ways that threaten the lives and freedoms of people of color.

The current protests, like those of the past, are a clarion call for justice and for action, provoked by these incidents and many other individual tragedies, and fueled by long-standing racial inequity and persistent violence against Black and Brown bodies. Peaceful protest is one way to participate in democracy actively, to manifest the rejection of racism, hatred and violence, and to demonstrate the need and support for change.

Like many of you, I am taking stock of my own actions to challenge myself and to change how I support communities of color. I am doing my part to give to the causes that make a difference to the lives and freedom of those most at risk. And I am doing my own work to examine my privilege and biases, and consistently to engage in learning and other endeavors that support my understanding and my commitment to becoming anti-racist. I believe deeply in the principle discussed in our racial justice vigil May 19 that I must use my spheres of influence to impact change in all of my communities, as well as in my leadership of Mount Holyoke, and in all of our policies and practices. I trust that each of us, especially those of us who are white, will participate fully in all the ways that we can in dismantling the systems that sustain racism, inequality and oppression; that we will reflect on our own place in the world and engage in learning and professional development to confront the harm inflicted upon marginalized communities and to challenge our own biases; and that we will use our privilege and our voices to speak out, become anti-racist and to lend our ongoing support to people of color everywhere. You can be a part of this work at Mount Holyoke by registering for [10 Steps to End Racial Injustice and Violence](#) on June 4.

Here are some immediate action steps that we are taking at the College:

- We will offer intentional support efforts through more structured strategic actions for people of color, and for Black students, faculty and staff specifically. These efforts will include an examination of our history, and, through a comprehensive campus climate assessment launching this fall, focused attention on the recruitment, retention and treatment of Black community members and other marginalized groups.
- We will accelerate explorations of restorative and transformative justice in ways that, while not co-opting these practices, minimize the need for policing on our campus and promote community-based approaches to harmful incidents and issues.
- We condemn individual actions that weaponize police departments. The long history of intentional targeting of the most vulnerable members of our community must end. Campus Police was intentionally moved to the Division of Student Life on January 1, 2020 and, as of July 1, the department's support of multiple campuses

ceases, allowing for a more intentional and intersectional community-building approach to campus safety at Mount Holyoke.

- All senior leaders will continue their professional development, participating this summer in further self-exploration and training on anti-racist practices. These efforts will extend to all faculty and staff members as well.
- A Bias Education Response Team (BERT) is being established through the Office of Diversity, Equity and Inclusion and will begin in the fall of 2020. BERT will exist to better respond to incidents of racial violence and to ensure that individuals receive immediate support and care if they experience incidents of bias.

Mount Holyoke exists to enable learning, to foster an engagement with the past, the present and with each other in a community that is enhanced by the diversity of identities, thought, and experience. Speaking out and working against bias and injustice, are, at their core, the very purpose of a liberal education: to pursue and refine ideas, to promote individual freedoms and the collective good—, and so to demand and enact justice for all. Mount Holyoke will continue to prioritize such learning in a community that is safe, supportive and inclusive. As I said in my last letter, we may be apart at the moment, but we are no less of a community for our separation. It is in learning, in empathy and solidarity, in this struggle together, in hope and through determined action, that strong communities and friendships are forged, and that change is secured.

How each of us responds to this moment, and how we do so collectively, will shape the future at and through Mount Holyoke College.

Sonya

Muhlenberg College

[Community Values and Support: May 28, 2020](#)

A message from President Harring to the Muhlenberg College community

Thursday, May 28, 2020 06:40 PM

To the Muhlenberg Community:

The horrific death of George Floyd at the hands of Minneapolis police officers and the shooting of Ahmaud Arbery in Georgia are powerful reminders of the inequities present in our society. I am saddened and speechless—my heart goes out to the family and friends of Mr. Floyd and Mr. Arbery.

I am also concerned for those in our community who have been deeply affected by these incidents. The outrage and sadness that many of us may feel are real. Normally we would ask that we care for one another—that we make sure those close to us are well. We would come together on campus in solidarity to support one another. Because we have been separated these past few months, I want to remind you that the Muhlenberg community and our resources are still available to help you.

Incidents like these can increase stress and anxiety to unhealthy levels. Please know that Muhlenberg is here for you. [The Counseling Center](#), and [College Chaplains](#) are available for confidential support and conversation as well. In addition, the [Office of Multicultural Life](#), the [Bias Resource & Education Team](#) and the Associate Provost for Faculty and Diversity Initiatives are helpful community resources you can access. Employees may turn to the [Employee Assistance Program](#) as well. Finally, reports of bias incidents that could violate College policies may also be made to [Equity & Title IX, or online](#). I encourage you to reach out if you need help.

I want to affirm Muhlenberg's fundamental values in support of diversity, equity and humanity. We reject all acts of bias and bigotry and will continue in our steadfast belief in the inherent dignity and worth of all people. Please stay well and do not hesitate to turn to your Muhlenberg resources for support at this time.

Sincerely,

Kathleen E. Harring, Ph.D.
Interim President

[Racism and Responsibility: June 1, 2020](#)

A message from President Harring to the Muhlenberg College community

Monday, June 1, 2020 08:03 PM

Dear students, faculty, staff, alumni, parents and friends,

The deaths of George Floyd, Ahmaud Arbery and Breonna Taylor starkly demonstrate the racism and associated violence that pervades American society. The deaths of these Black Americans and the protests that have erupted across the country illustrate the persistent inequity in our nation, causing the anger, sadness and outrage that we see across the country and in our community. We all need to take responsibility—especially those of us in the White community—for the virulent anti-Black racism in our society. Black. Lives. Matter.

I know that words are hollow at this moment. There is nothing I can say that matches the gravity of this situation. But I am committed to building a community that supports, uplifts, and cares for Black lives. In order to effectively accomplish this, it is my responsibility, along with our community, to deepen our understanding of the history of Black lives in our country and how best to enact anti-racist practices in our community to address structural racism. I urge you to join me in this work. We must strengthen these efforts and support individual and collective action that drive us to this goal.

Last week I shared a message with the campus community and I want to reiterate those sentiments here as well—our College is committed to fundamental values of diversity, equity and humanity. We are committed to working together to build a more diverse and anti-racist community. That commitment comes with a responsibility for each one of us to speak and act in ways that support the dignity and worth of all people. We will continue to work in partnership with our community to make sure that the College is doing all it can to live up to these ideals and to support individual members of the Muhlenberg family.

The Office of Multicultural Life, the Associate Provost for Faculty and Diversity Initiatives and the Office of the Chaplain are planning a series of virtual gatherings for students, faculty, staff and alumni to hold space for our collective grief and to stand in solidarity and support as a community. I invite you to join us in the coming days.

Muhlenberg College condemns all acts of racial injustice, hatred and violence. We are steadfast in our belief in the inherent dignity and worth of all people. Our Black students, faculty, staff and their families live with the daily, minute-by-minute fear of pervasive racism in America. Those of us who are White need to do more—we need to resist the notion that others will take care of these issues, we need to support all people of color and use our privilege to speak the truth and change systemic inequities.

This is hard work. It is our responsibility to take it on.

Kathleen E. Harring, Ph.D.
Interim President

North Carolina State University

From: NC State OFD

Date: Mon, Jun 1, 2020 at 9:22 AM

Subject: Messages from Chancellor Woodson and Vice Provost Schwab | Developing your Impacts Identity

June 1, 2020

Messages from Chancellor Woodson and Vice Provost Schwab

We encourage the campus community to read messages from Chancellor Randy Woodson ([link](#)) and Vice Provost for Institutional Equity and Diversity Sheri Schwab ([link](#)) regarding the death of George Floyd one week ago in Minneapolis and the events in Raleigh over the weekend.

“As the state’s largest public university, we have the responsibility to educate ourselves and those who pass through our doors to overcome ignorance, unite against intolerance, model inclusivity, and advance the dignity and power of diversity.” – Chancellor Woodson

“I also wish to acknowledge and embrace that some of us may need help to process these very difficult events, and some may be seeking ways to educate and inform yourselves about these issues and how you can take positive, informed action or seek support. Below we offer some resources available online. Many of us are working to bring even more resources and action steps to our community soon. Those of us in OIED — including myself personally as vice provost — as well as partners across our university, are here now, and will continue to be here, working on this commitment, every day.” – Vice Provost Schwab

Developing your Impacts Identity

Tuesday/Thursday/Thursday, June 23, 25, July 2, 1-2:30 p.m.

Every researcher worth their salt has a sense of their research identity—the long-term goals they want to achieve, the community they want to join, and a rough map of the way forward. The purpose of this workshop is to help you develop an equally clear understanding of your impact identity—your sense of who you are as a scholar-citizen, engaging with other members of the public in ways that benefit all. This workshop will give you a rare opportunity to step back and think big, together with your peers. We’ll help you find the sweet spot where society’s needs intersect with your personal motivation and capacities, your expertise, and your institutional context. By the end you’ll formulate career-long goals for the kinds of social impacts you hope to achieve, inventory the personal and institutional assets that will help you achieve them, and create a plan for taking the next step towards your goals, for seeking support, and for developing your capacities.

The workshop is open to faculty, staff, postdocs and graduate students at NC State. You do not have to have your project worked out; you do need to care about the social impacts of your research career. There will be three, one-hour sessions, with “homework” assignments in between; attendance at all is required. You’ll have opportunities for mentor and peer feedback, and we’ll have a Happy Hour in the Fall semester to get caught up on everyone’s progress.

For more information, contact Jason Painter, The Science House or Jean Goodwin, Leadership in Public Science Cluster.

Application Deadline: Monday, 8 June

Upcoming Events

Friday, June 5

- Fulbright Friday: Book a one-on-one advising appointment with Dr. Maria Almanza

Monday, June 8

- Mindful Mondays, 9:00 a.m.

Grief, Anger and Needed Change

The inhumane and unjust circumstances surrounding the death of George Floyd in Minneapolis on Monday have left many in our community, myself included, feeling deep sorrow, frustration and understandable anger. Over the weekend we’ve witnessed this grief and anger displayed in many ways, including a peaceful protest in Raleigh, and unfortunately, separate acts of vandalism against many of our local businesses that have done so much to help build a culture of inclusion in our community.

As a higher education community dedicated to thought and action that improves the world around us, we condemn acts of racism, discrimination and violence.

In the course of the past few months, we have again witnessed more instances of violence against people of color – including Breonna Taylor and Ahmaud Arbery – that serve as a continual and painful reminder that unjust racial disparities continue in our country. How could we not be sorrowful, and angry, at this moment? It is past time for drastically needed and rightful change.

We must acknowledge that a person’s race is still too often used to determine how they will be treated in almost every aspect of American life. And as a leading U.S. institution of higher education, we are committed to our critical role in helping right the injustices of racism and discrimination. I believe higher education can and should be a positive influence on lives well beyond academic instruction, and that we need to help lead the way forward toward equality, equity and justice for all in our country.

As the state's largest public university, we have the responsibility to educate ourselves and those who pass through our doors to overcome ignorance, unite against intolerance, model inclusivity, and advance the dignity and power of diversity.

The events of this week must serve as a catalyst for all in our community to be unequivocally dedicated to building an inclusive environment that recognizes and respects people of all backgrounds and experiences. I remain committed to that goal, and expect you will do all you can in your role at NC State – as a student, faculty or staff member, or friend of the university – to eliminate racism and all other forms of discrimination.

As members of this intellectual community, I strongly encourage all of us to fight for positive change powerfully, thoughtfully and peacefully. I also encourage each of us to embrace with humility that we all have more to learn as it relates to understanding our own places of prejudice and how we can strive to overcome how these impact our own actions.

As Vice Provost for Institutional Equity and Diversity Sheri Schwab wrote in her recent Statement Regarding the Events in Minneapolis (if you haven't yet read it, please do), Provost Arden and I have charged a task force to ensure advancing diversity, inclusion and well-being is inherent and represented in every aspect of NC State's next 10-year Strategic Plan. We'll be finalizing the plan over the summer, and encourage our community to provide your feedback via the Strategic Plan Task Force website.

Over the summer, I'll also be working with Vice Provost Schwab and other university leaders to ensure opportunities for vital community discussions and feedback opportunities related to diversity and inclusion on campus when we return in the fall, in whatever format those need to take in the new COVID-19 environment.

In the meantime, please keep up with important diversity-and-inclusion-related news, events, announcements and opportunities to get involved by subscribing to the Office of Institutional Equity and Diversity's (OIED) Diversity Digest. Also, review the Diversity web portal from the university's homepage to find education and training resources, diversity and inclusion programs, details about NC State's Campus Community Centers, an events calendar and more important information.

NC State's greatest strength is its people – all its people – and their diversity of thought and experience. It is on each and all of us to fight injustice and advance a truly diverse, inclusive and supportive environment for all on our campus and well beyond. That's what it means to be part of this Wolfpack.

Randy Woodson, Chancellor

North Park University

From: "Office of the President"

Subject: A Message to the North Park Community

Date: May 31, 2020 at 1:33:51 PM CDT

A Message to the North Park Community

On behalf of the entire North Park University community, we are appalled and deeply saddened by the instances of violent racial injustice that took the lives of George Floyd in Minneapolis, Breonna Taylor in Louisville and Ahmaud Arbery in south Georgia — and by the enabling systemic inequality that has infected our society for centuries.

We ache and pray for those in our community who daily experience trauma and fear because they are people of color. The frustration is real and exhausting. The anger is valid.

Organized peaceful protest for a righteous cause has a long history of bringing positive change in our democracy. When protests turn violent, the righteous moment and the righteous message are hijacked, and our cities are convulsed. May today's unrest leave us now – replaced by peace in our city, a deeper recognition of inequality, and with new energy to address it in our daily lives.

As a Christian institution of higher learning, North Park educates students to respect the dignity of all God's people, to seek justice, and to apply their gifts to solving society's most difficult problems.

Last week, John S. Wenrich, president of the Evangelical Covenant Church — along with Executive Minister Paul Robinson, Director of Racial Righteousness and Reconciliation Dominique Gilliard, the Council of Superintendents and the Mosaic Commission — issued a compelling statement condemning “the pandemic of systemic racism,” and encouraging us to stand firm in our faith. I recommend it to all in the North Park community.

Let us pray for justice and peace, and for the physical, emotional and spiritual protection of our students, faculty and staff.

In Christ,

Mary K. Surridge

President

Northeastern Illinois University

[Northeastern Illinois University announces George Floyd Social Justice Scholarship](#)

MONDAY, JUNE 15, 2020

Northeastern Illinois University President Gloria J. Gibson has announced the creation of the [George Floyd Social Justice Scholarship](#). The scholarship is one of the many ways Northeastern is demonstrating the University's investment in students who will become community leaders and promote social justice.

At the memorial service for George Floyd that took place on June 4 at North Central University in Minneapolis, Minn., the city in which Floyd was killed, North Central University President Scott Hagan [challenged every university](#) in the United States to create a scholarship in Floyd's memory.

"I am very proud of our students—many of whom are already engaged in activities to fight against injustice," Gibson said. "Institutional racism continues to be excruciatingly painful, and the fight for justice must continue. And now, we add another name, Rayshard Brooks, to our cry 'Black Lives Matter!'"

Through contributions to the NEIU Foundation, the University will build an endowed scholarship with an initial fundraising goal of \$50,000. The application process and applicant criteria will be developed and announced when they are finalized.

The George Floyd Social Justice Scholarship will establish a permanent financial resource for NEIU students dedicated to pursuing leadership roles in the multifaceted, intersectional work of social justice. Students applying for funding can be from numerous majors.

"Our 'new normal' must be a full and sustained commitment to justice and equality," Gibson said. "This is one step toward that larger goal, and it starts with me, it starts with you, and it will be implemented through all of us, working together. As we support the educational promise of our aspiring socially conscious leaders, we acknowledge their talents and potential to change the world."

Visit neiu.edu/georgefloyd to contribute to the scholarship fund or learn more about it.

[George Floyd Social Justice Scholarship](#)

In the wake of George Floyd's death and in solidarity with protests sparked throughout the country and across the world, Northeastern Illinois University joins the call to action from Dr. Scott Hagan, President of North Central University, to establish a scholarship to honor Mr. Floyd's memory. We will say his name and honor his legacy by continuing to educate the next generation of diverse leaders to address systemic racism, inequality and injustice in its many forms.

The **George Floyd Social Justice Scholarship** will establish a permanent resource for NEIU students, the majority of whom are people of color, who are dedicated to pursuing leadership roles in the multifaceted, intersectional work of social justice.

Through contributions to the NEIU Foundation, the University will build an endowed scholarship with an initial fundraising goal of \$50,000.

The University is developing the application process and criteria. The George Floyd Social Justice Scholarship will build upon Northeastern's long-established history of activism as we empower the next generation of conscientious organizers, activists, educators, social workers, scholars, business leaders and elected officials.

"Our 'new normal' must be a full and sustained commitment to justice and equality," President Gloria J. Gibson said. "This is one step toward that larger goal, and it starts with me, it starts with you, and it will be implemented through all of us, working together. As we support the educational promise of our aspiring socially conscious leaders, we acknowledge their talents and potential to change the world."

[STATEMENT FROM NSU ATHLETICS](#)

Northeastern State University's Department of Athletics is committed to fairness and equality. This goes beyond the boundaries of its campus, student-athletes, and coaches. It is the basic foundation of who we are. We embrace these principles and respectfully ask our fans, alumni, and former student-athletes to work collaboratively with us to make our communities better for everyone.

"We recognize the troubles in our society, and are empathetic to everyone who is hurting, suffering, and frustrated," said interim director of athletics Matt Cochran. "To those who want to be heard, we are listening, and we share those concerns. We firmly stand in unity with President Turner's statement that we must live by NSU's core values of Integrity and Diversity."

Dr. Steve Turner, NSU President, issued a statement Monday to the campus community.

"It is NSU's mission to empower students, faculty, staff, and the community to reach their full intellectual and human potential by creating and expanding a culture of learning, discovery, and diversity. The recent death of George Floyd is a sad reminder that we have much work ahead of us," said President Turner.

"As a human, I am heartbroken by this and other acts of oppression. As the president, I am concerned for the well-being of the entire NSU family. Additionally, I recognize the grief, anger, and shock that events like this can have on our community.

"We must live by our core values of Integrity and Diversity. We must strive to live in an environment free of oppression. NSU values diversity and empowerment by promoting the rights of individuals and equal access to educational and enrichment experiences, respecting cultural differences, and ensuring equal opportunity. We can do this through ethical and intellectual behaviors and practices that advance honesty, human dignity, and accountability."

NSU Athletics, a member of the Mid-America Intercollegiate Athletics Association, also endorses the statement made by the MIAA earlier this week:

As a conference, the MIAA promotes equality and justice for all. We are firm believers in sports bringing all people together in moments of celebration and triumph, and sports serving as a catalyst for social change.

We are a conference committed, as individuals and together, to taking steps to make our society just and equal for all people. We stand for treating each student, coach, administrator, staff member, and fan with respect, equality, and love. The MIAA is dedicated to a culture of caring.

Currently-enrolled NSU students can receive assistance from HawkReach Counseling Services. Remote counseling is also being offered. Appointments are offered Monday through Friday, 8 a.m. to 5 p.m., for online meetings. Students may request an appointment by clicking this link: [HERE](#)

Northeastern University

[Campuses Can Close, Minds Cannot](#)

June 1, 2020

To all members of the Northeastern community,

For the past several months, a lethal pandemic has tested every level of society. Families everywhere have faced the loss of loved ones and the distress of financial insecurity. The institutions that shape our lives, including colleges and universities, have suspended normal operations.

But the closure of our campuses does not mean the closure of our minds. And we can never close our hearts. While COVID-19 has required us to be apart, opposing inequality and working for social unity require us to join together.

Racism, hatred, and ignorance—these are the scourges of a different kind of virus. To halt its spread, it is our obligation to work every day to embrace diversity, inclusion, and harmony. It is our mission to pursue knowledge through love, progress through compassion.

As many of you know, I grew up in a land that was torn apart by sectarian violence. Witnessing the corrosive effects of hatred instilled in me a set of core values—that all people must be treated justly and equally. Growing up, America was always a shining beacon for these ideals. Sadly, as current events have reminded us, there is much work left to be done. Consider for a moment that the leading cause of death among young African American men is homicide. This is both incredible and unacceptable.

COVID-19 does not recognize skin color, but it has exacerbated the inequality and racism that afflict our society. Communities of color are suffering in profound ways. The virus has hit them hardest; the economic collapse has impacted them disproportionately; and the ugliness of persistent racism has marginalized them systematically.

In the words of Dr. King: “The function of education is to teach one to think intensively and to think critically. Intelligence plus character—that is the goal of true education.” As a community dedicated to learning and enlightenment, it is our duty to combine intelligence with character. It is our duty to ask: What will we do to make the world better?

Let us begin today, right now, to mend the torn fabric of society. As we move to reopen our campuses, our core values of inclusion, equality and harmony will be our guiding lights. Our mission of discovery to make the planet healthier, safer, and sustainable has never been more urgent. The world has never seen a greater need for learning to lift millions of people from despair. We cannot achieve these goals if we are divided against one another.

Together, let us take up the work of healing. Let us use our voices not just to call for a better society, but to create one.

Sincerely,

Joseph E. Aoun
President

[‘The Fierce Urgency of Now’](#)

June 3, 2020

To all members of the Northeastern community,

We have heard the chorus of raised voices demanding that we make real, at last, the promise of American democracy for the many millions of African-Americans who have given so much to build it. We feel, in the words of Dr. King, “The fierce urgency of now.”

On Monday, June 8, we will suspend all classes and close all administrative and academic offices on all of our campuses. We will use this time and space—exactly two weeks after the unjust and inhumane killing of George Floyd—to hold a Day for Reflection, Engagement, and Action. We will join together in unity with those all around the world who are grieving and angry over persistent injustice toward African-American citizens.

We will begin with an online vigil at 11 a.m. to remember George Floyd and all African-Americans whose lives have been brutally taken from us. At 2 p.m., we will feature a conversation with Professor of Law Margaret Burnham, founder of Northeastern’s Civil Rights and Restorative Justice Project, on ways we can move forward together.

In the days that follow, we will commence a series of virtual town halls on race and justice led by Deans Uta Poiger and James Hackney, co-chairs of the Presidential Council on Diversity and Inclusion.

On June 19, we will gather on all of our campuses for a Day of Solidarity. June 19, often known as “Juneteenth” or Freedom Day, is traditionally a day to celebrate the emancipation of slaves in the U.S. We will gather together to listen, to speak, and to engage one another in advancing the cause of justice.

These events are just the beginning of a series of specific actions that Northeastern will undertake.

It is important to note that we won’t always get it right. We won’t always find the right words. But we must work together to address the pain. We must find the solidarity that we as a society—and as fellow human beings—so desperately need right now.

There is no time to waste. Working together in mutual trust and understanding to achieve the change that we seek, let us begin.

Sincerely,

Joseph E. Aoun
President

Northern Illinois University

Dear Huskie Community,

Actions in the past week and, frankly, every week for decades and decades, show that racism is a thriving, deep-rooted infection in our nation. It's clear as day when you witness George Floyd's heinous murder caught on camera, but it's less visible when it's built into our economy, health care, education and justice systems. Just because it cannot be seen doesn't mean it's not there, and it doesn't mean that as individuals we don't have a responsibility to make it better.

I want the people of color in our community to know that NIU sees you and that NIU wants to be your community and a place where you have allies. NIU's [mission, vision and values](#) are about equity, respect, building a better society, being accountable and being strengthened by diversity. This is a 24/7 commitment and responsibility, not just when classes are in session. I call on each of us – administration, staff, faculty, student, alumni and neighbor – to reflect on what we value as Huskies, as human beings. This is a time to listen and learn, and a time to ask ourselves *how we can contribute to positive change*.

Our university does not stand alone in confronting racism. Saturday, our DeKalb community held a peaceful protest that proudly included members of our students, faculty and staff, and was organized by an alum. NIU Chief of Police Thomas Phillips also shared an honest and heartfelt [message](#) to the community, and the leadership from the Mid-American Conference has also issued an important [statement](#). There is plenty of room at the table for others to join us in future discussions about improving our communities and we all must commit to doing it in ways that are non-violent.

NIU is fortunate to have a dedicated team of outstanding professionals in our [Office of Academic Diversity, Equity and Inclusion](#) (ADEI) whose daily work focuses on advancing social justice through education, awareness and action. They, along with the many trained [CODE facilitators](#) across the campus, are a resource to us all. ADEI will be identifying additional, meaningful ways to engage in our community in recognizing – and healing – the trauma, the realities of fear, the stereotyping and the bias that is occurring and being exacerbated. We will work together to inspire hope and make systemic change.

I know I will continue to reflect and talk with my family and friends about this topic, and I encourage you to do the same. 2020 has been a historic year, and my hope is that it's the tipping point that will lead to the remarkable change needed to protect the lives and well-being of all who call this country home. By coming together, we can help NIU do its part to make that happen.

Forward Together,

Lisa C. Freeman
President

Link to the ABA president's statement is

here: <https://www.americanbar.org/news/abanews/aba-news-archives/2020/06/aba-president-martinez-decries-violence-against-george-floyd--bl/>

Northwestern University

[A Message from President Schapiro Regarding the Tragic Events in Minneapolis](#)

May 29, 2020

Morton Schapiro

To the members of the Northwestern community:

I felt outrage and disgust watching video of the fatal mistreatment of George Floyd in Minneapolis.

And I was further sickened this morning when our recent graduate, CNN's Omar Jimenez, was arrested live on television for, as Medill Dean Charles Whitaker described it, "the sin of doing journalism."

Our Northwestern community grieves for the many ways in which our society tolerates and facilitates injustices, demonstrated so vividly in these and other recent events.

Dean Whitaker poignantly expressed his personal pain as a father of African-American sons. Many of the rest of us can barely begin to imagine the personal toll that racism takes on marginalized communities every single day. But we can all increase our resolve to create a Northwestern community, and a world, where all people are accorded the dignity and the safety they deserve.

Our nation must do better, and I pledge that I, and our university, will work toward that end.

[Standing with Our Black Alumni](#)

June 5, 2020

Dear Northwestern University alumni,

Like everyone, we have been reflecting on recent events and trying to find the right words to express our thoughts and emotions. We share the pain and anger many members of our alumni community are feeling over the tragic and senseless killings of George Floyd, Breonna Taylor, and countless other Black Americans who have died of police brutality. We are disgusted by these painful reminders of the anti-Black racism and inequity that have plagued the United States for centuries. We stand together with our Black alumni and all in our Northwestern community and beyond who are fighting against injustice.

At a time when the world seeks answers on how to heal and move forward, we are proud of the Northwestern alumni who are working passionately to enact a more just society by

speaking out, voicing their truth, and leading calls for change. We support you in the fight against hatred, which has no place in our community or anywhere else.

In a [message of support](#) for Black members of our campus community, Interim Chief Diversity Officer Sekile Nzinga and Vice President for Human Resources Manuel Cuevas-Trisán wrote, “The first steps in our collective path toward creating the world we all deserve include openly recognizing and addressing our areas for growth: as individuals, as a university, as a country, and as global citizens.”

As we examine the Northwestern Alumni Association’s own history and journey to become more inclusive and diverse, we acknowledge how much further we have to go in our commitment to fostering an environment where all alumni feel welcome, represented, and valued. Among the NAA’s top priorities are expanding our engagement of marginalized alumni populations and continuing to diversify our board leadership, who are increasingly representative of the overall alumni population.

We know that our words of commitment—intended to show support—ring hollow without action. Following are steps the NAA is taking to begin addressing these goals.

We commit to:

- Developing programming that deepens the cultural awareness of our alumni and provides space for dialogue and reflection
- Launching a listening tour to hear alumni perspectives and identify our gaps and opportunities for improvement
- Focusing our next Leadership Symposium, which brings together Northwestern alumni volunteers, on cultivating the knowledge and skills to promote diversity, equity, and inclusion

In addition, we commit to being transparent and proactive in seeking ways we can contribute to a more equitable Northwestern and global community. And we hope and expect you, our alumni, will hold us accountable.

We know we are not alone in our desire for a more inclusive NAA. Please [share with us your ideas](#) for how we can advance that goal. We also invite you to [submit examples of alumni](#) who are contributing to the fight against racism so that we might call attention to their efforts. We are listening.

Hail to Thee, Northwestern,

Samir Mayekar '06, '13 MBA
President, Northwestern Alumni Association
Trustee, Northwestern University

Larry Irving '76
President-Elect, Northwestern Alumni Association
Trustee, Northwestern University

Laura Wayland
Executive Director, Northwestern Alumni Association

[Commitments Toward Social Justice](#)

June 14, 2020

Morton Schapiro, Kathleen Hagerty, Craig Johnson, Julie Payne-Kirchmeier, Manuel Cuevas-Trisán

Dear members of our Northwestern community,

As a university and as a nation, we are grappling with fundamental truths about our world marked by heinous acts of violence and inequitable policies inflicted upon and directed at black, brown, indigenous, LGBTQIA+, and other marginalized people.

Northwestern Professor kihana miraya ross recently published an article in The New York Times titled “Call It What It Is: Anti-Blackness.” Professor ross wrote that “Anti-blackness describes the inability to recognize black humanity. It captures the reality that the kind of violence that saturates black life is not based on any specific thing a black person — better described as ‘a person who has been racialized black’ — did. The violence we experience isn’t tied to any particular transgression. It’s gratuitous and unrelenting.”

Let us be clear: Northwestern’s commitment to racial and social justice must be equally unrelenting. We vehemently oppose anti-blackness and police brutality. It should not be a controversial or a political statement to declare that Black Lives Matter.

We promise to work, as individuals and as an institution, to seek justice and to better support our black students, staff, and faculty. We need to identify and address all forms of implicit and explicit racism and bias on our campuses. We must, and we will, do more.

Toward that end, we have asked leaders across the University to develop strategies for implementing the following commitments:

- We commit to increasing diversity within our community. We will work to ensure that our underrepresented students, faculty, and staff members thrive in a fair, open, accountable, and supportive environment with more opportunities for personal and professional growth. We plan to raise specific funds to support the diversification of our student body and of our faculty. We will be proactive in recruiting black and other underrepresented students and scholars at all levels by immediately providing resources to

schools and departments so they can meet this commitment. We will also utilize the ongoing collaborative work of the Searle Center for Advancing Learning and Teaching, Office of Institutional Diversity and Inclusion, Division of Student Affairs, Office of Equity, and Office of the Provost to develop a comprehensive set of resources and training opportunities to equip our faculty to create more inclusive teaching and learning environments.

- We commit to hiring, advancing, and supporting staff from marginalized communities. Before the new fiscal year begins on September 1, 2020, we will establish an institutional policy requirement for diversified candidate slates for every staff position, including searches conducted externally. By that date we will also establish an inclusivity consultation team of administrators and faculty. Before the end of this calendar year, we will publicize the standards and methods by which we determine compensation for staff and faculty. We will also publish annually a workforce diversity and social impact report beginning in August 2021.
- We commit to expanding diversity training and anti-racism programs and curricula for all faculty, staff, and students. Senior administrators and academic leaders will undertake anti-racism training this summer and will develop and sponsor mandatory training sessions and programs for all campuses.
- We commit to expediting the renovation of The Black House, a critical space for black students on our Evanston campus. With the recent shift to Phase 3 in the state's Restore Illinois plan, we have already reactivated The Black House renovation project. We will share the new project timeline as soon as possible.
- We commit to a national search for the hiring of our next Chief Diversity Officer with student representation on the committee. This position will be a crucial part of ensuring that our entire Northwestern family, not only our communities of color, is engaged in these efforts.
- We commit to reviewing the operations of Northwestern's police department (NUPD) to ensure that all of our students, faculty, and staff are safe and protected. We will reexamine all of NUPD's approaches and functions, including its use of force policy, in particular relating to reporting protocol and impartial third-party review; its bias-free policing policy, to improve accountability; and law enforcement professionalism standards. We will supplement and reinforce annual training on de-escalation and responses to individuals in crisis. The NU Police Advisory Board — which comprises a diverse group of students, staff, and faculty — will be integral to reassessing programs and communications regarding public safety concerns, along with our relationships with the Evanston and Chicago police departments.
- We commit to reviewing our overall approach to community safety. In addition to our commitment to assessing police oversight and operations, we will review our university policies, procedures, and processes related to creating and supporting a safe and

healthy community. This encompasses the student code of conduct, residence hall policies and procedures, and overall university policies to ensure that these guidelines do not disproportionately impact our marginalized community members.

- We commit to revisiting the work of past task forces and student social-justice activities to assess past recommendations that have not yet been realized. This includes reexamining recommendations presented in the Bursar's Takeover proposals and the 2016 Black Student Experience Task Force Report, as well as tracking progress relating to the GQNBT Task Force report from earlier this year.
- We commit to allocating \$1.5 million for Fiscal Year 2020-21 toward advancing social justice and racial equity in Evanston and Chicago. Having recently concluded a five-year Good Neighbors Fund commitment for a variety of community needs in the Evanston area, we will now shift — and increase by \$500,000 — our investments toward programs that dismantle systemic barriers faced by historically marginalized communities. Our commitment here is not simply financial; crucial to this initiative is the active partnership between our students, faculty, and staff and our surrounding communities. We will also begin reporting on local minority- and women-owned businesses hired as contractors through our facilities, construction, and procurement units.
- We commit to building on our social reform and advocacy work. We are expanding the Northwestern Prison Education Program, as well as bolstering the many legal reform programs within the Bluhm Legal Clinic, including the Center on Wrongful Convictions. We will also continue to grow the Northwestern Academy, a program that supports local public school students.

Over the course of this summer, you will hear from University leaders — including members of our faculty whose scholarship and research have long been committed to solving societal injustices — about specific plans and proposals related to each of the above commitments and how members of the Northwestern community can become involved.

We will be transparent about our progress and report regularly to our entire community on areas of improvement and on those that need further attention.

Northwestern's Mission Statement promises "excellent teaching, innovative research, and the personal and intellectual growth of its students in a diverse academic community." Words are nothing without actions, and we pledge to act decisively to uphold the standards of this university and to ensure that each of its members is treated with the dignity and respect that we all deserve.

From: Laura M. Wayland

Date: Tue, Jun 16, 2020 at 8:33 AM

Subject: Northwestern's Commitments Toward Social Justice

Dear Northwestern alumni,

I sincerely hope you and your families are safe and well.

President Morton Schapiro and members of the University leadership team sent the following message on Northwestern's commitments toward social justice to students, faculty, and staff on June 14.

We at the Northwestern Alumni Association look forward to working with University leaders and our alumni community to advance our shared goals for diversity, equity, and inclusion. For information on how the NAA is standing with our Black alumni, read our June 5 leadership message [here](#).

Yours in Purple and White,

Laura M. Wayland

Executive Director

Northwestern Alumni Association

Northwestern Law

[Letter to the Community on Recent Events](#)

May 29, 2020

Dear Northwestern Law community:

George Floyd. Ahmaud Arbery. Breonna Taylor. Trayvon Martin. Emmett Till. Countless others whose names we know, and many whose names we will never know. These tragedies all reveal the horrific racial injustices faced by African-Americans on a regular basis. We all grieve for the families and friends of those whose lives have been taken and all of those, like Christian Cooper, who face the daily indignities of racism when simply trying to enjoy a day in Central Park. While some of us can never truly understand the experience of those members of our community who experience racism, we want you to know that we see you; we hear you; we support you.

President Schapiro shared a [statement](#) today, as did [Medill Dean Charles Whitaker](#), who expressed his horror at the arrest of CNN reporter and Northwestern alumnus, Omar Jimenez (BSJ15). Lawyers, like journalists, play a critical role in “giving face and voice to struggles and wrongdoings” and it is our shared hope that all members of the Northwestern Law community will seek to promote justice both within our community and outside of it. Anything less is unacceptable.

We invite all members of the Northwestern Law community to join Shannon, Lynn Cohn, and Sheila Bedi for a conversation on recent events next Wednesday, June 3rd at 12:00 pm. Details of that event will be forthcoming.

Please take care, and do not hesitate to reach out. We are all here for you.

Kim Yuracko

Shannon P. Bartlett

Northwestern Law's Commitment to Anti-Racism

June 12, 2020

To the Northwestern Law Community,

On May 29, 2020, I sent out a [message](#) to the Law School community about the horrific pattern of racial violence evidenced by the recent killings of George Floyd, Ahmaud Arbery, Breonna Taylor, and so many others. On June 3, we heard members of our community reflect on their own painful experiences with everyday racism.

Since then, I have received many thoughtful responses and honest, constructive feedback from members of the Law School community who have shared their concerns, critiques and sincere desire for change, along with a commitment to move the Law School community forward on its path to achieving racial justice. I am particularly grateful to Black members of our community who have taken the time to share their stories, as well as others who have brought to my attention the ways in which they experience the Law School.

In this time of national reckoning, Northwestern Law is especially focused on ending any vestige of systemic racism. To move us forward, I recognize that it is not merely enough to say that our community stands on the side of racial justice. We must commit to become an anti-racist community that actively works to dismantle the system of racism that plagues our society and institutions. Northwestern Law will not be complicit in perpetuating a system that devalues Black members of our Law School community as well as other people of color. Black Lives Matter to me and to Northwestern Law, and we commit to reflecting this in our actions and environment.

Starting now, the senior leadership team and I commit to fostering and creating a Law School community premised on and dedicated to anti-racism. As an institution, we will not sit on the sidelines as the Black members of our community bare the pain and anger associated with navigating a society replete with systemic racism or with navigating our campus—where, above all, they should feel seen, heard, supported, and treated equitably and with respect.

We will take action, and we will do so more swiftly than we have thus far. This letter outlines a few of my immediate commitments:

- **Faculty Hiring:** Hiring more Black faculty and faculty of color – and retaining and promoting those faculty members—is a top priority for me. We need to build a faculty that is reflective of our student body and the Law School’s diverse ideals. I am pleased that both of our faculty hires this past year, Paul Gowder, who will join our tenure-line faculty, and Robin Walker Sterling, who will join our faculty as the Mayer Brown/Robert A. Helman Professor of Law and director of the Bluhm Legal Clinic, will help further this goal. This is only a start. In addition to recruiting diverse full-time hires, we will prioritize this through visiting faculty and adjunct hires.
- **Leadership and Training:** My senior leadership team is a diverse group of 13 individuals of whom four are people of color. I value the advice and guidance that this group provides to me, but it is clear that there is more work that I need to do and more that I need to learn in order to more effectively lead in the transformation of our institution.

This summer, my senior leadership team and I will participate in anti-racism training. Following that training, I will ask all members of the senior leadership team to review their work through a lens of anti-racism and to identify action items they can take within their roles and departments over the next year. Faculty and senior staff will complete anti-racism training in the 2020-2021 academic year. The Office of Inclusion & Engagement and Student Services will collaborate on developing mandatory online diversity programming for all students during the 2020-2021 academic year.

- **Performance Excellence:** Beginning with the 2020-2021 academic year, all Northwestern Law school employees will include a performance excellence goal around fostering diversity and inclusion within their departments. For faculty, this goal will center on inclusive teaching and learning environments. In addition, supervisors will be trained on best practices for minimizing the role bias plays in the performance evaluation process.
- **Staff Hiring:** All departments seeking to hire new staff members will participate in a session on best practices for hiring to increase the pool of diverse candidates and minimize the role bias plays in hiring decisions.
- **Student Scholarship Support:** The Law School has been committed to supporting students who seek careers in public service. We provided funding of \$8,000 each to more than 150 students this summer, and one year of funding to five graduates working in public interest. Beginning next year, the Law School will create 10 full tuition scholarships for incoming and continuing students committed to pursuing careers furthering racial justice. In addition, we will seek additional scholarship aid

for students.

- **Student Classroom Experience:** Over the past year, I have had conversations with many members of our community about the pain Black students and many other diverse students experience in our classrooms. This is unacceptable and must change. I am committed to engaging our faculty members as partners in this work. Last year we hosted inclusive pedagogy workshops for the faculty. We will continue to develop those efforts along with the anti-racism training and performance evaluation changes described above.
- **Climate Assessment:** As I shared with our community last spring, the Law School is partnering with Rankin & Associates Consulting for purposes of conducting a full assessment of the Law School's climate for learning and working, so that we may better understand the experience of all members of our community. Rankin & Associates will also work with us to develop goals and to provide transparent monitoring of our progress toward meeting them.
- **Community Partnerships:** The Law School sits in the heart of Chicago—a city with a deeply complicated and heartbreaking struggle with its own racism and police brutality. We engage on these issues through our Clinic and pro bono efforts. Moving forward, the Law School commits to doing more and to being a more active partner in creating an anti-racist Chicago. We will focus this year on building and strengthening institutional efforts to support the rebuilding of Chicago.

Please know that our work does not end with these efforts. We commit to working on other action items to help us build an anti-racist community.

I recognize that some will be tempted to say that the Law School seeks to stifle viewpoints and political diversity. Please take note: The Law School and I will always value academic freedom, and we need to be a place where we can engage in many different ideas and hear from many voices and perspectives. We do not ask you to stifle your views. But we are saying that we will be a community where every member is respected and valued, and we are committed to fostering an anti-racist environment.

Make no mistake, I know that I must be part of the solution for eradicating racism around us. I know that it is my responsibility and that of Law School leadership, *not* of students, to do the work of becoming a community devoted to anti-racism. That said, I want to express my gratitude to the many students who have put in hours of work, on top of the necessary work required to be a law student, to make their voices heard and address a real problem. Thank you. We will continue to welcome your input, but know that now the work is up to us.

Dean Kim Yuracko

Notre Dame University

Fr. Jenkins Remarks: A Prayer for Unity, A Walk for Justice

June 1, 2020

Remarks by University President Rev. John I. Jenkins, C.S.C.

We gather tonight to reflect on the death of George Floyd. If it were only Mr. Floyd's death, it would be a great injustice and tragedy. But there are many other deaths to remember. Emmett Till, Medgar Evers, Martin Luther King Jr., Trayvon Martin, Eric Garner, Michael Brown, Freddie Grey, the nine people shot dead at a Charleston in 2015 by Dylann Roof, Ahmaud Arbery, Breonna Taylor and the many, many nameless black men who were lynched over the centuries. We gather tonight to reflect not just on police violence against a single man in Minneapolis, but on a legacy of violence, often conducted with impunity, against black people in our nation. We confront the heavy burden of a legacy of racism.

That is why I find it so hard to know what to say to you tonight. If it were only a matter of a bad police officer, and bad police tactics in Minneapolis, we might know how to respond. These were present in Mr. Floyd's case, but to focus only on those facts is to miss the point, to miss the reason for the outrage. The challenge is deeper, more enduring, more tragic and more daunting. It is difficult to find words adequate to respond to that challenge.

I will say this. To black colleagues, students and friends: I am so sorry for the pain you are suffering. Several of you told me you wept when you saw the terrible video from Minneapolis. No doubt there has been a mixture of sadness, rage and despair as these killings go on. We are all responsible for combating the legacy of racism, but its burden falls on you. You no doubt have felt the weight of that burden intensely in the past week. I am sorry.

I know you join me in acknowledging with gratitude the dedicated police officers who do dangerous jobs and put their lives on the line to keep us safe. Whatever our reaction to Mr. Floyd's death, it must not be to smear the work and reputation of the thousands of good officers who serve us. Yet we must all insist that no one is allowed to commit injustice in the name of our safety. We must not stand for it.

We take hope from many of the protests of the past week. As Cornel West has said, the worst outcome of Mr. Floyd's death would perhaps have been that no one protested, if there were no outcry. We need an outcry. We need to advocate for justice.

Our outcry, however, must not give way to violence. As welcome as protests have been, the violence, the burning, the shooting will not serve the cause of justice. It will only perpetuate the violence.

I had the chance to speak with Diane Nash, the holder of a Notre Dame honorary degree and the speaker for our Martin Luther King Day remembrance this past January. She organized nonviolent protests in the south in the 1960s that led to desegregation. Ms. Nash

lamented that some recent protests led to sprees of violence. "When we protested," she said, "we did not allow those who wanted to do violence to participate." Ms. Nash and her colleagues led some of the most consequential protests in the history of the United States.

Perhaps, though, the message is not only that we should not allow violence into protests, but we should not allow violence and hatred into our hearts. We should be angry, but we should not let the hatred that leads to violence take hold in our hearts. It not only destroys us, but makes us less effective in serving our cause.

As I said earlier, I struggled with what to tell you tonight. I doubt my words have been adequate to the challenge before us, but perhaps prayer and God's help can make up for the deficiencies. Let us ask for justice, for an end to the legacy of racism, for an end to violence in our streets and in our hearts and for the wisdom to know what to do and the courage to do it.

In the reading for this evening the Holy Spirit, the Spirit of God, comes as a powerful wind that howls and jostles those in the room. We need that wind to jostle us out of our complacency. The Holy Spirit comes as fire, to burn in the hearts of those to whom it is given. Let us pray for the wind and the fire of the Holy Spirit, and ask God to guide us as we struggle to confront the terrible legacy of the racial violence seen in the ugly video from Minneapolis.

Let us pray for Mr. Floyd. Let us pray for his grieving family and friends. Let us pray for our black colleagues and friends. Let us pray for an awakening in the hearts of those of us who are white to demand an end to the legacy of racial violence. Let us pray for our nation.

A Message from Rev. John I. Jenkins, C.S.C. -- "We have work to do"

June 8, 2020

Dear Students, Faculty, and Staff:

We look forward to welcoming students, faculty, and staff back to campus for what will be an unprecedented semester in this time of the novel coronavirus. You will be receiving information about protocols and practices we will together undertake to keep the campus community healthy. In this letter, though, I want to raise another issue that must have prominence during our time together in the coming academic year.

We were all horrified by the video of the terrible killing of George Floyd by police officers in Minneapolis as he pleaded with one of them to take his knees off his neck so he could breathe. As heartrending as the video was in itself, it has evoked anger and frustration among the black community—and all people of goodwill—over the long legacy of racism in

America, of which Mr. Floyd's killing was just one manifestation. It has also led to soul-searching among us all, myself included, about the reality of racism in our society.

Mr. Floyd's killing has been a painful reminder for our black students, faculty, and staff of racism in our society. Racism damages everyone, but the weight of its burden falls on our black classmates, colleagues, and friends. I want to say to the black members of the Notre Dame community that I am sorry for the pain and the hardship of that burden in your lives and the lives of those you love. Each of us must be aware of that pain among members of our community and be ready to offer support and listen as appropriate.

The US Catholic bishops declared unequivocally in a 2018 pastoral letter that "racism is a life issue" (Open Wide Our Hearts: The Enduring Call to Love). At Notre Dame, [we are committed to the dignity of every person](#), to building a community in which all can flourish, and to solidarity with all, particularly with the most vulnerable. These principles compel us, institutionally and individually, to combat the sin of racism, and work to include all fully in our community. If we are committed only to certain life issues, that commitment is at best shallow and at worst hypocritical. As Pope Francis has said, "We cannot tolerate or turn a blind eye to racism and exclusion in any form and yet claim to defend the sacredness of every human life." We must be whole-hearted in defending the inviolable, God-given human dignity of every person.

We know we have work to do in living fully the ideals we proclaim. Our black students and colleagues often feel less included in the Notre Dame community many of us cherish, and sometimes feel the sting of remarks and actions that make them feel demeaned or excluded. We must be honest about our failings, and commit to do better. I make that commitment, and wish to work with you to combat the blight of racism wherever it exists—on our campus, in our nation, and in our world.

In the coming weeks, I will be discussing with University vice presidents and deans further steps we can take to respond to this moment that is both tragic and a call for conversion and recommitment. As we all return to campus, we must continue this conversation, as together we seek ways to live up more fully to the ideals of Notre Dame and to combat the evil of racism in our society.

In Notre Dame,

Rev. John I. Jenkins, C.S.C.
President

Notre Dame College

[Notre Dame College President Advocates for Respect, Healing](#)

Notre Dame College President, J. Michael Pressimone, Ed.D., has written a letter to the extended College community calling for respect and praying for healing following civil unrest around the world. Here is the complete text of his message:

May 31, 2020

My Dear Notre Dame College Community,

Many of you have gotten to know me and my family through brief video snippets during this time of social distancing and quarantine. You've probably noticed that I have a diverse family. My children are white, Hispanic and African-American. As my children have married, they have brought even greater diversity into our larger-than-usual family. You can't begin to imagine the intense conversations about wide ranging issues when we are gathered together.

However, reflecting on recent incidents of racism and violence toward black men in our country, I am gravely concerned as several members of my immediate family are seen differently by many members of our society; I have two African-American sons and an African-American son-in-law.

One of the things that most attracted me to Notre Dame College was the range of diversity within the campus community and in the greater community that surrounds it. I feel this is a great place to raise my children. However, I fear that my sons and son-in-law are viewed all too often through the tainted lens of racism by many throughout our nation, merely because of the beautiful color of their skin.

As president of the College, I feel that I must reflect and respond when issues of injustice are prominent in our society. As a Catholic institution, founded by the Sisters of Notre Dame, we stand against any racism; America's original sin.

I am idealistic, and I hope that Notre Dame College will stand as an example of how we can respect the inherent dignity of every human person and recognize that each of us is an amazing and unique creation of a loving God. For our students, we hope that a Notre Dame education will prepare you to live peacefully and as a problem-solver in a world of exquisite natural beauty and rich human diversity. We must attune our hearts to the suffering of the oppressed and mistreated. We should be a place of comfort to those who are marginalized. We should be a voice of reason when faced with unreasonable hatred.

Finally, I ask that you join me in prayer for healing. In order to move forward, we must grow in our understanding of each other's circumstances, personal history and pain, and develop hearts of love and forgiveness.

Let's be a model of God's kingdom, that all may be one, on campus, in South Euclid, in the greater Cleveland community and in the world.

Mike

Michael Pressimone, Ed.D.

President

Notre Dame College

New York University

Subject: Needed Change and Needed Action

Date: Wed, 17 Jun 2020 20:32:56 -0000

From: NYU Board Chair William Berkley and President Andrew Hamilton

Memorandum

Date: June 17, 2020

To: The NYU Community

From: William Berkley, Chair, NYU Board of Trustees

Andrew Hamilton, President, NYU

Re: Needed Change and Needed Action

In Just Mercy – which will fittingly be the University’s common summer reading – Bryan Stevenson, the Aronson Family Professor of Criminal Justice at our School of Law, wrote, “We are all implicated when we allow other people to be mistreated.”

Certainly, the repeated, harrowing, unjustifiable killing of Black people – George Floyd, and so many others – at the hands of police; the persistence of troubling inequities in our criminal justice system and so many other aspects of American society; the repeated violence directed at peaceful protesters in recent weeks; and the unchecked expansion of economic and social inequality implicate all of us. As a center for teaching and research in the USA and globally, NYU has a key role to play.

We must acknowledge not just the wrongness of it all, but also the toll it takes. Those in marginalized communities bear not just the sharp stab of these injustices, but the ongoing, day-in, day-out corrosion of their well-being, their equanimity, and their health.

This cannot go on. Change is needed. And we have a responsibility to recognize that at NYU we need to be part of that change.

And so, we wish to share with you some actions and steps we plan to undertake in 2020-2021 in addition to those shared with faculty by the Provost’s Office last week.

Doubling the MLK Scholarship Program at NYU

The Rev. Dr. Martin Luther King, Jr. Scholars Programs has for over 30 years recognized and provided financial support to students with a commitment to Dr. King’s legacy of social justice and change. Starting with an investment of an additional \$6 million per year (secured from a combination of internal and philanthropic sources), we will double the size of the program to 60 students per class within a year and enhance the financial support. Taking the lead from other successful NYU scholarship programs – such as the AnBryce Scholarship and the Breakthrough Scholars – we will also substantially enhance the

programming for MLK Scholars. In coming years we will seek to further expand this program.

Establishing the James Weldon Johnson Scholars Program

To recognize scholarship with far-reaching impact in the areas of social justice, inequality, criminal justice reform, and related topics, the University will establish 20 James Weldon Johnson Scholars – three-year appointments for faculty, selected by a distinguished committee for the positive impact of their work on society, that will be accompanied by \$25,000/year in research support. The honor is named for NYU's first Black professor, James Weldon Johnson, a civil rights activist.

Expanding Programs to Enhance Diversity and Mobility Among Administrators

The University will expand two programs that seek to promote internal mobility and enhance diversity among administrators – the NYU Management Fellows program, and a mentorship program run in conjunction with the Administrative Management Council.

Juneteenth

The Office of Global Inclusion, Diversity, and Strategic Innovation (OGI) will sponsor an event this Thursday in honor of Juneteenth, the annual commemoration of the end of slavery on Friday, June 19th. Managers, supervisors, and others should make it possible for those who wish to use Friday as a day of personal reflection to do so (OGI has created a page of resources to explore) without loss of vacation time.

New Mandated Learning Modules for All First-Year Students

Incoming first-year students will be required to participate in new online learning modules, including a model specifically focused on diversity, equity, and inclusion.

New Anti-Racism Trainings and Activities by the Office of Global Inclusion, Diversity, and Strategic Innovation (OGI)

Anti-racism work is an ongoing practice of engagement that requires education as well as systemic and systematic efforts at individual and organizational levels. OGI will provide increased training, guidance, and resources across the University as individuals, schools, units, and departments engage in sustained anti-racism, anti-bias, and related work, research, scholarship, teaching and dialogue within their specific context.

The Launch of NYU-BeTOGETHER

Building on the lessons learned from Being@NYU (the campus climate survey conducted in 2017-18), OGI will launch NYU - BeTOGETHER to discuss and implement the action steps that follow from the major themes of Being@NYU, as well as new issues and disparities that have come from the pandemic.

Expanding Funding for NYU's University-wide Cross-Cutting Initiative on Inequality (CCII)

The University will expand funding for CCII to support faculty whose work addresses the profound, pervasive, and corrosive disparities that currently challenge our society.

Fostering Reflection, Discourse, and Engagement Across the University

OGI will offer a suggested reading list and will seek to foster student, faculty, and staff participation in reading groups that meet over the summer. This will be in addition to this summer's "NYU Reads" selection, Just Mercy, and the Big Ideas Course Series announced by Provost Fleming that include courses focused on social justice, such as Michael Lindsey's and Cybele Raver's course on Race & Inequality, and Pamela Newkirk's and Deborah Willis' course Black Lives Matter.

Some Concluding Thoughts

Today there is finally a growing awareness of the iniquitous nature of our society, and of how great a burden has fallen on those – communities of color, marginalized communities, the poor – who have borne the worst of it. Focusing our broad collective attention is an important step, but there is much still we can do at NYU to advance these goals. What we have outlined here are just a few indications of what we can do. So let us do the work, the hard work, and take action together.

Subject: Message from Dr. Lisa Coleman, SVP Global Inclusion & Strategic Innovation

Date: Thu, 04 Jun 2020 21:14:08 -0000

Dear NYU Community Members,

We hope everyone is continuing to take good care of themselves, colleagues, and loved ones during these challenging times. We are all very aware of the ongoing media coverage highlighting the recent deaths and violence rooted in racism and anti-Blackness that have reemerged during the COVID-19 pandemic; and we also know that such oppression is not new, nor surprising; it is ongoing, deeply rooted historically, and woven into many of our collective systems and practices. The violence, degradation, and genocide faced by Black people is simply a fact of daily life for so many of us, and is epitomized in the tragic deaths of individuals including, but not limited to:

Tony McDade, Nina Pop, Breonna Taylor, Botham Shem Jean, Tamir Rice, Trayvon Martin, Philando Castile, Eric Garner, Freddie Gray, Akai Gurley, Oscar Grant, Laquan McDonald, Tulsa 1921, Sean Bell, Amadou Diallo, Jordan Davis, Walter Scott, Michael Brown, Sandra Bland, Alton Sterling, Stephon Clark, Ahmaud Arbery, George Floyd, David McAtee, Emmett Till and countless others.

These global systemic and systematic patterns of racial aggression are often grounded in histories and legacies of state- and socio-politically sanctioned violence that is particularly

focused on and targets Black and Indigenous peoples. This violence is frequently intersectional and directed toward marginalized and underrepresented peoples in the forms of xenophobia, homophobia, transphobia, heterosexism, and degradation; toward an array of people of color and multiethnic and multiracial populations; toward LGBTQ+ communities, in particular those who are people of color; and toward those who are socio-economically disenfranchised through systems of inequity. The stakes of these intersections are high, and the consequences of the aggression are often deadly. And, as our history reminds us and as our current stories and present day realities reflect, the indisputable disparities and inequities in our society have real impact and often lead to dismissal and denial, misrepresentation of facts, annihilation, and death.

Not only am I frustrated, troubled, outraged, exhausted, and deeply alarmed by the continuation and retrenchment of racism, the looming and horrifying spectacle of Black death, the related xenophobia and biased actions, and the violence that seems to be increasing, but I am also enraged and exasperated by the ways in which the response to such assaults and acts of violence are being coded and recoded. The insidious and ongoing violence that people of African descent have faced, as President Hamilton reminds us in his recent letter to the NYU community, gives rise to protest and to people taking action.

As many scholars and researchers remind us, what is also crucial to the discourse is that protest is not inherently violent; it is an expression of discontentment that has been used across locales, and social movements, across countries, and time. Within the context of Black resistance, protest, and social movements, there have been assertions of humanity and equality that disrupt societies that would seek to deny and destroy this very basic humanness and the right to exist. Again, we know from our academic scholars, globally and here at NYU, that social protest movements have led to great and essential change – as reflected here in the US with regard to civil rights for women and people of color in the 20's, 50's and 60's; LGBTQ+ rights in the 60's, 70's, or 80's; in South Africa with the anti-apartheid social movement in the 80's; or today with the Black Lives Matter movement. People come together to express their dissatisfaction, anger, and fear about the violence and terrorism directed toward them, which is commonly sanctioned and upheld by powerful entities. In our discourse, we must not only recognize the ways in which such forces are at work, and where and how violence is being directed by powerful entities towards those on the margins, vulnerable and often less fortunate, and also where and when to take concrete steps to make systematic and sustained changes.

My team and I are doubling down on diversity, equity, and inclusion efforts in partnership with all constituencies to make lasting change at NYU that reflects the voices of our students, faculty, staff, and alumni (remembering that the Office of Global Inclusion, Diversity, and Strategic Innovation (OGI) officially began its work just two years ago and continues to build on the work of so many across the University). As President Hamilton also expressed, we must continue to assess how we, individually and collectively, make NYU and our global communities more just, equitable, and inclusive; and then most importantly, we must all engage and sustain this work.

Across OGI, we continue to collaborate with leadership, students, faculty, and staff across the University to design and implement strategies, innovations, and resources that are responsive in serving those most impacted and, in many cases, most vulnerable. Members of the OGI continue to do the following work, in addition to efforts we have launched in response to Being@NYU. We are:

- Providing consultation and guidance across the University as individuals, schools, units, and departments meet within their local and global contexts to be responsive during this time, while we continue to work with the Global Inclusion Officers Council (GIOC) in responding to specific community needs;
- Advising University leadership on new and existing programs and resources; and, in partnership with Provost Katy Flemings' team, tracking current progress and ramping up resources and supports for faculty in engaging students, staff, and faculty peers; and,
- Hosting virtual meetings with students, faculty, and staff respectively to provide tips and guidance for micro-dialogues around high-stakes issues, planning events and programs, and convening community groups to gather relevant and salient information for working and communicating with all community members.

Right now, we continue to navigate through a pandemic together, its heightened disparate impacts, and the compounded pressures on some members of our community. Currently and post-pandemic, we have opportunities to be and to do better, or not. Unless we decide to act and to intercede, the surge of violence directed toward people of African descent will simply go underground again, only to reemerge during another disruption, pandemic, flood, hurricane, or tornado. And, the inevitable, unfortunate, and not surprising outcomes will be more "I Can't Breathe" deaths. So it is simple - it is up to us to make changes now, to change what we do, and how we take action.

Many have heard me draw upon these sentiments in the past, and now more than ever, I reiterate them here: "If you have come here to help me you are wasting your time, but if you have come because your liberation is bound up with mine, then let us work together," from Australian Indigenous writer and activist Lilla Watson; and from author and justice activist James Baldwin, "The world is before [us], & [we] need not take it or leave it as it was when [we] came in."

So I ask, what will you, we, do next? We in OGI are taking action, continually working across the University to hold one another accountable, AND to create opportunities for us here at NYU to do and to be better together. Please join us. And, again, please do take very good care of yourselves, your colleagues, and loved ones.

In community,

Lisa M. Coleman, Ph.D.

Senior Vice President for Global Inclusion and Strategic Innovation

Pronouns: She, Her

From: NYU Alumni & Friends Connect

Date: Mon, Jun 15, 2020 at 11:10 AM

Subject: Anti-Racism Resources, Leah Lattimore's Impact, and More

Dear Alumni Community,

In light of the recent wave of activism and Black Lives Matter protests in the US and around the world, we'd like to share the following University updates on NYU's continued diversity, equity, and inclusion efforts:

- In the wake of George Floyd's death, President Hamilton addressed the NYU community to condemn racism, bigotry, and hatred.
- NYU's Chief Diversity Officer, Lisa Coleman, outlined NYU's important work to address anti-Black racism and ensure equity for all community members.
- The Office of Global Inclusion (OGI) compiled an anti-racism education resource list—including articles, books, guides, and podcasts.
- And NYU alumni were invited to join Blackness, Racism & Protest: Reflections on the Past, Present & Future, a panel discussion on anti-Black racism in the US and globally.

To learn more about how NYU is working together to create opportunities for a more equitable and inclusive community, please visit the OGI website.

Subject: A Message from NYU President Andrew Hamilton

Date: Sun, 31 May 2020 21:22:31 -0400

From: NYU President Andrew Hamilton

Dear Members of the NYU Community,

Once again, we find ourselves filled with sorrow, outrage, and grief over a loss of yet another Black person's life at the hands of law enforcement that was tragic, unjust, and avoidable. There have been numerous appalling events over the last few weeks during an already difficult time—a pandemic. While it is hard to find words to describe the shocking ghastliness of the videoed last minutes of George Floyd's life on a Minneapolis street, with a police officer's knee on his neck, the poignant and unheeded pleas of Mr. Floyd and the

bystanders—as in previous occurrences—remain haunting. His cries tear at our hearts, just as the knowledge that events like this seem to happen again and again and again rips not only at our conscience but at what we all consider to be a just and humane society.

This is one of those moments when reason and knowledge and discourse, which university citizens prize so highly, often doesn't seem like enough of a response. How could they be, when these deaths keep recurring, and when racism continues to manifest itself, even in our own community?

But reason, discourse, study, evidence, analysis—those are our tools, and events like the killing of George Floyd should not cause us to set them aside, but instead to redouble our exertions to use them in the cause of addressing racism, xenophobia, violence, and hate to underscore social justice, human dignity, inclusion, and peace. Many of our scholars already study the issues so evident in the Floyd video— inequality, race, and the inequities of the criminal justice system. Over the summer, I will be examining—and I am sure this will be true for many of you, too—how else our University might contribute to the goal of creating more just practices and systems. In the meantime, on behalf of the NYU community, I offer our University's sympathies to the family and loved ones of George Floyd, with whom we grieve for his lost life and the unspeakable suffering to which he was subjected, as well all of those impacted by this and the other terrible recent events. To deal with these types of issues while simultaneously navigating a pandemic that is giving rise to differential impacts on communities of color, and in particular, those of African descent, is especially oppressive.

Finally, my heart goes out to those in our own community who have been feeling overwhelmed by grief or apprehension because of fear for their own safety, their families, and loved ones. I want to remind you that NYU stands with you, and we have resources to help: for students at the Wellness Exchange, and for employees through Carebridge. And please also note that the Office of Global Inclusion (OGI) continues to plan events for the community.

In sorrow with you all,

Andrew Hamilton

From: Dean Allyson Green

Date: June 17, 2020 at 10:31:58 PM EDT

Subject: Tisch Actions: Against Racial Inequities

To the Tisch Community:

I want to share a comprehensive plan to address all forms of racism, discrimination and anti-Blackness at Tisch School of the Arts. During the past two weeks, a dedicated group of students, faculty, staff, alumni and leaders from across the school and university have stepped forward to engage in dialogue and critique. They are committed, as I am, to confronting racial inequities in our school, and our university, and enacting much-needed change. I am grateful for these brave conversations that have revealed where our mission to date has succeeded and where we have failed. As a result of these important discussions, I was able to hear from and reflect upon the lived experiences of students within our community, and it is clear that we need to do more. This statement is my call to every member of the Tisch community to join me in a plan of specific action steps to confront and erase racial inequalities in our school.

During these conversations, we have learned that words can be misunderstood and that they can be too vague to inspire action. We need deeper community conversations to develop a common vocabulary with which we can communicate our shared values. Students have bravely shared with me where they believe I have fallen short as your Dean. With their words now at the center of our work, I apologize for any disappointment, pain, or anger that I have unintentionally caused. There are a number of matters toward which I can immediately direct our collective attention and resources. I will continue to work with NYU leadership on issues that affect our students, alumni, school, and university.

At the Tisch School of the Arts, we proclaim “students first.” We assure that, “you belong here.” We declare that ours is “an open, welcome, and diverse community for all.” At NYU and Tisch, we use the abbreviation IDBEA, standing for “inclusion, diversity, belonging, equity and accessibility.” What do those words mean to you? Are they empty clichés? Or are they a promise, a declaration of our agreed upon mission and values? For me, they are the latter, and for this reason I am making this pledge and call to action.

Dr. Deborah Willis, Chair of Tisch Photo and Imaging, in a recent PBS Newshour interview noted that: “Gordon Parks described the camera as a weapon, using the lens to reveal what we must see...we need to make a difference because we can’t live like this anymore. I see the camera as a visual diary. It is recording the voices and the images of people who want to make a change. How do we make a change? We have to show the evidence of what’s going on in the community.”

We must turn the lens upon ourselves to discover the evidence of bias in our community. The public calls out for the outcome of our best work to dismantle the global stories that need to be heard, to amplify each unique voice, to innovate solutions, to critique and resist systemic racism and inequities, and to imagine a better future in our fields and in our world.

When even one Tisch member of our community experiences the pain of racial prejudice, we will have stopped that unique voice from their ability to do their best work, and we all suffer the loss. Sadly, this has not been the experience of one member, but the experience of many. This is not a problem to be solved by a few dedicated and overburdened students,

faculty, and staff: ours is the call to each member of our Tisch worldwide community. How can we leverage our individual and collective power as artist-citizens to ask the truthful questions, to listen, to reflect, to critique, to resist, to educate, to create, and then to transform what we know is needed in order to truly create an open and welcoming community in which everyone belongs?

To accomplish these objectives, I will utilize donor-directed funding, explicitly given to support these efforts. I will also be working with our development team to increase funding toward these prioritized goals and commitments of financial aid, research funds, new groups, fellows and programmatic events as we explain below.

Beyond financial commitments, there is a need for human investment: we have work to do together. Despite the work begun under Dean Mary Schmidt Campbell, and continued to this day, what has been revealed is we still have a long way to go. We must do more than witness and stand in solidarity. We must commit to honest and difficult conversations about the structures and practices in our school that support and sustain inequities, and collectively work to dismantle racism by aligning our practices and resources to the values we celebrate: equity and racial justice. We will name and confront problems of anti-Blackness, racism, bias, white privilege, white supremacy, white fragility, environmental and social-economic inequities. Only with collective efforts will we be able to move towards the just and open community that we envision, educating the artists, scholars, and entrepreneurs who will create the new knowledge required in this new age.

And so, this is my call to action, as your Dean, who serves this extraordinary Tisch community. I hope that you will read these steps of action and commit to your part for self and collective critique, contribution and collaboration to address racial inequities now, and for all. At the bottom of this message you will find a link to a new website (in development) that provides suggestions to the entire community for reading, researching, and learning in all disciplines.

Tisch Actions

We condemn racism at the intersection of all under-represented and marginalized people. In this moment we will specifically address our historical gaps in support, communication, resources, and engagement with Black, Indigenous, and People of Color (BIPOC) with the following commitments:

1. Require mandatory anti-racism training to educate students, faculty, and staff on how to enact anti-racist practices inside and outside the classroom. We will consult with experts on training examples, develop and produce similar training case studies for use across all of NYU, working in consultation with Dr. Lisa Coleman, NYU Senior Vice President for Global Inclusion, Diversity, and Strategic Innovation.

Students interested in this work may respond to an upcoming call for hire to consult, act, film, and design case study situations specific to Tisch that reveal past instances of racist bias in the arts.

2. We will continue to support university-wide efforts to combat bias. Reports will be promptly investigated in cooperation with the NYU Office of Equal Opportunity's Bias Hotline, which requires complainants to give their names confidentially. We will continue our practice of protecting complainants against any form of retaliation.
3. Continue to advocate for greater diversity in our faculty and staff hiring, in our leadership appointments, and in our student body.
4. Reinvigorate and fund our school-wide Artist-Scholar-in-Residence programs that have featured prominent Black and other diverse artists, as well as establishing new Fellows in our three institutes listed below.
5. Accelerate ongoing comprehensive departmental reviews of all Tisch curriculum, encouraging faculty to re-examine their course objectives and to move beyond a white, Eurocentric canon. We will encourage faculty to include context and critique of bias when using traditional material in the canon. We will incentivize the curricular development of school-wide new courses that address under-represented perspectives.
6. Build an expanded library of work across disciplines, centering Black, Indigenous, International, and other Creators of Color, with content for students, faculty and staff to research, add to, and use in curriculum development and Tisch Action goals.
7. Develop and promote a website that aggregates all Tisch Actions: Against Racial Injustice resources across our school, university, and departments, with links to specific opportunities, events, and programs.
8. Create a Black Student Council that will represent the concerns of students to school administration, serve as a resource for students of the Black diaspora, suggest and create school-wide programming ideas, and facilitate connections to NYU student organizations.
9. Create an Alliance of Color that will serve as the umbrella council for specific school-wide and departmental affinity groups such as the Black Artist Collective, Latinx Collective, LGBTQ+ Collective, undocumented/DACA/Immigrant Students, All Asian Arts Alliance, The Collective, etc. Require elected student representation and presence in every department to advocate concerns and ideas to the Alliance of Color, and that will include representation from TUSC and GSO.
10. Create a Black and Indigenous-focused alumni mentorship program, developed alongside our current alumni mentorship program and NYU Alumni Affinity Networks for all recent graduates and current students.
11. Expand our mentoring and internship programs encouraging participation of current BIPOC students who wish to engage in social impact outreach projects into the local metropolitan community, with programs such as Tisch Future Artists, Urban Arts Partnership, Ghetto Film School, Keenan Fellows, and many other departmental outreach endeavors.

12. Establish a new mentoring program connecting graduate and undergraduate BIPOC students across Tisch departments and the university.

13. Increase awareness and programming funding for Institute based mentoring initiatives including the Kanbar Institute UGFTV FOCUS program, and Institute of Performing Arts mentorship program led by faculty and staff for undergraduate and graduate students of color. These programs provide monthly discussion groups, group attendance of museum, film, dance and theatre productions, and the sharing of creative work and individualized support.

14. Expand fundraising from corporations, foundations, and individual donors to create scholarships for all students, with a priority as allowed by law, to help identify, recruit, enroll, and retain BIPOC students. Continue to work in partnership with the Senior Vice President for Enrollment Management and Student Success of NYU, for University-wide objectives regarding financial aid for incoming students, clearer and more equitable methods for appeals, retention funding and other programs addressing student success.

15. Partner with the NYU School of Global Public Health, for students and alumni to create health-related public service announcements in response to the health burdens of anti-Black racism in our country.

Tisch Actions: Institute Programming and Fellows

Our work at Tisch, as artists, scholars, and entrepreneurs, has always been engaged with difficult questions, confronted injustice, celebrated courage, and envisioned change. We have told our stories honestly and changed conversations in our fields. To support this work and intensify our impact, we are committing additional donor resources to fund fellowships, student and faculty support, and to disseminate new work and produce events through three centers:

The Center for Black Visual Culture (CBVC), led by Dr. Deborah Willis, University Professor and Chair of Tisch Photo and Imaging and Director of the NYU Institute of African American Affairs. The CBVC is a space for scholarly and artistic inquiry (framing and reframing) into the understanding and exploration of images focusing on Black people globally with critical evaluation of images in multiple realms of culture, including how various archives and the development of visual technologies affect the construction of representations.

The Institute of Arts and Civic Dialogue (IACD) at NYU Tisch School of the Arts led by Anna Deavere Smith, NYU University Professor in Tisch Art and Public Policy. Anna Deavere Smith is the founder and director of the Institute on the Arts and Civic Dialogue. Its mission is to support artists whose works address social justice and related themes. The IACD supports arts education and creates the time and space for an experimental meeting place for artists, scholars, and audiences to exchange ideas and critiques, and to generate new work. Recently the New York Times credited Anna Deavere Smith for sounding the alarm and predicting our current upheaval with her work *Fires in the Mirror*, *Twilight: Los Angeles*, and *Notes from the Field*.

The Future Imagination Collaboratory (FIC) This Tisch initiative fosters artist-led, interdisciplinary, inter-institutional, solution-focused research to address developing global issues in a rapidly changing world. In January, Tisch welcomed its inaugural cohort of Future Imagination Fellows. Beginning this summer, The Future Imagination Fund (FIF) will also fund symposiums and faculty research to strengthen arts pedagogies, arts equity, and sustainability. We will offer courses to consider essential questions for arts education and future storytelling this fall.

Fellows across all three centers will provide a Tisch-wide cohort for engagement and interaction with the Tisch community. Information regarding these programs will be shared in future messaging.

This is critical, change-making work to do together, and the time is now. Thank you for reading and considering your part in this call to action to our entire Tisch community.

Dean Allyson Green

NYU Tisch School of the Arts

Tisch Actions: Resources

This resource page is created for the NYU Tisch community: undergraduate, graduate, and Ph.D. students, faculty and staff. It will be continually updated, and contributions can be suggested here.

Oberlin College

From: Oberlin College, Office of the President

Sent: Monday, June 01, 2020 12:27 PM

Subject: Communication from President Ambar

To the Oberlin Community,

These last few days I have found myself at a loss. At a loss for words. At a profound loss of self, and at a loss for a community that I love, and of which I am a part.

At every turn it seems we are watching in anguish a world that views African-Americans as less than human and unworthy of dignity. Not deserving of life itself. The black community - my community - is in excruciating pain. We are contending with what appears to be an unending well of racism and bigotry.

George Floyd's agony was palpable. It would be natural for some to avert their eyes. To reframe recent events and to make them singular so that they do not seem like a societal ill, but rather a moment in isolation. But I can assure you that these events are not isolated and they are not singular.

We are witnessing an unraveling and a democracy that is now in search of its foundational societal norms. Hatred, anger, illness, and death fill our screens. There is grief at the abandonment of our ideals and a tearing of the heart as we see the impact on our children.

Sending young people out into the world to reshape it, and to make it different, is how I have spent my career. Oberlin has had from its founding a commitment to solving racial inequity. We view our institution as a place where students come first to be educated, but where they also translate that education into something more. We seek understanding and creative ways of advocacy. We work so that the marginalized are no longer at the edges but rather at the center.

It is clear that we are falling short as a nation. Every George Floyd reminds us of the truth. We wonder if we are standing still, or even worse, if we are retreating.

Yet, each day I hope. I hope because I simply refuse to despair, and because I see reason to hope every September. My hope is with the students who grace this campus. Every year we observe a different unending well here at Oberlin. Students arrive in the fall with a seemingly insatiable level of curiosity, a love and appreciation of difference, and an unyielding view that what has always been, does not have to be.

My hope is with our students. Hoping that they will have the courage to face the world as it is, and to be unrelenting in their desire to see it change.

To that end, this upcoming year I will establish a Presidential Initiative for faculty and students that seeks to address issues of violence, police-community relationships, and

racial injustices. One could imagine courses, co-curricular initiatives, community engagements, and internships focused on the very issues that the death of George Floyd invokes. The primary goal of this initiative is not purely for learning, but for learning that demonstrably is applied to our world.

This small effort will not change what happened to George Floyd, but it is in keeping with who we are at Oberlin. I believe in our students and their impact on a generation that can place our nation back on the right path.

My hope is with our students. I see their passion and commitment and desire to do good in the world, and it moves me.

This country needs that hope now more than ever before.

President Carmen Twillie Ambar

Occidental College

[George Floyd and Anti-Blackness](#)

May 29, 2020

A message on behalf of the College's leadership in response to the killing of George Floyd, a Black man who died in police custody on May 26.

Dear Occidental Community,

I write to you on behalf of the College's leadership in response to the killing of George Floyd, a 46-year-old Black man who died in police custody on May 26. George's life was taken by police officer Derek Chauvin, who had received 18 prior conduct complaints prior to his altercation with George. This moment is compounded by the deaths of Ahmaud Arbery, Breonna Taylor, Nina Pop, Tony McDade and too many others, and brutally illustrates the tragic consequences of anti-blackness that persist in our society.

George Floyd's death bears witness to the reality that systemic anti-black racism shapes the ways in which different communities are policed in this country. As protests continue in the city of Minneapolis, Washington D.C., here in Los Angeles, and elsewhere across the country, we are reminded of the words Dr. Martin Luther King, Jr. offered more than half a century ago, "In the final analysis, a riot is the language of the unheard. And what is it that America has failed to hear?" Indeed, we need to continue to examine and respond to what we may be failing to hear at Occidental.

To the Black community at Oxy, the retraumatization that you suffer when events like this take place is not lost on us. We see you and we stand with you during this incredibly difficult time. Given the isolation associated with the safer-at-home restrictions, coming directly on the heels of the tragic death of two of our Black students, it is only natural to feel multiple emotions simultaneously—anger, hopelessness, loneliness, and exhaustion.

I'd like to note that the Equity and Inclusion Group (EIG) is continuing its work this summer. The EIG is actively working on a number of initiatives, including exploring a process that will lead to the development of a College-wide strategic plan related to issues of equity and justice. Senior leadership at the College—including incoming President Harry Elam—are fully in support of this. And while the development of a College-wide strategic plan will take some time, we remain committed to taking immediate steps to take account of, and address, Oxy's implication in anti-blackness here on our own campus. In particular, under the leadership of Chris Arguedas, director of the Intercultural Community Center, and with support by many across campus, we have been working on a Black Advocacy Plan that will soon provide additional tangible initiatives designed to support the Black community at Oxy—students in particular.

The ICC, the Office of Religious & Spiritual Life (ORSL), and the office of Student Leadership, Involvement & Community Service (SLICE) are committed to providing spaces for students to express themselves freely. These offices are working together to identify policies and

practices that promote racial justice on our campus and for the communities they serve. If you would like to speak to someone directly, please reach out to ICC Director Chris Arguedas at carguedas@oxy.edu, to ORSL Director Susan Young at young@oxy.edu, or SLICE Director Marcus A. Rodriguez at mrodriguez6@oxy.edu.

In addition, Emmons Wellness Center counselors are trained at providing counseling services for identity-based trauma. If you're interested in speaking to a counselor, please call Emmons at (323) 259-2657 or email emmons@oxy.edu.

Other resources:

The ICC and ORSL have prepared some resources for individuals who may be interested in taking action in response to the tragic murder of George Floyd. We invite you to visit bit.ly/3derUmr. This links to petitions on Change.org, TheActionPac.com, MoveOn.org, and includes additional anti-racist resources.

For those interested in donations, please visit:

- George Floyd's Memorial Fundraiser page: www.gofundme.com/f/georgefloyd
- The Minnesota Freedom Fund—which pays bail in MN: www.minnesotafreedomfund.org
- Reclaim The Block—a MN collective working to divest from policing and invest in long-term alternatives: www.bit.ly/2XCuqwf
- Black Visions—a Black-led, Queer and Trans centering organization whose mission is to organize powerful, connected Black communities and dismantle systems of violence: www.bit.ly/2XGC9Jo
- North Star Health Collective—an alliance of street medics, radical health organizers, and community health trainers: www.northstarhealthcollective.org

As I engage in ongoing conversations with senior leadership at the College, please know that we all stand in community and solidarity with all those fighting anti-blackness. And we're collectively committed to making progress in this critical area.

Please take good care.

Rob Flot
Dean of Students

[Equity & Justice](#)

June 1, 2020

To the Occidental Community:

We are appalled by the wanton, casual killing of George Floyd by a white Minneapolis police officer. We share in the anguish and anger of all Americans who understand that this is not an isolated incident. George Floyd is the latest cruel death in a history of racial violence aimed at Black people that has stained our society for 400 years.

Oxy's current mission, whose touchstones are excellence, equity, community and service, is the product of a campus conversation that began more than 50 years ago, and that continues today. We recognize that there is more that needs to be done to successfully uphold these ideals, particularly as they apply to Black and marginalized students.

As we come together as a community to support each other in this time of tragedy, we must continue to honestly examine not just our past, but our present to acknowledge our shortcomings and identify structural obstacles to overcome as we look to our future. In [his message on Friday](#), Dean Flot noted that the Equity and Inclusion Group is continuing its important work this summer. (He also listed resources available to students who need support and information about how to take action in response to George Floyd's killing.)

This summer's leadership transition means Oxy is entering a new chapter in its history. The Oxy community will have an important opportunity to work together to address the fundamental issues that impact our campus and the broader society. We are committed to collaborating with students, faculty, staff and alumni to ensure that -- despite the immediate challenges posed by the pandemic -- we are living our mission and promoting equity and justice on our campus.

Jonathan Veitch
President

Wendy Sternberg
Vice President for Academic Affairs and Dean of the College

Rob Flot
Vice President for Student Affairs and Dean of Students

Vince Cuseo
Vice President for Enrollment and Dean of Admission

Amos Himmelstein
Vice President and Chief Operating Officer for Finance, Planning and Operations

Charlie Cardillo
Vice President for Institutional Advancement

Marty Sharkey
Vice President of Communications and Institutional Initiatives

James Uhrich

Vice President for Information Technology Services and Chief Information Officer

Ohio State University

OFFICE OF THE PRESIDENT

Michael V. Drake, MD

President

Dear Ohio State Community:

Together, we grieve for George Floyd, Ahmaud Arbery, Breonna Taylor — and so many other black and brown people who have lost their lives as a result of institutional racism.

We are outraged, and we are all reflecting on what this moment means. We must be the change we want to see.

We support the citizens around the world, across the country and here in Columbus, including our Ohio State students, faculty and staff, who are demonstrating passionately but peacefully. We do not condone vandalism or other illegal behavior, and we simply will not tolerate aggression by police against peaceful protesters and journalists. We will continue to follow these actions closely, and we are seeking answers.

In close collaboration with other university leaders, I have been and will continue to be in active dialogue with the community and our students on these issues.

We are engaging in the following activities and taking the following steps:

Support for Citizens Review Board

I have reached out to Mayor Andrew Ginther, City Council President Shannon Hardin and others in city leadership to offer my support for the creation of an independent Citizens Review Board to review instances of alleged police misconduct, as recommended by the Columbus Community Safety Advisory Commission. I have asked that this board include an Ohio State student representative.

Fight Against Disparities in Health Care

On June 1, I testified in support of a Columbus City Council resolution that declared racism a public health crisis. The resolution passed and joined a previous declaration by the Franklin County Board of Commissioners. This further enables our efforts already underway at the Wexner Medical Center to mobilize and concentrate research and clinical efforts to end disparities in health outcomes in infant mortality, diabetes, COVID-19 and other conditions. The Ohio Senate is considering a similar resolution, which I also support.

University Task Force

We are establishing a university task force to examine issues related to racism and racial disparities on our campuses and in our community. The task force will bring forward specific recommendations for changes to specific policies, processes, practices, programs and/or positions that will help us be a better example of the ideal university.

The task force will be chaired by James L. Moore III, vice provost for diversity and inclusion and chief diversity officer, and Tom Gregoire, dean of the College of Social Work. There will be diverse faculty, student and staff representation from across the university.

President-elect Kristina M. Johnson and I have spoken about this. She supports the establishment of this task force and is committed to seeing its work to conclusion after she takes the helm of our university on Sept. 1.

Fund for Research and Solutions

The Office of Research has partnered with the Office of Diversity and Inclusion to establish a \$1 million fund to provide seed grants for Ohio State's research and creative expression community to study the causes and effects of, and solutions to, racism and racial disparities. A webpage describing the application process and funding parameters will go live in the coming weeks.

Forums

Scholars, researchers and leaders across the university are doing what Buckeyes do best and living up to our institutional motto, "Education for Citizenship." Critical and incisive discussions are occurring across our campuses, including "The Role of the Land-Grant University in Addressing Racial Tensions," organized by our Office of Diversity and Inclusion (ODI). ODI also has partnered with the Office of Academic Affairs to establish a website that serves as a clearinghouse for information and resources about forums and opportunities to contribute to fostering meaningful change.

For decades, university-wide initiatives such as the Young Scholars Program, Morrill Scholarship Program and others have helped push us forward as an institution. The success of these initiatives serves as a reminder that the work we do at the university is important — and has a far-reaching impact in Ohio and beyond.

I want to thank our students, faculty, staff, alumni and friends who have participated in these peaceful demonstrations. Our gratitude goes to journalists, including student journalists, who are covering these events. And our appreciation goes to all Ohio State community members who have been at the forefront of this issue.

During our 150th year we have taken meaningful steps to better exemplify the ideals of the modern 21st-century land-grant research university. In our 151st year and beyond, it is our challenge to be the model inclusive community of the future.

Sincerely,

Michael V. Drake, MD

Information and resources

- I encourage you to listen to the powerful message from incoming Ohio State student Playon Patrick, who delivered his poem “2020 Quarantine Killings” at a national virtual town hall that brought people together to discuss how we can move forward and at last transform our pain into change.
- A call for renewed effort to address racial injustice.
- On Monday, June 15, from 3 - 4:30 p.m., the Office of Diversity and Inclusion will be holding its second virtual discussion about “The Role of the Land-Grant University in Addressing Racial Tensions.” University thought leaders from several colleges, campuses and units will focus on current racial disparities and prospects for social change.
- Students, faculty members or staff may seek support resources or report incidents of harassment, discrimination or sexual misconduct to the Office of Institutional Equity at (614) 247-5838, equity@osu.edu or equity.osu.edu.
- For students, counseling services are also available through the Office of Student Life.
- Faculty and staff can seek employee assistance through the Office of Human Resources.
- For additional resources, please visit the Office of Diversity and Inclusion, Office of International Affairs and Office of Student Life.

From: President Michael Drake <President.Drake@osu.edu>

Sent: Saturday, May 30, 2020 5:44 PM

To: Arkes, Hal <arkes@psy.ohio-state.edu>

Subject: A message from President Drake

OFFICE OF THE PRESIDENT

Michael V. Drake, MD

President

Dear Ohio State Community:

We typically share with you a weekend email update on various COVID-19 related issues. We will send the update on Monday this week.

I ask instead that we use this weekend to reflect on the horrific events of the past week and specifically on what we as individuals, as a community, and as a nation must do to prevent crimes like this from happening again. What can we do to make things different?

George Floyd suffered a horrendous and completely unnecessary death. His killing, and those that have come before, demand that we create a different future. This can and must be our task.

This time, we must act. That starts with dialogue, which I have renewed with key community partners. We must reaffirm our commitment as Buckeyes to our university values of inclusion, diversity and tolerance.

Today, let us also act by reflecting on what's in our hearts and directing our activities to collaborative efforts to produce lasting change.

Sincerely,

Michael V. Drake, MD

From: "President Michael V. Drake" <president.drake@osu.edu>

Date: June 19, 2020 at 11:50:44 AM EDT

Subject: A Message from President Drake

OFFICE OF THE PRESIDENT

Michael V. Drake, MD

President

Dear Ohio State Community:

Juneteenth celebrates the day, June 19, 1865, when enslaved people still in bondage in Texas, on the western edge of the confederacy, were finally read the federal orders that legally freed them under the terms of the Emancipation Proclamation. The proclamation was dated January 1, 1863, but only applied to slaves held in the confederacy and thus had no power of enforcement until the end of the Civil War. And although the confederacy had surrendered two months before, federal troops bearing the news did not arrive in Texas until June. The celebration of that day is now observed officially in 49 states (Ohio's recognition dates to 2006), and there is a movement, which I support, to declare it as a federal holiday.

It is important that we reflect on the significance of Juneteenth every year. This year, it has taken on special importance. As we see in stark terms every day, freedom is more than the absence of bondage. One hundred and fifty-five years after the end of the Civil War, we still struggle as a nation to rid ourselves of the yoke of our original constitutional sin.

As frustrating and infuriating as the progress-backlash cycle of human justice can be, there are from time to time hopeful signs. Over these past three weeks, people around the world have raised their voices and demonstrated passionately. We are denouncing racism and all forms of bigotry. We demand a better world. In towns large and small, new allies have emerged to join the fight.

Policies are under review, and change is underway. Meaningful change is difficult and elusive. But change we must. And change we will.

As a member of our Ohio State community, in recognition and celebration of Juneteenth, please set aside a part of your day today to contemplate and reflect on the meaning of emancipation, the importance of freedom, and the obligation that we all share to make this world a better place.

The Office of Diversity and Inclusion has compiled information on a number of ways we can commemorate Juneteenth:

Learn how other countries have sought to reconcile their difficult histories: South Africa's Truth and Reconciliation Commission or Rwanda's Justice and Reconciliation Process.

Volunteer with a local service and/or social justice organization whose work aligns with the spirit and intent of Juneteenth.

Attend a virtual or socially distanced Juneteenth event in your area. Columbus is hosting many events from which to choose.

Read a book about Juneteenth.

Virtually explore the National Museum of African American History & Culture.

I am proud of our community, and I know that we have the power to make a difference.

Sincerely,

Michael V. Drake, MD

Addressing institutional racism now

The following message was sent to all Ohio State students, faculty and staff on Wednesday, June 10, 2020.

Dear Ohio State Community:

Together, we grieve for George Floyd, Ahmaud Arbery, Breonna Taylor — and so many other black and brown people who have lost their lives as a result of institutional racism.

We are outraged, and we are all reflecting on what this moment means. We must be the change we want to see.

We support the citizens around the world, across the country and here in Columbus, including our Ohio State students, faculty and staff, who are demonstrating passionately but peacefully. We do not condone vandalism or other illegal behavior, and we simply will not tolerate aggression by police against peaceful protesters and journalists. We will continue to follow these actions closely, and we are seeking answers.

In close collaboration with other university leaders, I have been and will continue to be in active dialogue with the community and our students on these issues.

We are engaging in the following activities and taking the following steps:

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I have reached out to Mayor Andrew Ginther, City Council President Shannon Hardin and others in city leadership to offer my support for the creation of an independent Citizens Review Board to review instances of alleged police misconduct, as recommended by the Columbus Community Safety Advisory Commission. I have asked that this board include an Ohio State student representative.

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We are establishing a university task force to examine issues related to racism and racial disparities on our campuses and in our community. The task force will bring forward specific recommendations for changes to specific policies, processes, practices, programs and/or positions that will help us be a better example of the ideal university.

The task force will be chaired by James L. Moore III, vice provost for diversity and inclusion and chief diversity officer, and Tom Gregoire, dean of the College of Social Work. There will be diverse faculty, student and staff representation from across the university.

President-elect Kristina M. Johnson and I have spoken about this. She supports the establishment of this task force and is committed to seeing its work to conclusion after she takes the helm of our university on Sept. 1.

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I want to thank our students, faculty, staff, alumni and friends who have participated in these peaceful demonstrations. Our gratitude goes to journalists, including student journalists, who are covering these events. And our appreciation goes to all Ohio State community members who have been at the forefront of this issue.

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Michael V. Drake, MD

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- For additional resources, please visit the Office of Diversity and Inclusion, Office of International Affairs and Office of Student Life.

Ohio Wesleyan University

From: "President Rock Jones"

Subject: OWU Commitment to Antiracism

Date: June 16, 2020 at 9:07:28 AM CDT

Members of the OWU Family:

It is time – no, far beyond time – for us to turn words and outrage into action.

The horrific killings of George Floyd, Breonna Taylor, and Rayshard Brooks have rightly outraged millions of Americans and people around the world. And the knowledge that their killings are not isolated incidents but follow a long legacy of violence, oppression, and police brutality toward Black Americans reminds us that systemic racism permeates our society and its institutions, including Ohio Wesleyan. We have seen in particular the enduring impact of police brutality on Black Americans.

It is vitally important for us to acknowledge to one another and to the larger community that Black Lives Matter.

We are proud of our many Ohio Wesleyan University students, faculty, staff, and alumni who have made their voices heard around the world to insist on equality and inclusion and to demand an end to police brutality and other racially motivated violence. Over the past two weeks, I have listened to and spoken with many of you in the OWU community. I've read your words in social media. I have heard your personal stories describing experiences of racism in our society, including heartbreaking stories from your time on the OWU campus. I share your anger and your sorrow, and I hope that we who come from a place of privilege can strive to understand and empathize with the depth of emotion that has gripped Black Americans after the killing of George Floyd.

I share your insistence on real action and serious dialogue about instituting wholesale change to dismantle chronic racism and injustice in our society.

We recognize that these actions must include work to create meaningful and immediate change at OWU. For many years, we have supported diversity, equity, and inclusion in our declarations and documents; we must act more deeply and decisively in ways that lead to systemic change.

So, today I am pleased to announce the first set of actions we are taking to work for change. More will be announced in the near future. These actions span across four foundational areas of OWU's operations and campus life.

First, we will make changes to the University's structure and policies to strengthen equitable and inclusive practices.

- We will increase resources for staff leadership in the work of diversity, equity, and inclusion. We will share more about this very soon.
- We will conduct a full review this summer of our public safety operations in relation to work with students of color. In this review, we will examine our public safety policies and practices for potential bias or unfair treatment, and we will engage Black students and other students of color to ensure we correctly address specific areas of concern. Through this review, we will develop a public safety plan to increase equity training for our Public Safety staff and implement policies and practices to improve the relationships between Public Safety and communities of color, particularly our Black and African American communities.
- We have begun a review of student conduct practices to uncover areas that may foster bias.
- We will review and change procurement policies to reduce barriers for the growth and success of local and regional POC-owned businesses. Our commitment will support the local economy by intentionally engaging with suppliers who are State of Ohio certified minority-owned business enterprises, as well those recognized as small businesses, woman-owned businesses, and veteran-friendly business enterprises. We will develop incentives to attract POC-owned businesses to the Delaware Entrepreneurial Center at Ohio Wesleyan University.

Second, we will be instituting changes to the way we deliver our core mission, teaching and learning.

- I have asked our new OWU Provost and Vice President for Academic Affairs Karlyn Crowley to work with the faculty on matters related to equity, diversity, and inclusion in the academic program within her first 100 days of joining OWU on July 1. This work ultimately should include diversifying our curriculum and ensuring that faculty are equipped with the skills necessary for inclusive excellence in pedagogy. Faculty are already engaged in this work.

Third, we are making changes to the ways we recruit and retain students and employees.

- Beginning this year, we are instituting a universal test optional policy for admission and all scholarship consideration to remove barriers to access. The ACT and SAT standardized tests have a history of bias, disadvantaging students of color, students from low-income families, and students with disabilities.
- We will soon announce plans for new scholarship programs generously funded by OWU donors to support recruitment and retention of Black students.
- Our marketing and communication staff will meet at least once every semester to assess how the University represents diversity, equity, and inclusion in its marketing materials, both print and digital. This assessment will include focus groups of students of color.

- Our Human Resources department will develop new search and hiring policies to enhance the recruitment of diverse pools of job applicants and to grow a more diverse staff. The provost will work with faculty leadership on continued revision to faculty search and hiring policies to grow a more diverse faculty. We also will develop new policies and provide additional resources to ensure we retain persons of color in our faculty and staff.

Fourth, we will institute several measures to ensure that our campus climate affirms clearly and boldly the values of diversity, equity, and inclusion.

- We will institute universal diversity, equity, and inclusion training for faculty and staff.
- As previously planned, we will implement the new Campus Climate Response Protocol, which provides clear guidance for responding to incidents of bias with appropriate accountability.
- We will conduct a representational and identity audit of images across campus and on our website and make changes necessary to ensure fuller representation of our diverse University.
- A group of faculty and staff across the University are reading and discussing the book *How to Be an Antiracist* by Ibram X. Kendi.
- We will engage students in focused conversations about multicultural spaces on campus to identify ways to enhance their effectiveness for students who use them.
- We are initiating a dialogue with City of Delaware officials and local business owners to improve the neighborhood climate for students of color.

Finally, John Milligan, chair of the Ohio Wesleyan University Board of Trustees, will appoint an Equity, Diversity, and Inclusion Trustee Oversight Task Force. This task force will meet monthly and will hold the administration accountable for implementing the actions outlined here and others that will be announced soon. Additionally, the task force will review critical University policies and will schedule time for trustees to meeting with persons of color from the OWU faculty, staff, and student body when the Board is on campus in October.

By no means is this list of actions final or sufficient. In the coming weeks and months, we will continue to examine our core structure, policies, and day-to-day practices to make OWU a more inclusive and equitable place for all students, and in particular for Black, indigenous, and people of color.

We also will continue to create opportunities for students, alumni, faculty, staff, and community members to engage in dialogue and work together for change.

We are sharing a simple message with the OWU community, our neighbors in Delaware, and all our contacts across the nation and around the world:

“Stand together and work for change.”

Ohio Wesleyan University

University Advancement

Oklahoma Christian University

[John DeSteiguer](#)

[June 1 at 4:49 PM](#) ·

Yesterday afternoon, Darla and I attended the Black Lives Matter rally at 36th and Kelley in Oklahoma City. And this morning, I shared the following with OC faculty and staff...

Racism is real. Racism exists. Racism is sin.

Sometimes racism is in your face - violent, brutal, and scary - like last week's murder of George Floyd. We see it and are heartbroken and outraged.

Sometimes racism is subtle. It's not dramatically captured on cell phone video. It's systemic and rationalized. So, some of us don't see it and are not outraged.

Whether we recognize it or not, racism is real. Racism exists. Racism is sin.

As followers of Christ, we have a responsibility to imitate Him.

Jesus' brother tells us: "Anyone then who knows the good he ought to do and doesn't do it, sins." (James 4:17)

Let's follow, pray, repent, and do good. Let's make OC better. Let's make our world better. It's our responsibility.

Oklahoma City University

Oklahoma City University

May 31 at 12:21 PM ·

A Message from President Martha Burger:

I am writing to express feelings of anger, despair and profound sadness for the recent killings of George Floyd, Ahmaud Arbery, Tony McDade and Breonna Taylor. Amidst the backdrop of the global COVID-19 pandemic, racism and acts of violence directed at people of color, and Black people in particular, are escalating. These victims are further evidence of the horrific and appalling incidents in the history of racism that has existed for far too long and has devastated generations of people of color.

Grief, frustration, and anger are weighing heavily on our OCU community. Like our nation, universities have taken too long to translate ideals into sustainable change. The kind of transformation needed is painstakingly slow to occur and the instruments of change are not perfect. Incidents from this past year, both from around the world and at OCU, highlight how far we have to go and demonstrate just how crucial it is for us to work even harder towards the goal. White supremacy and systemic racism must come to an end and I encourage all members of our OCU family to educate yourselves on the issues, peacefully demonstrate, and actively support people of color in our community and across the nation who are living with trauma and heightened fear.

Dr. Talia Carroll, OCU's Vice President for Diversity and Inclusion officially begins her work at OCU tomorrow, and she has already engaged with many members of our campus community. She will be working ahead to help accelerate the pace of change at OCU and help us identify ways we can better infuse racial equity throughout our campus culture, practice, and policies.

Should you need to, I encourage you to reach out to campus services for support. Even though it is the summer and you are not on campus, we are still here for you. University Counseling services are still available to students through remote sessions. For employees, the Employee Assistance Program can provide counseling and support.

To be clear, racially motivated violence has deep roots and ignites systems, structures, and conditions which make life more precarious for people of color, and for centuries, Black people. There are no easy answers and there is much work to do. But the work cannot be done by people of color alone – white people must stand side-by-side to condemn racial violence and to be active partners in this important work. I am committed to doing my own work around racial justice and exercising my privilege for good.

And, as a campus, we are committed to providing necessary and helpful opportunities to engage in dialogue and action that help us achieve our personal and professional goals to systemically eradicate racism and all forms of hate.

From: President Martha Burger

Date: June 1, 2020 at 12:06:36 PM CDT

Subject: A Message from President Burger

June 1, 2020

OCU Family,

I am writing to express feelings of anger, despair and, profound sadness for the recent killings of George Floyd, Ahmaud Arbery, Tony McDade and Breonna Taylor. Amidst the backdrop of the global COVID-19 pandemic, racism and acts of violence directed at people of color, and Black people in particular, are escalating. These victims are further evidence of the horrific and appalling incidents in the history of racism that has existed for far too long and has devastated generations of people of color.

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We are committed to providing necessary and helpful opportunities to engage in dialogue and action that help us achieve our personal and professional goals to systemically eradicate racism and all forms of hate.

Martha A. Burger

Martha A. Burger

President

Pacific Union College

Dear PUC Alumni,

I shared the following message with our students and campus family this evening in light of recent events. It concerns our entire Pioneers family so I wanted to include you as well.

I take responsibility and apologize for the delay in PUC's response to the current issues of racism and injustice that are tearing at the very fabric of our society and impacting many in our campus family. There have been a lot of difficult conversations happening on our beloved college campus, and as a result, the message that I'm sharing with you today is different from the message that I would have written even a few days ago.

As a college, we have celebrated our diversity, been recognized and awarded for our diversity, and marketed our diversity. But we have failed to understand the actual needs that come with our diversity.

I never want PUC to be a school that only stands up for you when your pain hits the headlines. I want us to be the school that supports you every single day and prepares you to be the leaders that our communities, our churches, and our country need more than ever. If we expect tomorrow to be better for future generations, we have to behave differently today.

Judging from the stories that have been shared with me over the last several days, it is clear that we have a lot of work ahead of us.

So, let me start the work today with an apology. I am sorry for the pain that you have felt at PUC. I am sorry for what some of you have experienced in our classrooms and across our campus. I am sorry that you didn't feel that we listened to you and supported you. We have to do better.

There is no excuse for the violence that unequally affects the Black community. We condemn the actions of those who use their positions to deliver abuse instead of justice. Black lives matter. You matter.

It's time to move beyond words. Instead of merely talking about diversity, I want us to move to action where we live out and celebrate our differences, loving each other as Christ has shown us. Christ calls us to be more than accepting or respectful of each other. He calls us to love one another. Now is the time to put those words into action.

This morning, several of us met with our Black Student Union leaders. We heard your stories, shared in your grief, and listened to your recommendations to improve the lives and experiences of our students of color here at PUC. We also heard your willingness to

continue these conversations so that we can better care for and support you. Over the coming weeks and months, we will be meeting with more student groups to find the best way forward, together.

PUC is also implementing diversity training for all faculty and staff in the fall, as well as looking at other ways we can better acknowledge and follow up on student concerns.

I want to say thank you to everyone who spoke up to share your experience with us – that took a lot of courage and emotional vulnerability. I know that turning our words of support into action will be a long, and often uncomfortable, process. But I am committed to being uncomfortable, as we move forward together.

For those of you who are hurting now, the Counseling Center is still available to you while you're away from campus. They are accessible 24/7.

The Counseling Center

Main: (707) 965-7080

After Hours: (707) 965-6789

Email: counseling@puc.edu

The following are two additional resources:

Black Mental Wellness

www.blackmentalwellness.com

Black Emotional and Mental Health

www.beam.community

For those of you who would like to learn more about how you can help support our diverse community, there are a lot of resources available. Here are two recommended titles that you can explore during the upcoming summer months:

White Fragility by Robin D'Angelo

How to be an Antiracist by Ibram X. Kendi

Warm regards,

Bob Cushman

President

Pennsylvania State University

Response to the tragic death of George Floyd

May 30, 2020

To the Penn State community,

The tragic circumstances surrounding the death of George Floyd in Minneapolis, following other recent unspeakable tragedies, makes clear yet again that systemic discrimination and unjust racial disparities continue to plague our country. It is past time for change.

We cannot remain silent in the face of this heart-breaking reality. As an institution of higher education, we have an obligation to fight ignorance and intolerance, model inclusivity and embrace the power that diversity represents.

In the face of hatred and bias, we must speak out. We must not accept apathy, indifference or silence, otherwise we allow hatred, prejudice and intolerance to grow.

Our message today is, foremost, one of profound compassion for all who live in fear that the color of their skin, gender identity, ethnicity or religion makes them a target of hate. Our hearts ache as we can only imagine the trauma, pain and frustration that many are feeling at this time.

This message also reaffirms Penn State's commitment to disrupting hate, bias and racism whenever and wherever we encounter it, and to creating the most inclusive and diverse community that we possibly can – one that is free of discrimination; one that embraces differences; and one that respects all individuals.

We support our community as you express your sadness and anger through peaceful protest, and we know it is even more challenging to support and lift each other up during this global pandemic, with the added difficulty of social distancing. However, please know that our entire University community grieves with you, supports you and joins with you as we strive for positive change.

Eric J. Barron

President, Penn State

A message from Penn State President Eric J. Barron

June 10, 2020

Dear Members of the Penn State Community:

Over the past two weeks I have heard from hundreds of students, faculty, alumni and community members about their concerns involving hate in the Penn State community. People are justifiably upset about the events in our nation, and the limitations surrounding our institutional response. We must acknowledge the pain, anger and frustration that such events inflict on our community. We must recognize that Black Lives Matter, and that racism, bias and religious intolerance yield an inexcusable cost to life and liberty.

We have an obligation to fight ignorance and intolerance, model inclusivity and embrace the power that diversity represents. Yet we operate in a national environment where there is growing polarity on these issues, greater conflict and an amplification of hate speech. The path forward will be challenging. We must work together to address both immediate issues and the solutions to long-standing problems, and to be candid and direct about what public universities can accomplish, while still setting the bar high as a national leader in higher education.

I write to you today to say that we are committed to making changes at Penn State that address these issues. I believe that together we can make significant progress. As a first step, I plan the following actions:

1. Convene a task force to initiate a full review of the Student Code of Conduct, with significant participation by student leaders, including a student in the role of co-chair. We will seek every opportunity for improvement as we work to ensure that our community has a full understanding of its purpose and provisions, including the role of restorative justice.
2. Work with the University Faculty Senate, Staff Advisory Council, student leaders and University administrators to initiate mandatory bias training for all employees beginning during the fall semester. All senior administrators will complete the training modules already developed by Penn State's Equity Action Resources Team as soon as possible, and we will examine the potential for adopting training programs developed at other institutions external to the University.
3. Partnership with the University Faculty Senate to support the request of student leaders for required racism and bias coursework for all students. Our students have been persistent in requesting these educational programs and it is time to work with them to improve our educational offerings and opportunities.
4. Partner through shared governance with the University Faculty Senate to continue to develop improved policies, procedures and expectations that will increase the hiring and retention of faculty who are members of underrepresented groups at the University. Hiring and retention continues to be a major challenge for Penn State that must be addressed.
5. Work with the Board of Trustees to help ensure that educational and employment equity has the full attention of the trustees. The board has expressed considerable interest in continuing to elevate this topic in its deliberations.

6. Ask the Task Force on Policing and Communities of Color to reconvene, examine where we have made, or not made, progress since the task force completed its work in 2017, and to explicitly examine all procedures and practices related to bias and to use of force, including those that result from our partnerships across the commonwealth.

7. Prioritize the well-being of all students and employees, including enhanced mental health resources, and community building initiatives. We must recognize that students and employees have cited the stress of feeling unsafe and unwelcome as a result of hate speech.

In addition, I will name a Select Penn State Presidential Commission on Racism, Bias and Community Safety. This commission will initially be tasked to make concrete recommendations on supporting the safety of faculty, staff and students associated with bias and racism as they return to our Penn State campuses, especially in the context of the expected political and social unrest that we face in the fall. The select commission will further be tasked to examine the deployment of University resources to address the profound social issues related to bias that we face pervasively as a nation, and specifically at Penn State. This select commission shall include a broad representation of leaders and scholars at all levels in the University, including the leadership of the current University Presidential Commissions, as well as members of our alumni whose independent judgement will be of value to this important work.

Finally, the University will initiate a variety of communication and information gathering efforts so that our actions are informed by our community. We will be open to ideas and suggestions from these groups and others to develop additional ideas that can be included in our action plans. To begin:

- I am joining with Vice President for Student Affairs Damon Sims to meet with student leaders to discuss all aspects of student concerns related to bias, racism and student safety.
- We are scheduling a town hall to discuss and answer questions from our faculty, staff, students and alumni on our code, and issues of bias, racism, the actions of Penn State, now and in the future.
- We will initiate listening sessions to continue hearing from the breadth of our community.

We face a profound challenge in university communities across the nation. Our very mission is to serve and advance the citizens of our commonwealth and nation through education. It is a mission that fails if we are not diverse and inclusive. I believe in the power of the Penn State community to create a more just society.

I welcome your ideas and participation as we move forward.

Eric J. Barron

President, Penn State

From: Authorized Penn State Mass Mail <L-MASS-01@lists.psu.edu> on behalf of Eric Barron <president@PSU.EDU>

Sent: Wednesday, June 3, 2020 6:22 PM

Subject: A message from Penn State President Eric Barron

To the Penn State Community:

I was raised on the idea that free speech was the single most important right that protected our democracy and prevented us from taking a path to tyranny and dictatorship. I was raised on the belief that only by testing our ideas and words in the marketplace of society could we make progress as a people. And, decades ago, I joined marches and watched how those rights and beliefs translated into a profound change in our society. In the time of Martin Luther King Jr., the outpouring of public opinion shamed those who issued racist comments and ensured that the George Wallaces of the world would be remembered as angry, hateful and racist. Sadly, it did not end racism; it did not end hate; and it did not end the unfortunate need of the weak to try to lift themselves by denigrating others. I still hope that such a world is possible. The words of the vast majority at least seemed to shame the ugly. And I know that because of this history, the attitudes of my students, faculty and staff today are so different from the attitudes when I was a student. We take pride in our students' message, "You are Welcome Here," and we take pride in our history of "We play all or we play none. We are Penn State."

Yet now is a time of great sadness and great frustration. Hate speech is becoming normalized and weaponized. We can post vile comments on social media and find others who amplify that hate. For those who post, hate is then supported by others who hate. What once might have been a comment made out of ignorance and weakness to a few can now reach all of us. No university is immune. That doesn't make it less painful. In recent days, several appalling incidents of hate involving people in the Penn State community have surfaced. We must acknowledge the pain, anger and frustration that such events have on our friends and colleagues. And, as much as we want it to stop, we cannot exact a legal punishment without both violating the law or giving up the rights that protect our democracy. Honor codes provide expectations, we can work to educate and condemn, but most speech is outside of our rights to sanction.

We also know that racism and hatred, normalized and weaponized, yields an inexcusable cost to life, liberty and property. The killing of George Floyd should be enough proof of this point, but his life is just the most recent example. The guilty must be punished. But that is not enough — George Floyd's story is the product of racism, not its cause. We have not remained silent, nor will we, in the face of this heartbreaking reality. We have engaged in research, service and educational initiatives that tackle these issues. We have planning

underway to do more, as we prepare to welcome members of our community back to our campuses. As an institution of higher education, we have an obligation to fight ignorance and intolerance, model inclusivity and embrace the power that diversity represents. We must make hate speech and racism ugly again. We can only do that when the voice of Penn State and others is so loud that it is clear that the voices of racism among us are not supported, not part of We Are, and are neither normal nor accepted.

I have read that one of the clear attributes of great leaders is empathy — the ability to place yourself in the shoes of others. Below, I include just one of the many Penn State messages that have gone out to our community; this from a dean to her community. I ask you to please read it, put yourself in her shoes, join me in condemning racism and think about what more our university can do to create change.

Dear Dickinson Law Community,

I will disclose to you what I am experiencing as a Black woman living through a pandemic that is killing our brothers and sisters, and yes, disproportionately killing our Black brothers and sisters. I will disclose to you what I am experiencing as a wife to an African man and mother to a Black son, fighting the paralysis that handcuffs me when they leave my sight. I will disclose to you what I am feeling as a veteran who has served her country for 27 years because I am a patriot, but hearing a president discount me for my race and my gender. I will disclose to you what I am feeling as the daughter of a dead father who was a police officer who bled blue and perpetrated many of the ills we rebuke in this very moment. I will disclose to you what I am experiencing as a Black woman leading at Penn State Dickinson Law where students, staff, faculty and administrators are working at this very moment to act to support vulnerable members of our community. Today, I am a member of that vulnerable group. And while I would do anything to shield you from this pain, it is likely that you may one day be vulnerable too.

I am exasperated, disconsolate and infuriated by seemingly never-ending acts of overt and covert racism as well as near impenetrable institutions in American society that build their foundations on the degradation of black bodies and psyches. Racism is an incessant malady and a scourge to all of humanity. In this way, not one of us is safe.

All of this said, I stand on the right side of justice knowing who I am and from where I come. I stand on the shoulders of my ancestors who are also your ancestors—the Emmet Tills, the Steven Bikos, the Pauli Murrays, the Frederick Douglasses, the Ida B. Wellses, and on and on. I stand with allies who use their privilege to place a human shield between justice and injustice. I stand up and speak out, knowing that it places me and my beloved family within the sights of those who have lost their humanity. I stand and persevere because to do otherwise would be to give up on humanity and the power and the promise of the rule of law.

I will disclose this last truth: I believe in each one of you and your individual and collective abilities to use this moment and the skills you are learning as law students to banish injustice, inequality, racism and sexism. You are the reason I can compartmentalize my fears and

bracket my breaking heart. We have the power to stop killing Black people. We have the power to stop weaponizing white privilege against Black people. We have the power to protect Black mothers from the constant assaults on their psyches that come from knowing their Black sons' bodies can be snatched from their arms.

We have the power to love one another, to respect one another, and to be decent to one another. We now need the will.

I remain always in service to you, to my country, and to the rule of law.

Danielle M. Conway

Dean and Donald J. Farage Professor of Law

Dickinson Law

The Pennsylvania State University

From: Authorized Penn State Mass Mail <L-MASS-04@lists.psu.edu> on behalf of Eric Barron <president@PSU.EDU>

Sent: Wednesday, June 10, 2020 6:51 AM

Subject: A message from Penn State President Eric Barron

Dear Members of the Penn State Community:

Over the past two weeks I have heard from hundreds of students, faculty, alumni and community members about their concerns involving hate in the Penn State community. People are justifiably upset about the events in our nation, and the limitations surrounding our institutional response. We must acknowledge the pain, anger and frustration that such events inflict on our community. We must recognize that Black Lives Matter, and that racism, bias and religious intolerance yield an inexcusable cost to life and liberty.

We have an obligation to fight ignorance and intolerance, model inclusivity and embrace the power that diversity represents. Yet we operate in a national environment where there is growing polarity on these issues, greater conflict and an amplification of hate speech. The path forward will be challenging. We must work together to address both immediate issues and the solutions to long-standing problems, and to be candid and direct about what public universities can accomplish, while still setting the bar high as a national leader in higher education.

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3. Partnership with the University Faculty Senate to support the request of student leaders for required racism and bias coursework for all students. Our students have been persistent in requesting these educational programs and it is time to work with them to improve our educational offerings and opportunities.
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I welcome your ideas and participation as we move forward.

Eric J. Barron

President, Penn State

Penn State Faculty and Staff:

The confluence of a pandemic, extraordinary financial stress and a social justice crisis have caused unprecedented challenges to our University. The stress and frustration are also exacerbated by our inability to make promises when change is constant and future circumstances are difficult to predict. We deeply regret that each of you have been operating in an environment where you are concerned about your physical and mental well-being, as well as your financial security. Certainly, each of these stresses weigh heavily on our efforts to focus on our shared purpose, which is our educational mission.

At the outset of the pandemic, we stressed that that the University had three priorities: (1) the health and safety of our faculty, staff and students; (2) completion of our mission of educating students; and (3) the financial well-being of our employees and our community. Failures in social justice, health disparities and the clear evidence of systemic racism and bias amplify and extend the importance of these priorities. Although we face considerable uncertainty, we want to reaffirm our commitment to your security.

Our commitment to health and safety related to the pandemic remains as the highest priority. We began with the promise to meet or exceed the guidance from the state of Pennsylvania and the CDC for testing. Few found this commitment sufficient. Unfortunately, federal approvals, supply chain issues and testing capabilities prevented us from providing a more detailed and complete plan at that time. We have been working diligently on a robust capability, guided by medical science, of testing and contact tracing that is based on partnerships with private providers, local and state governments, and growth in internal capabilities. In addition, we have been working to mass purchase masks and hand sanitizer stations, modify classrooms and outline rules for enforcement. We have had a strong focus on safety for those with underlying medical conditions or who are high risk. We continue to follow Pennsylvania guidelines that those who can work at home should continue to do so. As our plans crystallize, they will continue to be posted on virusinfo.psu.edu. A robust capability for testing, contact tracing, isolation and quarantine is a critical and necessary requirement for face-to-face education. The University is preparing to announce the implementation of a comprehensive testing and tracing plan in the very near future.

Our approach to the mode of teaching is also a key factor in ensuring that faculty and graduate students feel safe in the classroom. Our approach has been to ask the faculty for their preference and to work with academic leaders to understand the academic requirements and the health and safety needs of faculty and graduate students. Interestingly, our challenge is to find sufficient classroom space, given social distancing requirements, for all of the faculty who do wish to teach face to face or in hybrid mode. We continue to work at optimizing classrooms and adding other spaces to our inventory, given the desire of both students and faculty for face-to-face or hybrid teaching.

Further, our focus on multiple modes of teaching, multiple choices for students, with the associated purchase of equipment like microphones and cameras, is designed for us to be nimble – nimble to help a student who is under quarantine continue their studies, nimble for an international student who cannot attend in person and nimble if health conditions or testing limitations require us to move fully remote. Likewise, the decision to move fully remote after Thanksgiving is entirely based on health concerns and limiting the potential to reintroduce significant new viral infections into our community.

We would also like to put to rest the mix of rumors that the administration would somehow utilize information on teaching requests or challenges to remote delivery to penalize. Our commitment should be obvious from our shared governance work with the University Faculty Senate to modify the tenure clock and limit administrative use of SRTes as we switched to remote education in the spring. We will absolutely continue to work in partnership with the Senate while we consider alternatives, and importantly, as we develop tools to enable faculty to engage in critical teaching and research.

The financial stress on our University is clear. As a tuition-driven University, enrollment overwhelmingly governs our budget. Our best estimate of revenue for our educational budget is a loss of between \$130 and \$150 million for the current year. Some scenarios suggested the loss could be much greater, nearly a half a billion dollars with continued significant losses for multiple years. Further, our auxiliaries have been heavily impacted as we returned housing and food contract dollars to students. Our hotels and other facilities are generating no income. Yet, we made a public promise to support the financial well-being of our employees. Even with approximately 2,000 employees who could not come to work and could not work from home, we committed sufficient salary, that when added to weekly federal stimulus payments, has made our employees whole and enabled them to keep their benefits. This plan was overwhelmingly approved by the Teamsters. We continued to pay other employees who could only work part-time from home at their full salaries. We exhausted the reserves in our auxiliaries in order to keep our commitment to our employees. Today, with one painful exception, because we will close a hotel for the long-term in order to use it for housing, we are continuing our commitment to keep our employees whole.

Unfortunately, our commitment is not without limit. The worst-case scenario, with multiple years of large deficits, would put the University in an untenable position. Some have suggested that the wealth of our endowment would save us, and that we could continue to promise salaries and even raises for the long-term despite significant decreases in enrollment. However, more than 90% of our endowment is restricted either by binding agreement or to service debt or to support promised scholarships, and 8% is committed directly to specific colleges. Only about 2% is truly unrestricted. It would be fiscally irresponsible to make long-term promises in the midst of the pandemic under these conditions. However, we believe that through our hard work and efforts to manage our resources, we can continue our commitments to our employees. As insurance, the Board of Trustees authorized a line of credit totaling \$250 million for the University if needed to weather the storm.

We understand that the current lack of details on much of our important planning has caused stress for many on our campuses and in our communities. We will be announcing in the next few days another town hall meeting at which we will share more information about specific plans and action items to be ready for a return to campus.

We face another profoundly important crisis, born of a long history of systemic racism and bias in our country. Reversing systemic racism and bias is a moral imperative and will require persistent and consistent effort and investment. But current events have demonstrated an urgency if we are to protect the health and safety of our community and ensure that our students reach their educational goals. The character of the crisis is very different, but the impact on mental and physical health and the impact on educational opportunity are extraordinary, and are amplified by the pandemic. The actions announced

in my June 10 letter, and the proposals expected from the Select Commission on Racism, Bias and Community and other task groups must be a priority for the University. The results of these deliberations and University actions will be posted at actiontogether.psu.edu.

The challenges are unprecedented, but we are guided by our commitment to faculty, staff and students. We recognize the stress and frustration caused by our inability to make promises in many cases due to the ever-changing landscape that we face. We do promise to focus on our priorities to the best of our ability.

Eric Barron
President, Penn State

Pepperdine University

[Statement on the Death of George Floyd](#) — *May 30, 2020*

[Listening and Taking Action](#) — June 3, 2020

[Next Steps at Pepperdine](#) — June 8, 2020

Pepperdine School of Business

[A Message from Dean Deryck J. van Rensburg on Standing Together for Justice](#)

Pitzer College

[Saturday, May 30, 2020](#)

Presidential Initiative to Address Racial Violence and Injustice

To the Pitzer Community:

The last couple of days have been difficult for us all. As an African American I have felt deeply each blow, each knee to the neck, each bullet that has extinguished the lives of my fellow brothers and sisters. I have spent my professional life trying to understand the sources of that violence, trying to develop policies and programs to address it. That we are beginning the third decade of the 21st century still mired in such pain and suffering is professionally a loss for me and a tragedy for our society. Before I could write you, I needed the time to personally and professionally digest these heinous acts that have brought pain and suffering not only to me, but to all who cherish social justice and equal protection under the law.

I read with pride and gratitude the statement from the Pitzer College Student Senate. It is an eloquent statement of “support and solidarity” to our community who cares deeply about the social responsibility and intercultural understanding mission of Pitzer. I join them in their support of all of you, especially our students, but also to our faculty and staff who have been equally affected by these events.

At Pitzer, our commitment to equity and inclusion runs deep and wide, yet, as in the wider society, we still come up short; we don’t have all the answers nor can we produce all the results we would like. Yet, as an educational institution we can continue the quest to better understand, to create more effective advocacy and to promote social change to address the violence and injustices suffered by the African American community and many other marginalized Americans.

To encourage and support such activities I will fund a Presidential Initiative for our faculty and student affairs staff to develop a set of curricular and co-curricular efforts that will address racial violence and injustice in the coming school year. I envision a range of courses, that could include ones that analyze the historical underpinnings of racial violence to courses on police-community relations in racially marginalized communities. Co-curricular activities might include forums that bring distinguished speakers and marginalized community members to campus to share their perspectives. What we do best at Pitzer College is take scholarship and community engagement and direct it at the most intractable of problems. Let us focus on this one, for it is truly a roadblock on our road to social justice.

Please take care and stay safe.

Melvin L. Oliver
President

Pomona College

[A Message to Our Community After the Death of George Floyd](#)

Sunday, May 31, 2020

Dear Pomona College Community:

Watching the suffocation and death of George Floyd was sickening to me and so many across our community, and not only for the loss of an individual and the horrifying details of how it took place. What strikes keenly is the senseless familiarity – it is a scene that has played out so many times before in recent years and across our history.

There is no escaping the sense that things are now moving backward on too many fronts: We've seen discord in our democracy that only seems to be deepening, even over matters such as the public health response to a pandemic; xenophobia threatens the fabric of so many lives intertwined in this nation; and now we see another death of a black man and the subsequent unrest unfolding in cities across the nation.

How do we, as a community, find our way through, and help society find its way forward again, even as we shelter in place, or live under curfew, or worry for ourselves, our loved ones and the strangers whom we have never met?

Through both our experience and our scholarship, we know the reality of history: that the work of change, of justice and equality, has been weaving a zigzag path at best; breakthroughs have been preceded by decades of often tedious, and too often dangerous, work for justice; and it can take only 525 seconds for violence to come to its inevitable, bitter and tragic end.

However, I know that in this dark moment, so many in our extended community are laying the groundwork for our next steps forward. I find solace in that.

We can see this moment for what it is. After a sickening, brutal, act in a long line of injustices, we see people tenaciously and peacefully standing up for change. While a few seek a chance to spark havoc, we can't let their actions and smoke obscure the meaning of this moment. It is time to look unflinchingly at what stares us in the face: racism; hatred; fear; depravity. Yet there is more to the moment, too.

Cameras fixate on flames. We must turn to each other. Will we care for our community? Will we hear each other? Will we come together and move forward with love? In so many ways, we are each other's future. I ask you all, as Pomona, to commit yourselves to a knowledge that, as it shines the brightest light, calls forth the best in humanity.

I ask you all, as Pomona, to comfort each other. I ask you all, as Pomona, to take your knowledge and use it to change what could otherwise be perpetually known as a human stain, if not a human sin. Seek out and test policies that might change the way force is used. Seek out and intervene in cycles of poverty. Help us understand; help motivate us through

the paths of art. Use the powerful tools of the law at its most just to bring aid to those who need it. Use the spirit of innovation to find new solutions, or disseminate those that have been tested and found to be true. Find the cures that wound the body, and care for those who bear them. Help heal the wounds of the spirit that we all bear.

However you do it, you each have a talent that can, for this generation and the next, defend shared human dignity. I ask you, as Pomona—nay, WE AS POMONA—to LIGHT THAT PATH. Your entire college is here with you, and we will be standing shoulder to shoulder, taking our strength from what is best in humanity.

We will be sharing, in coming days, resources for our community. Until then let us stand proudly, and wisely, acknowledging our pain and sharing the threads of hope. Until then, may we send love to the families who are bereft.

And may we never forget that humankind has, within us, a strength, and a will, that can succor the wounded, shore up the broken, and meet, fearlessly and openly, the moral demand of making a better world.

Sincerely,

Gabi

Portland Community College

Black Lives Matter.

Dear Friends,

The image on June 2nd of thousands of Portland residents populating the entire span of the Burnside Bridge in protest of injustice and in solidarity for the movement for Black Lives is a moment I won't soon forget. It was sadly borne out of the image of a Minneapolis police officer kneeling on the neck of George Floyd until he died and has graphically underscored why a movement such as Black Lives Matter is needed. The death of George Floyd is a tragic manifestation of the historic, systemic racism and anti-blackness that runs long and deep in our nation. It is made manifest by inequitable access to so many areas of American life, elements that many of us would consider to be basic, from housing to family wealth to health care to education. And to life itself – the average [life expectancy](#) at birth for African American men is at least nine years fewer than the average life expectancy for white women.

Here are just a few pieces of evidence of the systemic nature of racism in our society.

•**Housing** - Portland has a long history of [exclusionary zoning](#), racial covenants and redlining practices that have systematically excluded and disadvantaged families of color when it comes to home ownership. According to the City of Portland Bureau of Planning and Sustainability, Portland has a history of racist planning. “ . . . Meanwhile, people of color, particularly the African American community in Portland, have repeatedly been burdened, excluded, displaced, and otherwise harmed by explicit and implicit racial discrimination and segregation.” (p. 23) . . . “White households have experienced inequitable benefits from homeownership. White households in single-family neighborhoods have accumulated wealth through rising home values, further contributing to racial disparities in wealth. In addition, higher value mortgage interest deductions exist in these more expensive, historically exclusive areas (see Fig. 12), which results in a greater federal subsidy for those who retain wealth in their homes than those who do not (p. 24).

•**Family Wealth** - In turn, home ownership impacts family wealth. According to [McKinsey](#) (2019), the median white family has more than 10 times the wealth of the median African American family, making the transfer of wealth between generations of African American families more difficult. Household income is another important factor in family wealth and data show that the most recent, and longest economic recovery on record [bypassed](#) the African American community in the Portland region (p.8).

•**Racial disparities** permeate multiple areas of life in this country. To name a few: [Access to healthcare](#); [infant mortality](#); [disproportionate rates of incarceration](#); [disparities in high school graduation rates](#) , and [disparities in college completion](#).

There are many more.

I do not offer these examples in support of a deficit theory--that there is something wrong with us people of color. On the contrary, I posit these and other conditions of life as an **outcome of systemic racism**, e.g. government policies and cultural practices that have intentionally or unintentionally impacted generations of communities of color.

The path to reversing history is and will be a long and difficult one. Former President of Spelman College, Beverly Daniel Tatum, likens [anti-racist work](#) to the moving walkways in airports. If the direction the conveyor belt is moving is the status quo (i.e. toward sustaining racism), then an *active* racist is a person running in the same direction as the belt. A *passive* racist is someone who is just standing still and letting the belt carry them in the same direction. To this person, they may not feel that they are doing anything “racist,” but they are also not willing to go against the “flow.” An *anti-racist* is faced in the opposite direction and is walking *against* the direction of the belt. Needless to say, it is hard work and is counter to the design of the entire (status quo) system. This anti-racist work, then, is and must continue to be, systemic and long term. And it is difficult.

Imagine if you had to live, walking against the conveyor belt of life, against the “flow” of a system that was not built with you in mind. How tired would you be? How many flights of opportunity might you miss?

There are many fronts to address when it comes to systemic racism. Education is one of them and is certainly within our sphere of influence. We know that educational attainment has a lifelong impact on students. We know that education is fundamentally and materially life changing. We know that it is linked to earning a family wage, increasing access to health care, improving one’s health, participation in civic life, etc. And we know that racial disparities exist in terms of access to and completion of, educational pathways. Those disparities begin early in life for students of color and they persist through higher education. This is a national, historic phenomenon.

I think you share with me a belief that it doesn’t have to be this way. I hope you share with me the commitment to change.

The community college movement was born in the 1947 Truman Commission report, a report that called for a nationwide network of community colleges in order to pursue greater equality by increasing access to higher education. Anti-racist work is continuing, not diminishing, the original intent of the community colleges. My request to reconvene the Preferred Future Task Force (PFTF) in 2019 emerged from the imperative to respond to the urgent challenges facing our nation as we work toward a just, more equitable society. The task force is working collectively and even externally to scan and address the sociopolitical issues that could affect the well-being, safety, and belonging of our communities.

One of the many things that the Black Lives Matter movement is teaching us is the importance of a spirit of resistance to the status quo, the courage to face a racist history

and to walk in the opposite direction of that history. For those of us in the education sector, there are many ways that we can “walk against the flow.” One example is the transformational change effort we asserted over three years ago - Yes to Equitable Student Success (YESS). YESS has the stated vision of “recognizing the unique value, perspectives, strengths and challenges of every person who comes to PCC for education, that **all** students will achieve their academic goals through equitable support, quality instruction, clear guidance to persist, and an unwavering commitment to completion shared by the entire college community.”

This commitment has come in the form of interrogating and dismantling the dominant systems that our students are forced to navigate. By placing our BIPOC students at the center, the following YESS reform efforts serve to pull in the experience of those that have existed for too long on the edges of our college: multiple measures for course placement; redesigned developmental education; clearly defined academic & career pathways; holistic and intentional advising and guidance; access to basic needs support, and inclusive and high impact learning environments. We dismantle systemic racism by fully implementing these and other, unfolding, systemic changes.

There are many ways that we can do this work. Some are more visible, some less so. However, they all add up, and they all matter. I encourage our white colleagues to avail yourselves of educational and professional development [resources](#) around transforming white privilege. Look for ongoing learning opportunities through our Office of Equity and Inclusion. Visit Chief Diversity Officer, Tricia Brand’s blog, “[Woke@Work](#)” on Inside PCC.

Colleagues of color, especially our Black and African American colleagues, I see you, I hear you, I stand in solidarity with you.

Meanwhile, the moving walkway of history continues to roll on. It’s not too late to turn around and march, together, in a new direction.

Be Well.

Mark

Mark Mitsui, College President

Pronouns: he, him, his

Portland Community College

Portland State University

PSU stands with Minnesota and Georgia, calls for justice

Author: Stephen Percy

Posted: May 29, 2020

Dear Campus Community,

Our country has witnessed with horror the untimely deaths of George Floyd and Ahmaud Arbery, black men whose deaths have come even as we struggle to absorb the disproportionate impact of the COVID-19 pandemic on minoritized communities. All around us, people of color are dying at a higher rate, making further visible the structural inequities that pervade every area of the American experience.

As Minnesota Gov. Tim Walz said, "These are things that have been brewing in this country for 400 years."

It is easy to feel overwhelmed by these events and give in to despair. But we must not give up because we know that inaction supports injustice, inequity and racism.

We must deepen our work to make our community one where justice and equity are central to who we are. We must work towards equity and justice at Portland State, in Portland, in Oregon, in America, and across the world. It will take intentional and collective action to dismantle systemic structures of oppression.

We stand with communities in Minnesota and Georgia calling for justice, and we affirm our commitment to doing our own work to ensure that justice and equity are a core part of all of PSU.

Today, and always, black lives matter.

Sincerely,

Stephen Percy, President

Julie Caron, Interim Vice President, Global Diversity & Inclusion and Title IX & ADA/504 Coordinator

Ame Lambert, incoming Vice President, Global Diversity & Inclusion

Princeton University

2020 Commencement Address by President Eisgruber

The Office of Communications

May 31, 2020 2:03 p.m.

President Christopher L. Eisgruber's Address for the virtual Commencement ceremony on Sunday, May 31, 2020, along with a statement on the killing of George Floyd and the importance of confronting racism.

Statement from President Eisgruber on the killing of George Floyd and the importance of confronting racism

In my Commencement address for today's virtual ceremony, I say that members of the Class of 2020 graduate into hard times, and that the world needs not only their talent, but their insight, courage, and compassion. Though I recorded that speech less than two weeks ago, intervening events have reminded us that COVID-19 is not the only tragic challenge facing our students and our world.

We have witnessed yet again how this nation's long legacy of racism continues to damage and destroy the lives of black people. The heartless killing of George Floyd in Minneapolis occurred soon after the unjust shootings of Ahmaud Arbery in Georgia and Breonna Taylor in Louisville. It coincided with the appalling harassment of Christian Cooper in New York's Central Park, an incident that demonstrated how easily a racist complaint could put a black man in danger. The COVID-19 pandemic itself has killed black and brown Americans at higher rates than other groups, magnifying disparities in healthcare and economic well-being.

We all have a responsibility to stand up against racism, wherever and whenever we encounter it. Commitments to diversity, inclusivity, and human rights are fundamental to the mission of Princeton University. I ask all of us to join the graduates in the Class of 2020 in their quest to form a better society, one that confronts racism honestly and strives relentlessly for equality and justice.

Commencement Address: "Touched by Tragedy"

A venerable Princeton tradition allows the University president to offer a few words to the graduating students at each year's Commencement exercises. You've all heard more than enough online speeches this spring, so I'll keep my remarks brief. I would be remiss, however, if I did not say something to mark the special achievements, and the exceptional potential, of this graduating class.

During my own senior year, which was a very long time ago, I chose a quotation from Supreme Court Justice Oliver Wendell Holmes, Jr., to accompany my picture in The Nassau

Herald. The quote was, “Through our great good fortune, in our youth our hearts were touched with fire.”

This was a terribly naïve selection on my part. I wanted to say to my classmates that our time together at Princeton had kindled dreams, ideas, and friendships that could inspire us throughout our lives. But when Holmes claimed that he and his generation had been “touched with fire,” he meant that their character had been forged through the searing challenges and tragic deaths of wartime military service. Through that perilous endeavor—and here I will quote the next line from his speech—“it was given to us to learn...that life is a profound and passionate thing.”

My generation experienced nothing like that. For the most part, we had it rather easy.

You graduate in much harder times. The awful contagion that now spreads among us tends to afflict the old more harshly than the young, so you may or may not feel your own life at risk. Some of you, however, have lost relatives or friends to this virus, or struggled with it yourselves. Many of you have seen jobs disappear or felt the economic devastation inflicted by this pandemic. Each and every one of you has lost something precious and irreplaceable.

In far too many ways, you have seen how fragile our world is. So much vanished so fast: scholarly projects, artistic performances, athletic competitions, even the simple pleasures of sharing meals or hugging friends. This ordeal affects us all, but it comes at a particularly formative moment in your lives.

So what will you do with this hardship? The losses are real and painful. What they took from you was beyond your control. What you take from them, however—that is at least partly up to you.

It is thus worth asking: how will you remember these difficult times when you look back on them many years from now? Might you say, do you want to say, after Oliver Wendell Holmes, that “In our youths, our lives were touched by tragedy, and so it was given to us to learn that life is a profound and passionate thing”?

You are already the Great Class of 2020 in the sense that we traditionally call Princeton classes “great”: during your time as Princeton students, you animated this University with your creativity, curiosity, intelligence, aspiration, persistence, and energy. I have no doubt that you will continue to impress us with your achievements in the years to come.

I believe, however, that your class has the chance to be the start of something truly extraordinary, to appreciate anew the value of ordinary human experience and to cooperate afresh for the common good. You enter a world that needs not only your talent, but also your insight, your courage, and your compassion. With those qualities and with the education you complete today, you have the opportunity to chart a new course. I hope you seize that opportunity.

For today, though, I hope simply that you celebrate as exuberantly as circumstances allow. You have persisted in tough times, achieving something remarkable. I send heartfelt best wishes to you now, and I look forward to congratulating you in person next spring.

From: Jeanhee Keyek

Subject: Juneteenth—A Day of Reflection

Date: June 18, 2020 at 9:33:44 AM EDT

TO: All Faculty and Staff

FROM: Deborah Prentice, Provost

SUBJECT: Juneteenth—A Day of Reflection

DATE: June 18, 2020

This Friday, June 19, our nation will formally observe Juneteenth, long celebrated in the African American community as a commemoration of the day, 155 years ago, on which enslaved African Americans in Texas learned of their freedom from bondage. This year's Juneteenth celebration comes at a moment of deep reckoning in our nation, as communities across the country wrestle with the reality and legacy of institutional racism. The brutal killings of George Floyd, Ahmaud Arbery, Breonna Taylor, and Rayshard Brooks, part of a long history of acts of violence and intimidation directed against Black people, demand that both individuals and institutions commit themselves to rejecting racism in all its forms.

But action must be rooted in reflection. On Friday, the University will offer all faculty and staff a fully paid day off to recognize the significance of Juneteenth for our community and to provide space to contemplate how we can do our part to eliminate structural and overt racism and other forms of discrimination on our campus, in our communities, and in our country. Staff whose duties oblige them to report to work will receive other time off at a later date.

This moment of reflection is just one step on a longer journey. The University is currently working with our community and identifying concrete steps to enhance its commitment to structural change and anti-racism; some steps are already in progress, and additional steps will be announced in the weeks ahead. We must ensure that everyone who works and studies on our campus is treated with respect, and that all of our students, staff, and faculty have the support they need to flourish. We encourage each of you to be an active participant in the struggle to eliminate racism at Princeton and beyond.

The Office of Human Resources has developed a list of readings, potential activities, and other resources that we encourage you to explore as you determine your response to this moment.

As we continue our work together, the University would like to hear from you. Please reach out to the Office of Institutional Equity and Diversity or the Office of Human Resources to share your input, feedback, and personal reflections about how we can better fulfill our commitment to building community and combatting racism.

From: Christopher L. Eisgruber '83 <alco@princeton.edu>

Date: Mon, Jun 22, 2020 at 4:47 PM

Subject: Message to the Princeton Community - June 22, 2020

Dear Members of the Princeton Community,

In response to recent tragic events, over the past several weeks our University—along with the rest of our nation—has been engaged in a conversation about racial injustice in America and the ongoing reality of oppression and violence against Black Americans. Individually and collectively, we have asked how we can do our part to confront racism honestly and effectively. We have begun identifying and taking steps—but we must do more.

We must think broadly and ask hard questions of ourselves. We must reflect on our place in the world and challenge ourselves to identify additional steps we can take to fight racism. As a University, we must examine all aspects of this institution—from our scholarly work to our daily operations—with a critical eye and a bias toward action. This will be an ongoing process, one that depends on concrete and reasoned steps.

Building on past work, our community has begun to take action. The University has already announced an initial series of new funding initiatives—the first, immediate steps in an ongoing effort to bring to bear the research, teaching, and service-focused mission of the University on the critical issues of racial injustice.

Through the Pace Center for Civic Engagement, we have established a new grant program (“Princeton RISE”) that provides immediate resources for undergraduate and graduate students who want to engage in work over the summer to address racial inequalities and injustices. We have put out a call for faculty-led projects to engage undergraduate students in research or scholarly work that addresses racism, including systemic racism and racial injustice. We have identified funding to support faculty members who want to create or expand course offerings related to systemic racism, racial injustice, anti-racism, and the history of civil rights or anti-racist movements.

We obviously need to do even more. We have therefore been asking ourselves and our community how Princeton can best respond to this moment as an institution. As part of this process, I have formally charged the members of Princeton's Cabinet—the senior academic and administrative leaders of our University—to identify specific actions that can be taken in their areas of responsibility to confront racism in our own community and in the world at large. Today, I am sharing with you the charge I have given to them.

As I told the Cabinet, Chair of the Board of Trustees Weezie Sams and I have also initiated a conversation within the board about these topics, beginning with individual conversations with every trustee. The full board will convene in a special meeting later this month to continue discussing how the University can help fight systemic racism.

This is one step in a long journey, and we will continue to need input from all of you—students, faculty, and staff—to determine where we can do better and where we can do more. If you have input that you would like to share with the full Cabinet or individual members, we invite you to send suggestions to ideasforchange@princeton.edu.

I want to thank all of you who have raised your voices in the past weeks, and who have stepped up to the task at hand. We all share this responsibility to one another and to justice.

With best wishes,

Chris Eisgruber

Message to Cabinet Regarding Anti-Racism Initiatives

Dear Cabinet Colleagues,

Recent events have demonstrated yet again how this nation's long legacy of racism continues to damage and destroy the lives of Black people. The heartless killing of George Floyd in Minneapolis occurred soon after the unjust shootings of Ahmaud Arbery in Georgia and Breonna Taylor in Louisville, and was followed by the wrongful killing of Rayshard Brooks in Atlanta. It coincided with the appalling harassment of Christian Cooper in New York's Central Park, an incident that demonstrated how easily a racist complaint could put a Black man in danger. The COVID-19 pandemic itself has killed Black and brown Americans at higher rates than other groups, magnifying disparities in healthcare and economic well-being.

These events, chapters in an ongoing history of oppressive violence against Black Americans, have brought renewed focus to the role we all must play in confronting racism. I want to thank the many of you, and other members of our community, who have stepped up in the past weeks to identify opportunities for change here at Princeton, who have lifted

up the voices of our scholars, and who have helped launch new initiatives to tackle these important issues. But we must do more.

Princeton University has a responsibility to stand up against racism and to bring its scholarly and teaching resources to bear to create a more just and equal society. We have convened several task forces during the past decade to study issues of diversity and inclusion at Princeton University and made progress by implementing changes they recommended. We have not, however, focused on eliminating racism. That is the charge I give to you now. We must seize this tragic and searing moment in American history to ask how we can more effectively fight racism—through our teaching and research, through our operations, and through our interactions and partnerships with those around us.

I am accordingly asking all Cabinet members to submit reports to me by Friday, August 21, that specify a set of actions that could be taken within your areas to identify, understand, and combat systemic racism within and beyond the University. Additionally, Chair of the Board of Trustees Weezie Sams and I have initiated a conversation within the board about these topics, beginning with individual conversations with every trustee. The full board will convene in a special meeting later this month to continue discussing how the University can help fight systemic racism.

We will come together as a Cabinet in late August to discuss the results of our work and develop clear plans for implementation and accountability. This initiative will require input and meaningful engagement from members of our community. I ask that you determine how best to engage a diverse range of constituencies—including students, faculty, staff, alumni, and community members—in this urgent work, both in the preparation of your reports and on an ongoing basis. In structuring your reports, please consider how the following questions apply to your units and areas of responsibility:

1. What are the strengths and weaknesses of Princeton University's scholarly, co-curricular, administrative, and other efforts to eliminate racism on its campus and beyond?
2. What should Princeton University do to more effectively stand against racism and for equality and justice?
3. How can Princeton University learn from and partner with institutions, organizations, or communities in the surrounding region and throughout the nation to cooperate productively to fight racism?

Confronting the realities and legacy of racism, both in our own community and in the world at large, requires commitment at every level of our institution. This will be an ongoing effort, one that will require our collective attention and the input of our students, faculty, staff, and alumni.

We must be relentless in our efforts to eliminate the scourge of racism and strive for equality and justice.

I look forward to receiving your reports.

With best wishes,

Chris

From: Woodrow Wilson School, Princeton University

Sent: Mon, Jun 22, 2020 12:44 pm

Subject: Dean's Message: Combatting Systemic Racism and Injustice

June 22, 2020

Dear Alumni,

Racism in the justice system and discrimination in the labor market and health care system are not new, but the death of George Floyd and others at the hands of police, and the disparate impacts of Covid-19 and the economic crisis on black and brown communities have laid bare how racism permeates every facet of American life. The country is at an inflection point.

We are a policy school. Our mission calls us to dedicate ourselves to integrating world-class scholarship and a commitment to service in order to make a positive difference in the world. Therefore, I embrace President Eisgruber's call today to think about the role Princeton can play in fighting racism and injustice at this critical moment.

I have spent my entire career thinking about these issues and working for change. As a black woman in a field where there are few of either, I have worked to shape economics into a field not solely represented by white men. I deeply believe that real diversity is critical for meaningful and effective policymaking. Only when leaders truly respect one another as equals and learn how to talk to each other rather than past each other can true progress be made.

To answer President Eisgruber's call, I will be asking the School's faculty, administrators, and students to join in the conversation about how our community can work to combat racism, injustice, and inequality. I believe we have already made progress, and acknowledge we need to go further. I am interested in asking hard questions about our program and seeking creative ways to bring new insights to our curriculum and scholarship. This will take time, thoughtfulness, analysis, and engagement from all our constituencies.

This is a moment of reckoning for the United States. We are a diverse community, but we all agree that true equality is a foundational value of our country and our School. That is not debatable. We may not always agree on the most effective ways to promote change, but I know we can work together to achieve measures that will address the deeply harmful

divisions and injustices in our country. I know our policy school is up to the task. Our School, University, and the communities our alumni will ultimately serve will be better for it.

Sincerely,

Cecilia Elena Rouse

Dean

[Board of Trustees' decision on removing Woodrow Wilson's name from public policy school and residential college](#)

June 27, 2020 12:29 p.m.

Princeton University Board of Trustees' decision on use of Woodrow Wilson's name June 26, 2020

The Princeton University Board of Trustees voted today to remove Woodrow Wilson's name from the University's School of Public and International Affairs, which will now be known as the Princeton School of Public and International Affairs. We have taken this extraordinary step because we believe that Wilson's racist thinking and policies make him an inappropriate namesake for a school whose scholars, students, and alumni must be firmly committed to combatting the scourge of racism in all its forms.

Student protests at Princeton in November 2015 called attention to Wilson's racism, and we responded by forming an ad hoc committee, chaired by Brent Henry '69, to study Wilson's legacy at Princeton. The committee recommended valuable reforms to increase Princeton's inclusivity and recount the University's history more completely, but it left the names of the School and College intact. Student and alumni interest in those names has persisted, and we revisited them this month as the American nation struggled profoundly with the terrible injustice of racism.

If the question before us were how to weigh Wilson's achievements against his failures, members of the Princeton community might reach varying judgments. We believe, however, that these times present the University with a different question. Identifying a political leader as the namesake for a public policy school inevitably suggests that the honoree is a role model for those who study in the school. We must therefore ask whether it is acceptable for this University's school of public affairs to bear the name of a racist who segregated the nation's civil service after it had been integrated for decades. This question has been made more urgent by the recent killings of Breonna Taylor, Ahmaud Arbery, George Floyd, and Rayshard Brooks, which have served as tragic reminders of the ongoing need for all of us to stand against racism and for equality and justice. Our commitment to

those values must be clear and unequivocal. We believe that the continued use of Wilson's name on a school of public affairs does not reflect those values and thereby impedes the School's and the University's capacity to pursue their missions.

We take this action while continuing to recognize and respect Woodrow Wilson's exceptional achievements. The board today reaffirms its belief that the [April 2016 Report of the Trustee Committee on Woodrow Wilson's Legacy at Princeton](#) accurately and persuasively summarizes the strengths and deficiencies of Wilson's record at Princeton and in the broader world. As that report documents, during his time on the faculty and as a transformative president, Wilson improved Princeton as much as or more than any other individual in the University's long history. Though scholars disagree about how to assess Wilson's tenure as president of the United States, many rank him among the nation's greatest leaders and credit him with visionary ideas that shaped the world for the better.

As our nation wrestles with its history in this moment, it is important, especially at institutions committed to seeking the truth, that we recognize the complexity of historical figures and that we examine the entirety of their impact on the world. Though we conclude today that Wilson's racism makes him an inappropriate namesake for the University's School of Public and International Affairs, we recognize that Princeton has a continuing responsibility to remember his achievements even as we honestly and publicly contend with his failures.

One of Princeton's residential colleges also currently bears Wilson's name. That naming, like the naming of the School of Public and International Affairs, is honorific, not the result of any donor's gift. The University has previously indicated that it plans to close Wilson College and retire its name after opening the two new residential colleges now under construction south of Poe Field. Rather than ask students in the College to identify with the name of a racist president for the next two years, the University will accelerate retirement of the honorific naming. The College will instead be known as "First College" in recognition of its status as the first of the residential colleges that now play an essential role in the residential life of all Princeton undergraduates.

The University's highest honor for an undergraduate alumnus or alumna is conferred annually on Alumni Day and also bears Wilson's name. The Woodrow Wilson Award, unlike either the College or the School, is the result of a gift. When the University accepted the gift, it took on a legal obligation to name the prize for Wilson and honor his "conviction that education is for 'use' and ... the high aims expressed in his memorable phrase, 'Princeton in the Nation's Service.'" The University will continue to recognize extraordinary public service by conferring the award as currently named. The award explicitly honors specific and positive aspects of Wilson's career, and it, unlike the School or the College, does not require students to identify with the Wilson name in connection with their academic or residential programs.

Princeton University Board of Trustees

June 26, 2020

From: Christopher L. Eisgruber '83

Sent: Sat, Jun 27, 2020 12:39 PM

Subject: Message to the Princeton Community - June 27, 2020

Dear Members of the Princeton Community,

When I wrote to you on Monday morning, I noted that the Princeton University Board of Trustees was discussing how the University could oppose racism and would soon convene a special meeting on that topic. The meeting took place yesterday. On my recommendation, the board voted to change the names of both the School of Public and International Affairs and Wilson College. As you will see from the board's statement, the trustees concluded that Woodrow Wilson's racist thinking and policies make him an inappropriate namesake for a school or college whose scholars, students, and alumni must stand firmly against racism in all its forms.

As most of you know, the board previously considered whether to remove Wilson's name after a group of student activists occupied my office in November 2015. The Wilson Legacy Review Committee conducted a thorough, deliberative process. In April 2016, it recommended a number of reforms to make this University more inclusive and more honest about its history. The committee and the board, however, left Wilson's name on the School and the College.

The board reconsidered these conclusions this month as the tragic killings of George Floyd, Breonna Taylor, Ahmaud Arbery, and Rayshard Brooks drew renewed attention to the long and damaging history of racism in America. Board Chair Weezie Sams '79 and I spoke individually to members of the board, and it then met on June 26.

The board continues to respect, as do I, the Wilson Legacy Review Committee's process and report, including its description of Wilson's historical record and its "presumption that names adopted by the trustees after full and thoughtful deliberation ... will remain in place, especially when the original reasons for adopting the names remain valid." The board nevertheless concluded that the presumption should yield in this case because of considerations specific to Wilson's racist policies and to how his name shapes the identities of the School and the College.

Wilson's racism was significant and consequential even by the standards of his own time. He segregated the federal civil service after it had been racially integrated for decades, thereby taking America backward in its pursuit of justice. He not only acquiesced in but

added to the persistent practice of racism in this country, a practice that continues to do harm today.

Wilson's segregationist policies make him an especially inappropriate namesake for a public policy school. When a university names a school of public policy for a political leader, it inevitably suggests that the honoree is a model for students who study at the school. This searing moment in American history has made clear that Wilson's racism disqualifies him from that role. In a nation that continues to struggle with racism, this University and its school of public and international affairs must stand clearly and firmly for equality and justice. The School will now be known as "The Princeton School of Public and International Affairs."

The University had already planned to close Wilson College and retire its name after opening two new residential colleges currently under construction. Rather than ask students in the College to identify with the name of a racist president for the next two years, the University will accelerate retirement of the name. The College will instead be known as "First College" in recognition of its status as the first of the residential colleges that now play an essential role in the residential life of all Princeton undergraduates.

These conclusions may seem harsh to some. Wilson remade Princeton, converting it from a sleepy college into a great research university. Many of the virtues that distinguish Princeton today -- including its research excellence and its preceptorial system -- were in significant part the result of Wilson's leadership. He went on to the American presidency and received a Nobel Prize. People will differ about how to weigh Wilson's achievements and failures. Part of our responsibility as a University is to preserve Wilson's record in all of its considerable complexity.

Wilson is a different figure from, say, John C. Calhoun or Robert E. Lee, whose fame derives from their defenses of the Confederacy and slavery (Lee was often honored for the very purpose of expressing sympathy for segregation and opposition to racial equality). Princeton honored Wilson not because of, but without regard to or perhaps even in ignorance of, his racism.

That, however, is ultimately the problem. Princeton is part of an America that has too often disregarded, ignored, or excused racism, allowing the persistence of systems that discriminate against Black people. When Derek Chauvin knelt for nearly nine minutes on George Floyd's neck while bystanders recorded his cruelty, he might have assumed that the system would disregard, ignore, or excuse his conduct, as it had done in response to past complaints against him.

The steps taken yesterday by the Board of Trustees are extraordinary measures. These are not the only steps our University is taking to combat the realities and legacy of racism, but they are important ones. I join the trustees in hoping that they will provide the University, the School of Public and International Affairs, and our entire community with a firm foundation to pursue the mission of teaching, research, and service that has defined our

highest aspirations and generated our greatest achievements throughout our history and today.

With best wishes,

Christopher L. Eisgruber

From: "Christopher L. Eisgruber '83

Date: 09/02/2020

Subject: Update from President Eisgruber on the University's efforts to combat systemic racism

Dear members of the Princeton community,

In June, I wrote to you as America entered a profound national reckoning with racism. That reckoning is at once painful, because the harms done by systemic racism have been exposed so starkly, and promising, because we are seeing widespread and urgent desire to take action to achieve a more just society.

With that goal in mind, I charged my Cabinet in June to develop plans to combat systemic racism at Princeton and beyond. In my letter, I invited suggestions from all of you, and many individuals and groups responded. I am grateful for your input, and I write now with an update about our progress.

My Cabinet colleagues and I began our work early in the summer as people throughout America and around the world protested the cruel and unjust killings of George Floyd, Breonna Taylor, Ahmaud Arbery, and Rayshard Brooks. As the Cabinet gathered last week to discuss preliminary recommendations, the nation reeled once more after a Kenosha, Wisconsin, police officer shot Jacob Blake seven times in the back.

This outrageous and awful violence has revealed yet again, and with searing intensity, the long, painful, and ongoing existence of anti-Black racism in America. Racial justice demands the scholarly and practical attention of this University. Princeton contributes to the world through teaching and research of unsurpassed quality, and we must continue to find ways to bring that mission to bear against racism, and against all of the discrimination that damages the lives of people of color.

We must ask how Princeton can address systemic racism in the world, and we must also ask how to address it within our own community. That is true even though, for at least the past fifty years, this University has committed itself to becoming more inclusive. At a University that, for most of its history, intentionally and systematically excluded people of color, women, Jews, and other minorities, Princetonians—from the oldest alumni to the

newest undergraduates—now take pride in the diversity of our community. They thrill to the achievements of all our students, faculty, and alumni, and they want Princeton to be a fully inclusive community.

Racism and the damage it does to people of color nevertheless persist at Princeton as in our society, sometimes by conscious intention but more often through unexamined assumptions and stereotypes, ignorance or insensitivity, and the systemic legacy of past decisions and policies. Race-based inequities in America's health care, policing, education, and employment systems affect profoundly the lives of our staff, students, and faculty of color.

Racist assumptions from the past also remain embedded in structures of the University itself. For example, Princeton inherits from earlier generations at least nine departments and programs organized around European languages and culture, but only a single, relatively small program in African studies.

This summer's effort to address systemic racism began with changes and initiatives that we announced in June. These included new funding for teaching, research, and service projects related to racial justice and the changes to the names of what are now the Princeton School of Public and International Affairs and First College.

Then, during July and August, my Cabinet colleagues examined systems and practices covering all facets of the University. They produced an impressive range of data-driven insights, recommendations, and questions for further study that we are now pursuing.

Much of this work is unglamorous, focused not on flashy symbols but on the nuts and bolts of University management. That is essential: to care about eradicating systemic racism, one has to care about systems. The Cabinet understands how to interrogate and improve the University's systems, and I am proud of the dedication and imagination brought to the charge I gave its members. We expect our work to continue throughout this year and beyond, and Provost Deborah Prentice and I will communicate with you about it as we develop further plans and initiatives.

In my charge to the Cabinet, I specifically asked my colleagues to consider both the University's own operations and how we could partner with organizations and communities around us to fight systemic racism in the world at large. In the Cabinet's inquiry into this topic, one question emerged as especially important: how might Princeton extend its educational mission to reach underserved populations around it?

As a result of its history and structure, Princeton has none of the degree-granting continuing education, general education, or related outreach programs that exist at almost all of our peers. This kind of teaching initiative might simultaneously help to address the effects of systemic racism and expand the horizons of our scholarly and educational community. Our growing experience with online learning adds to the tools we might use to enhance such a project.

Developing such a program would be a major undertaking that would benefit from University-wide discussion, and it would require support from the faculty and the Board of Trustees. It could present novel opportunities to partner with other colleges, institutions, or communities in our region and beyond. I have authorized further exploration of the possibility, and Provost Prentice has agreed to oversee the effort.

In addition to exploring the possibility of a new credit- or degree-granting program that would extend Princeton's teaching to a new range of students from communities disproportionately affected by systemic racism and related forms of disadvantage, the Cabinet identified several priorities for collective, University-wide work beginning immediately:

- Assemble a faculty that more closely reflects both the diverse makeup of the students we educate and the national pool of candidates . To that end, we will undertake enhanced efforts to expand diversity of the faculty pipeline, and aspire to increase by 50 percent the number of tenured or tenure-track faculty members from underrepresented groups over the next five years. To enable the realization of these aspirations, we intend to use a broad range of existing and supplemental strategies, including thoughtful recruiting efforts to identify diverse candidate pools, encouraging departments to move into new fields or subfields that might offer diverse talent pools, and allowing hiring units increased flexibility to search in advance of future vacancies;
- Establish and strengthen parallel initiatives to diversify Princeton's postdoctoral researchers, lecturers, visiting faculty, and graduate students, again with the aspiration of significantly increasing the number of scholars from underrepresented groups;
- Reconceive the Faculty Advisory Committee on Diversity to provide further leadership and oversight regarding departments' recruitment and retention procedures, financial resources, and curriculum development;
- Develop an institution-wide, multi-year action plan for supplier and contractor diversity, bringing together and expanding efforts focused on procurement and diversification of vendors, consultants, professional firms, and other business partners, including external investment managers;
- Initiate a trustee-level ad hoc committee, augmented by students, faculty, alumni, and staff from the Council of the Princeton University Community Committee on Naming, to recommend principles to govern changes in naming and other campus iconography, in conjunction with other ongoing efforts to diversify Princeton's institutional narrative and strengthen the welcoming character of the campus;
- Review Princeton's benefits and policies, including the Tuition Assistance and Children's Educational Assistance Plans, with an eye to enhancing equity for employees in lower-paid positions and others who might have been disproportionately affected by systemic racism or other class-based disadvantages;

- Strengthen support for ongoing anti-racism and diversity-related professional development and other educational opportunities for the campus community, including appropriate instruction for individuals with managerial or hiring responsibilities, as well as offerings regarding inter-group dialogue, inclusive pedagogy, and bias response.

To provide increased accountability around these goals, we will collect and publish additional data, including an annual Diversity, Equity, and Inclusion report; we will also make enhanced efforts to diversify external advisory committees throughout the University. We are in conversations with faculty members about academic initiatives on topics relevant to systemic racism.

Over the coming days and months, we will arrange opportunities for community input, dialogue, and discussion. We are in the process of planning multiple town halls for this purpose during September and October. We need your ideas, and, more than that, we need your engagement to make this University better. While my Cabinet will continue to pursue these measures, to implement other recommendations generated over the summer, and to develop additional ideas, real progress will depend upon continued commitment from throughout the University.

That is especially so with regard to faculty hiring and graduate student recruitment. Universities are decentralized by design, so that crucial decisions about hiring and curriculum benefit from the expertise of world-class scholars who know the relevant subject matter.

We can and will provide central support and increased accountability to enhance Princeton's diversity, but there are limits, including legal restrictions, to what we can do or require as we press ahead with initiatives to diversify the University. For example, we cannot reserve jobs or specific positions for members of underrepresented minority groups. The interest and commitment expressed by faculty members and others throughout this University leaves me confident, however, that we can achieve our aspirational goals by working together collaboratively and energetically to identify outstanding scholars, and that we can do so in ways fully consistent with legal restrictions, academic freedom, and other defining principles of this University.

Indeed, on nearly all of the topics mentioned in this letter and others to come in the future, success will require sustained effort and continued commitment from the entire University community. It will not be easy, but the benefits will be tremendous. My colleagues and I look forward to hearing from you, communicating with you, and partnering with you to make Princeton fully inclusive, and to fight the systemic racism that has for too long damaged the lives of Black, Indigenous, and people of color, both at this University and in the United States more broadly.

With best wishes,

Christopher L. Eisgruber

Princeton Theological Seminary

[Statement on the Death of George Floyd](#) — May 29, 2020

[On the Recent Murders of African Americans in the U.S.](#) — June 1, 2020

[Doing Justice](#) – June 15, 2020

Quinnipiac University

From: President Judy D. Olian <jdolian@qu.edu>

Sent: Saturday, May 30, 2020 2:02 PM

Subject: The pain of racism

Dear Quinnipiac Family:

I write to you not about COVID-19, but about something more pervasive, more permanent, and even more pernicious. I write today about racism in America.

This week's murder of George Floyd in Minneapolis, the recent killings of Ahmaud Arbery in Georgia and Breonna Taylor in Kentucky, and so many other terrible acts of violence against people of color demonstrate an inescapable reality: Far too many members of our society are still not treated with the same empathy, kindness, fairness, or justness that they deserve – simply because of the color of their skin.

Bigotry can be subtle and corrosive. It is present when we use words that are insensitive; when we make snap judgments based on appearance; when we presume an understanding of another's reality that has been borne of a lifetime of experiencing prejudice. I ask myself how this still happens in a country graced with so much good fortune and rich ideals. But to the many people suffering the pain of discrimination, this is no surprise. This is daily life where they encounter exclusion, fear, self-doubt, despair for a lack of opportunity, unequal treatment, and sometimes, sadly, extreme violence.

Each of us bears responsibility to do everything in our powers to change the abhorrent reality confronting so many people. Ordinary actions some of us take for granted – like driving, jogging, playing in the park, visiting a store, or walking at night – can be risky for some members of our community because of systemic and deeply ingrained racism. We must rise up and speak out if we are bystanders to prejudice; we must commit as parents and mentors to educate the next generation for inclusivity and equality; and we must organize to actively protect those who are most vulnerable.

As a university built on inclusive excellence, we hold each person accountable for inclusive behavior, and we encourage courageous action. Our community is one built upon trust, openness and civility, that allows for honest conversations about difficult subjects; one that cares for—and helps—marginalized members of our society.

My call today is for you to personally commit to these behaviors to reverse the legacy of racism in our communities: through your own compassion and commitment, by truly listening and striving to achieve an understanding of another's reality and circumstances, and to rally for what is right. We cannot stand idle, and we cannot allow evil of any kind against any one of us.

Sadly, our classmates, faculty, staff, family and friends of color are again feeling the unspeakable pain of these events. We stand in solidarity with you. The Quinnipiac family has always been a force of good. Let us lead the way as a beacon of inclusivity and as a voice of change.

Be well,

Judy Olian, President

Quinnipiac University

Redlands University

To: University Community

From: Ralph W. Kuncl and the President's Cabinet

Date: June 9, 2020

Subject: Speaking Through Action

As a University, we are committed to addressing the problems of systemic racism and to be part of the solution. It's time for change, and has long been time for change, within American society. While we have a longstanding commitment to racial equity, this historic moment gives us a chance to reflect on where we are and where we want to go.

As a Cabinet, we speak with one voice against racism and injustice:

1. Black Lives Matter. Some people have a reflexive response to the phrase "black lives matter" that goes like this: "all lives matter." But this second phrase would only be true if black lives truly mattered, too—and for hundreds of years in this country they have not. That is why the Black Lives Matter movement deserves our support.
2. White privilege and socioeconomic privilege are real and operate within our own environment and in society at large.
3. Excessive use of force by police officers resulting in the death of black people is not justifiable. Discrimination and brutality seem more obvious than ever before, partly because of the remarkable invention and ubiquity of cell phones with video capability. But the killings are not new.
4. Peaceful protests are one means to pursue racial equity for black Americans. Two aspects of the current protests and public dialogue are cause for optimism. First, this movement is multigenerational and diverse, more so than ever before. Second, an urgency is building around issues of police training, justice and prison reform, and other aspects of our society that result in people of color being treated unfairly.

We would like to acknowledge the pain we have been hearing from some members of our community. As a University, we must increase existing efforts toward creating an environment in which:

- Our black students, faculty, and staff are secure.
- We hold each other accountable: to oppose racial animus and ignorance of the truth, and to pursue racial equity for all people of color.
- We create opportunities to promote new levels of understanding, seek new ways of relating to one another, and learn how to change our own actions accordingly.

- We raise awareness and understanding of the cultural differences associated with race to enhance university life for black students and other students of color whose lived experiences are different from their white peers and include encountering unjust or prejudicial treatment.
- Faculty are constantly updating and deepening the classroom experience to include meaningful engagement with African American scholars.
- We see that bringing together faculty, students, staff, and administrators from diverse backgrounds and cultures creates a richer environment for all.
- We value employees with a demonstrated interest and willingness to work with all of our under-represented groups in achieving professional and academic success.

Speaking Through Actions

The University is committed to creating and maintaining a community that is just, fair, and equal for all. For all of us, it is not enough to read and speak, even to be aware and deeply committed inside. Actions must reflect our words.

Here are some actions being taken.

- We will dedicate the University's 2020-21 Innovation Fund of \$50,000 to a new Inclusive Community and Justice Fund, supplemented by resources from the deans. Instructions for applying to the fund will be forthcoming.
- Effective July 1, the current Office of Campus Diversity and Inclusion and Native Student Programs will both be under the leadership of Senior Diversity and Inclusion Officer Christopher Jones. Christopher will work with those teams and members of our community to reimagine their mission and expand the current reach to include education and training for students, faculty, and staff.
- University of Redlands Staff and Administrators Assembly (URSAA) is hosting a Webex meeting (at <https://redlands.webex.com/redlands/onstage/g.php?MTID=ec1a0de178afcc809f4d65e283865890e>) with Christopher on Thursday, June 11, from 10 to 11 a.m. The session will be an opportunity to provide your input and perspective on diversity and inclusion on campus. During the session, there will be a brief presentation from Christopher on his vision and initial impressions, followed by a series of questions to provoke discussion.
- College of Arts and Sciences leadership will engage collective efforts to facilitate both affirming and challenging interactions, creating academic spaces examining systemic racism and hiring faculty and staff who engage the learning needs of all students and advance the University's commitment to an inclusive community.

- The College's Proudian Honors Program is standing in solidarity with the Black Lives Matter movement, raising funds to be donated to the NAACP San Bernardino Chapter (which is funding small businesses reopening, education reform, and criminal justice reform) and NAACP Legal Defense and Education Fund (which is actively working through litigation and public advocacy to achieve racial justice).
- While the School of Business will leverage its Purposeful Leadership Initiative, the School of Education and Graduate School of Theology will lean into their existing social justice themes. One example of this is a virtual Black Community Care meeting hosted on June 8 by Professor of Teaching and Learning Nicol Howard for School of Education faculty, staff, and students to process together their personal responses to anti-black racism.
- The University will provide experiential learning opportunities designed to raise consciousness, bridge differential divides to promote relationships, and expand individual and group competencies to advance social justice through action.
- Enrollment leadership has proposed the development of an integrated program to recruit, retain, and support black students similar to our Hunsaker and San Manuel Excellence in Leadership scholarship programs. This would be more than a financial scholarship, involving specific programming for internships, mentorships, professional development, and living and learning communities.
- The Office of Advancement is working with Christopher to create a multi-part series of online events on the topic of "Race in America," especially regarding the current landscape. Each of the conversations will involve Christopher leading the discussion with one or two "guests." The idea is that each event will try to unpack a different aspect of what is complex, difficult, entrenched, and often divisive about the issue of race.
- Travis Martinez, a U of R alumnus and Deputy Chief of the Redlands Police Department reached out to the University to express his willingness to share how the department is taking steps to ensure fair policing and offered to engage in mutual learning opportunities with our community. We are considering several different ways in which we can collaborate with Travis and the Redlands Police Department, including asking him to be a guest panelist for the conversations mentioned above.
- The Office of Career and Professional Development will direct 14% of its philanthropic funds this year to explicitly support career programming for black U of R students and alumni. Moreover, it will continue to provide relevant resources to level the inequity unfairly faced by the black community; continue to hire professionals and student staff members who are representative of our diverse population; increase the office's training to address racial inequities, micro-aggressions, and racism; continue to identify and partner with employers who are

committed to addressing inequity in the workplace; and create identity-based networking groups and events in which individuals may connect with others who share their experiences.

This is not an exhaustive list. We pride ourselves on the quality of our personalized education. Therefore, let's make this moment in history a real and proper test case for what we believe about teaching, learning, and equity. We should model our values in the classroom; we should embrace them in the lounge or our residences; we should realize them in our teams, cohorts, ensembles, and gatherings to express the heart of this University.

Code of Ethics and Resources

The University of Redlands is committed to the highest ethical standards, principles, and policies and expects ethical behavior from all members of the University community, as outlined in our [Code of Ethics Policy](#).

We want everyone to be aware that the University has an anonymous reporting system for those who have experienced or witnessed discriminatory behaviors or adverse actions. These could include discrimination on the basis of: age, color, race, ethnicity, national origin, ancestry, sex, marital status, pregnancy, status as a complaining party of domestic violence, sexual orientation, gender, gender identity or expression, physical or mental disability, genetic information, religion/creed, citizenship status (except to comply with legal requirements for employment), military/veteran status, or any other characteristic protected by law. You can access the Ethics Point system at: <https://www.redlands.edu/ethics-reporting/>.

In addition, the Title IX Department is always willing to hear feedback about the programs, training, process, and procedures in the efforts to end sexual misconduct, harassment, and gender discrimination on our campuses. For Title IX resources, please visit <https://sites.redlands.edu/title-ix-sexual-misconduct/>.

Our Commitment

We know there is work to do. And we remain committed to joining with you to create a University where we all feel safe, heard, and respected for who we are. Where we all walk the walk.

Reed College

Reflections and Action on the Murder of George Floyd

Dean for institutional diversity urges us not to squander this moment.

By Prof. Mary James, Dean for Institutional Diversity | June 15, 2020

A Letter to the Reed Community

It has been a very difficult and tumultuous three weeks since the death of George Floyd at the hands of Minneapolis police officers. As a Black person who has witnessed the deaths and dehumanization of Black and Brown people at the hands of law enforcement for every decade of my life, I found George Floyd's murder devastating not only in its brutality, but also in the routine nature of the event, conveyed in the passivity, indifference, and calm with which his murder was executed. This brutality and indifference are nothing new to Black and Brown communities; what is new is the video camera in every pocket—the community's ability to document the degradation and destruction of human life happening all around us.

This time, the nation is responding. The outcry is visceral, raw, and urgent and continues to grow. From the streets of every major American city to the boardrooms of corporations come calls to reform public and private institutions to address systemic racism. This is a powerful moment in which the nation is coming to recognition of long-standing and long-ignored injustices.

What I most fear about this moment is that it is exactly that: a moment. We are outraged *now*. We want action *now*. And that sense of urgency and hunger for change is admirable. And it does not, in and of itself, do the hard work of *creating* lasting change.

What I find most hopeful in this national outpouring of sympathy and calls for change is that so much of the change required is local: municipalities, counties, and states create and fund their police departments, criminal justice systems, public schools, and mental health agencies and do or do not hold them accountable for systemic racism. Private institutions, including Reed, are looking inward at how their policies, practices, and narratives serve either to reinforce or break down existing structural racism.

For all of us, there is no community more local than Reed. We are the actors who collectively can create the structural changes necessary to address systemic racism. But here's the rub. There is no single or immediate action that the president, the dean of the faculty, or I can take to transform Reed into an institution free of systemic racism. Many of us have been doing this work for a long time; we're working not for quick fixes, but to embed anti-racism into Reed's DNA. We're working for lasting, systemic change. I don't say this to dampen your sense of urgency, but rather to implore each and every one of you to keep that sense of urgency strong when the work toward change takes more than a month, a semester, or a year.

So, what are we to do?

To Students

You are the heart and soul of Reed. You are the reason faculty and staff are here. You have helped drive progress before and are integral to any progress we will make now and in the future. Many of you are involved in activism right now in Portland and your home communities. When you return to Reed, I want you to keep your sense of urgency and your commitment to inspire Reed to become ever more equitable, inclusive, and anti-racist. I do not mean to imply that it is your job to do the work of faculty, staff, and administrators, but that your insights and perspectives are crucial to our work.

Racism operates both overtly and surreptitiously and on both individual and systemic levels. Be willing to do the following: examine your own identity and privileges; understand the experiences of others; take advantage of opportunities to learn about systemic racism and how it operates; sit with discomfort while talking about race and issues of race; develop deep listening and empathy skills; lean into the hard conversations; learn from mistakes even when you had the best of intentions. We recognize that grappling with systemic racism is not easy and does not come naturally. It requires skill and practice. We are committed to providing opportunities for you to sharpen these skills. It is not the job of Black students and other students of color to educate their peers. Faculty and staff can help you find the resources you need to help you with this work.

To Faculty

Our Black students are telling us that they need more from us: more courses focused on Blackness in America, more Black faculty to teach them and all other students, and more inclusive pedagogical practices in classrooms, labs, and studios. At Reed, the curriculum is the purview of the faculty. Only faculty hire faculty. And faculty embrace or decline to embrace culturally responsive pedagogical practices. We have made progress in all of these areas in recent years, yet we are far from done. Responding to the needs of our Black students requires new commitments by faculty at the individual, departmental, and college levels.

The outgoing and incoming deans of the faculty will appoint faculty members to the 20/21 [Committee on Diversity](#) (CoD) early this summer. This timeline will allow the CoD to solicit input from students, faculty, and staff and bring recommendations to the Committee on Academic Policies and Planning (CAPP) and the faculty to better serve our Black students. By doing this now, we set ourselves up to have concrete steps in place by the end of fall semester.

To Staff

Many of you have participated in workshops offered by the [Office for Institutional Diversity](#) (OID), the [Center for Teaching and Learning](#) (CTL), and [Human Resources](#) on inclusive hiring practices, intercultural communications in the workplace, and

understanding the lived experiences and perspectives of students who are members of marginalized groups. This summer and into the coming year we will be offering more opportunities for professional development around inclusive, anti-racist practices for individuals, managers, and departments. All such professional development opportunities will involve participants committing to specific actions to embed inclusive anti-racist practices into their work. OID is in the process of hiring an associate dean whose primary responsibility will be increasing the capacity and skills of community members in inclusive approaches to teaching, learning, working, and living across difference. You can continue to educate yourselves on structural racism and anti-racist strategies, starting with the resources [here](#).

To Administrative Leaders

We set the tone for the campus. We can set expectations, allocate resources, and model the engagement we are asking of other community members. Our Black students are telling us that they feel isolated, even alienated, on their own campus. They need more faculty, staff, and fellow students who look like them and understand their lived experience. We can commit to putting more resources into successfully recruiting and retaining more Black students. We can commit to supporting faculty in increasing Black representation in course offerings and adopting new pedagogical practices shown to increase the engagement and retention of students of color. We can commit to the following actions: fully adopting our inclusive hiring practices for all staff openings; providing more opportunities for managers to learn about and adopt inclusive management practices; and providing staff development opportunities specific to anti-racist practices in the workplace.

To Myself

Believe in Reed's capacity to grow and change. Believe that this is not a moment, but an inflection point. Believe that I can help Reed be better, do better. As the dean for institutional diversity, I will continue to support and lend guidance to all of our constituencies in each of the areas listed above.

- I will use my expertise as a faculty member and inclusive practitioner to support the faculty in their pursuit of more culturally responsive pedagogical strategies.
- I will use my influence as a dean to motivate others to stay true to their commitments and assist them in making those commitments more tangible and actionable.
- I will use my own teaching skills and the recently expanded OID staff to bring more workshops to managers, staff, and faculty so that they can examine and reform their professional practices in alignment with our anti-racist aspirations.
- I will use my social positions as a Black woman and Reed College dean to support Reed's Black community as we collectively grieve, heal, and grow stronger.

- I will learn. I will learn from our successes and failures and the successes, failures, and promising approaches of other institutions so that we can deepen and sustain this work.

Anti-racism is a community effort. It will require all of us to commit to this work, to engage with resolve, especially when it involves discomfort, and to support one another as we shift our narratives, perspectives, and practices to become a more anti-racist community. I believe we are up to the task.

Sincerely and with appreciation,

Mary

—

Mary B. James

Dean for Institutional Diversity and A.A. Knowlton Professor of Physics

Rhodes College

We Can and Must Do Better, Rhodes

JUNE 22, 2020

By Dr. Sherry Turner, Vice President for Strategic Initiatives and Chief Diversity Officer

Several events that have transpired in the wake of protests to George Floyd's murder have highlighted the various ways in which my own experiences as a Rhodes student inform my work as an administrator, keep me honest and make me even more determined to use my position at Rhodes to effect meaningful change. Several days ago, I took a trip down memory lane with a colleague. While searching the Rhodes digital archives, my colleague found an old issue of the Sou'Wester that contained a letter that I had written to the editor in May of 1984. In that letter, I detailed the alienation of Black students, lack of culturally relevant campus programming, and instances of subtle and overt racism we experienced on a regular basis.

After reading that letter, I found a copy of the Sou'Wester from my first year that featured a special section on being Black at Rhodes. Remarkably, with few exceptions, the concerns raised by Black students almost forty years ago are the same concerns we have heard voiced by Black students in the past three weeks. The similarity of our experiences highlights that neither my experiences from over three decades ago nor the experiences of Black students today are unique to our particular moment in the history of the Rhodes. Instead the similarities underscore that there are some persistent challenges at Rhodes. Our students today have demonstrated extraordinary courage and agency in revealing Rhodes' imperfections and in prompting the institution to move forward. Their critique stems from their loyalty to Rhodes and their desire to see Rhodes live up to its potential.

When Rhodes College's President, Dr. Marjorie Hass, invited me to serve as the College's first Vice President for Strategic Initiatives and Chief Diversity Officer in February 2018, I needed to be fully transparent. First and foremost, I wanted her to know that my experiences as an African American student at Rhodes had been very painful ones that had made me hesitant to return to my alma mater. Yet I also wanted her to know what I thought would be necessary to ensure that any person in the role would be successful. I conveyed that diversity and inclusion work could be very difficult because it involves taking unpopular positions and holding the institution accountable for doing better; and that Rhodes College, rather than the Chief Diversity Officer, needed to own the work, articulate its goals and priorities and set the institution's agenda. I also shared with her that after having read consultant reports and task force recommendations dating back 20 years, I felt strongly that the campus needed to develop a plan and a strategy for implementing change - especially in those problematic areas that surface repeatedly.

I found her responses reassuring. She assured me that diversity and inclusion would be a major component of the College's strategic plan. She wanted to set institution-wide goals and help move the college forward on issues related to climate, equity, diversity, and

inclusion so that future students would not leave feeling the same way I did. She promised that I would have her full support and would not have to do the work alone. With that conversation, I began to consider how I would approach the task that I was being called upon to accomplish and to contemplate what it would be like to return to Rhodes.

There have been promising signs. What I appreciate most about my new position is that diversity, equity, inclusion and access are being explicitly linked to the College's strategic plan. President Hass and many of my colleagues have been intentional in considering who the students of the future will be, what the Rhodes of the future will be, what our impact on the world will be, and how we will create an environment in which all students have a sense of belonging and thrive.

My "Sankofa" Moment

After graduating from Rhodes, I was fortunate to have studied and worked at other colleges and universities that provided the affirmation, resources and support that I did not find as a student at Rhodes. Throughout my career in higher education, I have tried to foster the type of campus environments in which those who are at the margins know that they truly do belong and can thrive. I take this work seriously and feel that it is part of my calling and mission. In many ways, my return to Rhodes is my "Sankofa" moment. "Sankofa" is a principle of the Akan people of Southern Ghana and can be translated as "go back to the past and fetch it." I'm returning to Rhodes and bringing forward those things that were necessary for my success and will be necessary for the success of future generations of students. I am committed to this work and believe in our capacity to achieve success in it.

This moment is also one in which I reflect on the principle of "Kuumba," a Swahili word that means "creativity" and that speaks to my own responsibility to "do always as much as I can, in the way that I can, in order to leave our community more beautiful and beneficial than I inherited it."

Granted, Rhodes has made a lot of progress since I was a student. Whereas there were no Black faculty, only two female tenure-track faculty and fewer than three Black salaried employees during my student years, there are now approximately 50 Black persons in those roles along with two Black Vice Presidents and five Black trustees. Whereas it was rare to encounter courses that focused on diversity and inclusion, we now have a major in Africana Studies and minors in Latin American and Latinx Studies; Gender and Sexuality Studies; Asian Studies and Jewish, Islamic and Middle East Studies. We have both recruited and graduated significantly more diverse students (approximately 10% Black students and 30% students of color today compared to 3% in 1984). We have newly created positions including a Chief Diversity Officer, a Dean for Faculty Recruitment, Retention, and Diversity and a host of committees and working groups focused on diversity, equity and inclusion. We have instituted a bias reporting system and we require academic departments to report on their diversity and inclusion efforts.

In spite of these markers of success, there remain two persistent problems that Rhodes must overcome.

- In spite of the recent success we have had in recruiting Black faculty and staff, we have not been as successful in retaining them or in providing opportunities for meaningful career growth.
- Although our Black students succeed at Rhodes, their experiences at Rhodes are less positive than their white peers.

Addressing the Problem: A Path Forward

Why do these problems persist? In my observation, Rhodes has progressed in the area of diversity. We can both document and see the increases in the representation of persons across various dimensions of difference such as race, ethnicity, nationality, religion, social class, education, language, age, gender, gender expression, sexual orientation and ability.

Yet we have fallen short in our collective efforts at inclusion. We have not yet succeeded in creating a community that embraces difference and that welcomes, respects, supports and values every individual or group. As we have stated in our strategic plan, we must work toward a campus climate that fosters a sense of belonging, relationship building and community building across difference.

We must also give careful consideration to our efforts to promote equity. Are we ensuring fair treatment, access, opportunity, and advancement for all members of our community? Are we identifying and eliminating barriers that have prevented the full participation and recognition of some groups at Rhodes? Are we correcting historical and current imbalances in the way that we provide effective opportunities to historically underserved and underrepresented populations? As a group of students indicated in their recent Facebook post, we must do better.

I have found the American Association of Colleges and Universities (AAC&U) Inclusive Excellence framework and assessment tools developed by College and University Professional Association for Human Resources and the New England Resource Center for Higher Education to be useful in helping us to articulate what “doing better” looks like:

- Our commitment to diversity and inclusion must be championed by our top campus leaders who are both equipped and willing to engage our stakeholders in dialogue about the value of diversity, equity and inclusion to Rhodes’ educational mission.
- Our commitment to this work must be championed, lead and owned by our faculty who must understand that diversity, inclusion and equity are essential to Rhodes’ academic core.
- Our commitment must be reflected in our curriculum, pedagogies, research, scholarship, creative endeavors and service.

- Our commitment must be informed by data, scholarship and best practices, regularly reexamined and visible in our formal institutional goals, priorities, strategies, policies and procedures.
- Our commitment must be obvious from our recruitment, retention, graduation and embrace of under-represented students.
- Our commitment must be evident in the opportunities we provide for students to learn, grow, lead and serve in ways that promote an understanding of diversity, inclusion, and equity.
- Our commitment must be proven by the expectations we set for, training we provide to and our evaluation of the work of our faculty and staff.
- Our commitment must be visible in the representation of diverse people in positions of leadership, on committees and other roles.
- Our commitment must be documented in our annual assessment of equity in recruiting, employment patterns, compensation, benefits, promotion, attrition and retention of faculty and staff among members of protected groups.
- Our commitment must be reflected in our institutional culture – our celebration of diversity; our modes of promoting dialogue and personal growth among all members of this community; and our collective response to crisis.
- Our commitment to this work must be shown in our meaningful engagement and partnerships with the broader external community.
- Our commitment to this work must be reflected in the funding and resources that we devote to diversity and inclusion programs and staff, particularly in times of budget crisis.

The Plan for Diversity, Equity, and Inclusion at Rhodes is in development and will consist of these core components.

To My Rhodes Colleagues

To my fellow administrators and executives, the passionate voices of our students and the uprisings taking place in communities around the globe demand that we get this right. We have to dig deep and ask hard questions: What is it about Rhodes that makes these issues pertaining to racism, diversity and inclusion persist? What is at the heart of the problem? How do we restructure the edifices that lead to inequity on our campus?

If we are serious about inclusive excellence, then our efforts must be shown vertically at every level of the institution and horizontally across and within every unit of the institution. Every division and every department must take responsibility for promoting diversity and inclusion.

Certainly, at Rhodes, like most colleges and universities, we can identify a variety of initiatives, programs or services that promote diversity and inclusion. Yet a hallmark of inclusive excellence is that campus efforts are institutionalized and coordinated to yield greater impact for all students and for the institution as a whole.

To Rhodes Black Students and Fellow Alumni

I hear you. I feel you. I see you. I believe you.

It is not lost on me that this year marked Rhodes' first Sankofa celebration – an event to acknowledge our Black graduates' hard work and accomplishments and celebrate Black culture. Our acknowledgment and study of our history at Rhodes can serve a useful purpose in ensuring success for future Rhodes students and the College itself. There is work for you to do as well.

- Remember that your purpose in coming to Rhodes is to get an education.
- Explore your intersectional identities and the ways systems of oppression target Native American, Asian American, Latinx and other underrepresented communities.
- Work to bring about inclusion, belonging and representation for your counterparts who are different from you.
- Continue your efforts to build a beloved community and to ensure that Rhodes fulfills its promises to all students.

To Other Under-Represented Groups at Rhodes

Your presence in this community and your varied identities – age, race, ethnicity, gender, ability, nationality, religion, class, age, gender expression, sexual orientation, race, etc. – contribute to the richness and strength of the Rhodes community. Your challenges and triumphs as members of this community must be acknowledged. Our commitment to create an empowering diverse, inclusive and equitable environment and to doing better is to you.

We recognize the critical importance of our understanding the full breadth and depth of diversity within the Rhodes community and of our intentional support of that diversity. The ways in which we acknowledge your history, presence, accomplishments and needs; pursue our goal of full inclusion and belonging; and provide ongoing support and resources reflect our commitment to you.

To the Broader Rhodes Community

Our diverse community at Rhodes and our placement in Memphis provide rich opportunities for learning about our own identities and those of others, about power and privilege, about engaging in meaningful dialogue and building coalitions across difference, about allyship and about structures and systems that must be dismantled.

When I said yes to President Hass's invitation to serve in my current capacity, I knew that I was committing to climb a very steep hill. It is reassuring to know that there are others who are climbing with me and understand the rigor required to bring about institution-wide change in climate, equity, diversity, and inclusion at Rhodes. There is much work to be done and I believe that with our shared commitments there is much that we can accomplish together.

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Rice University

Dear Rice Alumni and Friends,

President David W. Leebron and Provost Reginald DesRoches recently shared a letter to the Rice community highlighting initial actions that Rice will be taking to address issues of diversity, equity and inclusion, including ways to improve black student lives on campus and to combat racism and racial injustice more broadly. We support the university's continuing efforts on these topics and encourage you to read their full message below.

As leaders of the ARA, we are planning new initiatives for the upcoming academic year to deepen engagement across our diverse alumni base and enhance alumni participation in conversations about diversity, equity and inclusion at Rice. As a first step, we encourage you to participate in the inaugural [Reflections on Juneteenth and America's Racial Legacy Lectures](#) this Friday, June 19. Thank you for your care and ongoing support of the Rice community.

Sincerely,

Frank Jones '63, President
Michol Ecklund '97, Past President
Bryan Hassin '01 '02, President-Elect
Monique Shankle '86, Incoming President-Elect

From: president@rice.edu <president@rice.edu>

Sent: Tuesday, June 16, 2020 10:43 AM

Subject: Message to the Rice Community from President Leebron and Provost DesRoches

To the Rice community:

We have each written recently of the impact of the murder of George Floyd on our community, the university and American society at large. In our communications, we stressed the need for university participation in the response, both in improving our own institution and in making a contribution to solutions more broadly.

Today we write with some initial actions. These are a beginning. We need to undertake a broader campus conversation around these issues. We have started those conversations, will do more over this summer and continue to do so in the fall.

We are announcing today five specific actions.

First, we are creating the new position of Vice Provost for Diversity, Equity and Inclusion. This position, occupied by a tenured member of the faculty, will report directly to the provost, provide high level strategic leadership around diversity initiatives, and coordinate

multiple diversity offices across the campus to help create one point of responsibility for all programs and efforts around diversity. This will include overseeing the design and development of a new Multicultural Center (MCC), to be included in the new student center now in the planning phase. Since the new student center will be built on the same location as the existing student center, this summer we have been renovating the former magister's house most recently occupied by Housing and Dining so it can serve, starting this fall, as a temporary home for the MCC until the new student center opens.

Second, we will establish a course on diversity and cultural understanding as part of the required orientation of students at Rice. There is not adequate time before the fall semester to fully design and implement this program, and broader consultation is necessary to establish the approach and the content. However, because of the importance of this instruction and our desire to provide some scaffolding for the course to come, we will work with our faculty to implement a pilot program for this coming fall. While it will be simpler and delivered on a larger scale, we expect to learn much from this effort that will be helpful as we plan for the permanent course to be instituted in the fall of 2021. Following a similar timeline, we will also develop a required diversity training program for faculty and staff.

Third, we are initiating a student fund under the Center for Civic Leadership in the office of the Dean of Undergraduates to support non-partisan student engagement in the city of Houston on issues of racial equity and justice, particularly in the fields of criminal justice, voting, education and health care. More guidance on the availability and process for requesting funding will be provided in the fall.

Fourth, the Provost and Vice Provost for Research will shortly announce a new research fund, the Race and Anti-Racism Research Fund, open to all faculty to help achieve our goals of creating a more diverse, equitable and inclusive university, city and country.

Fifth, we are creating the position of Scholar in Residence for Racial Justice. This position will be responsible for creating campus conversations around racial diversity, and in particular the challenges facing underrepresented minorities. We expect to announce the first person to occupy this position in the next couple of weeks.

In the meantime, we are formulating the committees and other structures that can help advise the university on the best measures as we move forward to become a more diverse, equitable and inclusive institution. These will involve faculty, staff, students and alumni.

We are grateful to all who provided many constructive suggestions over the last two weeks, as well as the many conversations and contributions of faculty, staff, and students who have previously brought increased attention to issues of diversity, equity and inclusion at Rice and in our broader society. We look forward to further conversations to help inform additional actions.

With best wishes,

David Leebron
President

Reginald DesRoches
Provost

From: president@rice.edu <president@rice.edu>

Sent: Saturday, May 30, 2020 9:06 AM

Subject: Message to the Rice Community

To the Rice community:

We draw many things from being a community. We do things collaboratively. We define and share our values. We take collective joy in our successes. We commiserate when there are reasons for sadness. And we come together in times of crisis and danger.

Over the summer, when our students and also to some extent our faculty are dispersed, the immediate sense of community and our ability to rely on it is diminished. This year that is even more so since our education has been completely online since March. And although our students may still be seeing each other in classes on screens, many of the casual interactions that build our connections to each other no longer take place.

There is of course great sadness sweeping across our world and our country because of the pandemic. Many have lost friends and family members. Many more are living in isolation and under constant threat of danger to their health. Tens of millions have lost their jobs and collectively our country is facing a level of unemployment and financial distress we have not seen in 90 years. And these burdens have fallen unequally on different communities.

And yet, amidst all of that, there is now a deep pang of pain now sweeping across America that cries out for recognition, that demands that our voices be heard. Just three weeks ago I wrote on Twitter about the horrific shooting of Ahmaud Arbery, who was shot dead while jogging in the coastal city of Brunswick, Georgia, in late February. In mid-March, Breonna Taylor, a young emergency medical technician in Louisville was killed in her apartment when police entered. And on Monday of this week George Floyd was killed in Minneapolis when an arresting officer knelt on his throat for over eight minutes.

What these recent cases, and others, have in common is that they all involved victims who were Black Americans. Black Americans who were treated as a threat when they weren't. Black Americans who were treated as if they did not belong in a place when they did. Black Americans who were treated as if they were not a vital part of the fabric of this nation when they have fought and died and sacrificed for it as much as any others. Black Americans who were killed when the circumstances provided no justification.

There is anger and pain and fear across America, not because these are new things to deal with, but because they aren't. Last fall, for example, Atatiana Jefferson, a young Xavier

University graduate working in the pharmaceutical industry, was killed by a police officer who entered her home in Fort Worth without identifying himself. The names of these victims are seared in our memories.

For the most part, I write to the campus about events only when they directly involve Rice, and usually when our campus is in session. But occasionally, external events, nearby or far away, are such that they reach deeply into our community and especially affect a valued part of the Rice community. And so although we are currently dispersed and these incidents did not directly involve members of the Rice community, we must acknowledge that these events cause pain and fear to a vital part of our community. It is a pain and fear that many of us have trouble even imagining. Even in the middle of a global pandemic, it is a deep and enduring pain and fear that deserves acknowledgment and caring, and recognition that we must do better.

We must therefore join with our own expressions of concern and sympathy and outrage. We must work to build an inclusive environment, one that respects and values people from different backgrounds. We must take part in efforts to reduce the deadly discrimination and racism that is an unstaunched wound in our national fabric.

And so I write today to convey on behalf of the Rice community, to all of our community, and most especially to the Black members of our community, that we acknowledge the sorrow and the fear and the pain. And that we know as a university and as individuals we must contribute to healing that wound.

David Leebron

Date: Sat, 13 Jun 2020 18:08:38 -0500 (CDT)

From: "president@rice.edu" <president@rice.edu>

Subject: Invitation to "Reflections on Juneteenth and America's Racial Legacy Lectures"

Dear Members of the Rice Community,

Rice University is inaugurating an annual lecture series to commemorate Juneteenth, "Reflections on Juneteenth and America's Racial Legacy Lectures". This initial offering will be on Friday, June 19th and only available online. All are welcome, and we specifically encourage Rice students, alumni, faculty, and staff to join.

Given the events of the past few weeks, we hope that this will begin a process of reflection and discussion on the history of racial injustice, and begin a process of working towards a more diverse and inclusive community at Rice.

The program was designed with substantial breaks to enable as many as possible to participate. There are four one - hour sessions. Three of the sessions consists of short talks by Rice faculty, one session is a keynote by Captain Paul J. Matthews, Founder and Chairman, Buffalo Soldiers National Museum.

Additional information about the webinar and how to join will be provided next week. Several Rice offices have provided leadership on this project and other efforts to promote diversity and inclusion. The Office of Diversity and Inclusion, Office of Multicultural Affairs, Center for African and African American Studies, and the Task Force on Slavery, Segregation and Racial Injustice have all made major contributions. We are especially grateful to the nine faculty members who volunteered their participation, and to Captain Matthews.

Sincerely,

David Leebron	Reginald DesRoches
President	Provost

Reflections on Juneteenth and America's Racial Legacy Lectures

JUNE 19, 2020

Session 1: 10:00AM - 11:00AM

10:00AM Introduction by Dr. Reginald DesRoches, Rice University Provost

10:00AM - 10:20AM Race, Schools, and Freedom Now

Dr. Alexander Byrd, Associate Professor of History, Associate Dean of Humanities

10:20AM - 10:40AM Reflecting on the Lessons of Juneteenth: Racial (In)Justice And the Role of Place

Dr. Jenifer Bratter, Professor of Sociology, Director, Race Scholars at Rice

10:40AM - 11:00AM Black Records: Race and Criminal Justice under Jim Crow

Dr. Nicole Waligora-Davis, Associate Professor of English

Session 2: 12:00PM - 1:00PM

12:00PM - 12:20PM Framing a Protest: The Determinants and Impact of Media Coverage

Dr. Michelle Torres, Assistant Professor of Political Science

12:20PM - 12:40PM

Slavery Before and After Juneteenth

Dr. Caleb McDaniel, Mary Gibbs Jones Professor of Humanities

12:40PM - 1:00PM

Urgency and Patience on this Juneteenth

Dr. James Sidbury, Professor of History, Andrew W. Mellon Distinguished Professor of Humanities

Special Guest Speaker

Join us for a conversation on the significance of Juneteenth

1:00PM - 2:00PM with Captain Paul J. Matthews, Founder and Chairman, Buffalo Soldiers National Museum

Moderator: Dr. Roland B. Smith, Jr., Associate Provost, Adjunct Professor of Sociology

Session 3: 3:00PM - 4:00PM

3:00PM - 3:20PM The Need for Psychological Change and Anti-Racism for Effective Organizations

Dr. Danielle King, Assistant Professor of Psychological Sciences

3:20PM - 3:40PM A Bill of Rights for Whom? Racial Bias and the Second Amendment

Dr. Matthew Hayes, Assistant Professor of Political Science

3:40PM - 4:00PM How Individuals and Organizations can Reduce Racism

Dr. Mikki Hebl, Martha and Henry Malcolm Lovett Chair of Psychology, Professor of Management

University of Rochester

[Message from Sarah Mangelsdorf and Mercedes Ramirez Fernandez](#)

MAY 30, 2020

To the University of Rochester Community:

We write you today to share our sadness, anger and fear, and to tell you that if you are feeling the same you are not wrong. You are not wrong to feel a sense of immense loss and grief over the murder of George Floyd. You are not wrong to feel angry, hopeless, and frustrated with the structural and systemic racism that creates barriers to opportunity and inspires ignorance, bigotry, and violence. You are not wrong to feel outrage when you see the video of a white woman calling the police on Christian Cooper, simply for asking her to put her dog on a leash.

It is okay to feel what you're feeling. We are feeling it too. At a time when our country is facing the greatest health crisis in a generation—a crisis that is disproportionately killing black and brown people—we are forced to deal with painful reminders of hate and discrimination.

But we also write today to tell you that you are not alone. We are concerned for those in our community who are grieving and who are afraid. We can assure you that you are part of a University of Rochester community that cares for you, respects you, and wants you to succeed. We know our community is not perfect. It is subject to the same social challenges that we see in cities and communities across the country. But we take comfort in knowing that our institution will always strive to do better.

In light of the recent events in Minneapolis and around the country, however, it is clear that words of acknowledgement and comfort are not enough. Community-engaged action is needed. We must continue to educate and empower each other to be committed champions of diversity, equity, and inclusion. In the coming weeks, the Office of Equity and Inclusion will produce a series of [roundtable podcasts](#) to bring together the voices and views of our community. It is our hope that these open, honest, and courageous conversations will be a platform to discuss real issues through a racial and social justice lens. More than just talk, we intend to have conversations that inspire action.

Lastly, we want to say that it is okay if you are struggling. We have all been witness to egregious acts of hate and intolerance in recent days, but these incidents follow years – centuries – of injustice. We encourage you to [contact the Office of Equity and Inclusion](#) so we can help connect you with the appropriate resources. Of course, if you are a student at the University of Rochester, the [University Counseling Center](#) (UCC) and the [CARE Resource Center](#) are available to help. If you are an employee, you can find services and support through the [Employee Assistance Program](#).

Wishing you all peace and strength in solidarity,

Sarah C. Mangelsdorf

President

Mercedes Ramírez Fernández

Richard Feldman Vice President for Equity and Inclusion

Chief Diversity Officer

Flying the University Flag at Half-staff to Honor George Floyd

JUNE 4, 2020

The past months have been challenging for all of us, and the last few weeks especially have laid bare the challenges that we as a society and as a University are facing with respect to the blight of systemic racism and racial injustice. The leadership of this institution is committed to candid conversations, to listening, and to real and effective action to address the concerns of our black students, faculty, staff, and alumni and their allies. And we recognize that this must be a shared commitment. We will be sending a broader message on this essential topic shortly.

Today, we are flying the University of Rochester flag on the Eastman Quadrangle and at the Medical Center at half-staff to commemorate today's memorial service for George Floyd and as a step to demonstrating our public commitment to anti-racism in every area of this institution. We are all feeling the anguish of injustice today. I stand with you in sorrow and anger, and look forward to joining with you in doing the work that must be done.

Sincerely,

Sarah C. Mangelsdorf

President

Actions to Address Equity and Inclusion on Campus

JUNE 8, 2020

To University of Rochester students, faculty, staff, alumni, and friends,

Much has transpired in our country and our community [since we last wrote](#) in solidarity with you about the grief and anger we feel about the murder of George Floyd and the relentless, centuries-long victimization of people of color through bigotry, hatred, and systemic racism. Since we wrote, we have all seen the protests and demand for change. We have seen people of all races and walks of life stand together and we have seen lawless

actions to disperse these same people with violence and tear gas. We have seen many of you kneel in silent witness and reflection with White Coats for Black Lives at our own Medical Center.

As our inboxes were filling with petitions and demands from students, faculty, staff, and alumni advocating for immediate and visible change, we also continued to listen to black and brown members of the University of Rochester community tell us about the disturbing realities of their lived experience here. It is clear that you feel that this institution has failed you in the past with empty words and inaction. We can and we will do better.

Here are some steps we are already taking.

It is a fact that the diversity of our faculty and administrative leadership is unacceptably low. We have both been involved in successful efforts to recruit, hire, and retain faculty and administrative staff of color at other universities, and we plan to use that experience to implement strategies here to do the same. We have already discussed this with the University's senior leaders, and we are in the process of developing multi-pronged efforts that we can implement, even as our institution faces considerable financial challenges from the COVID-19 health crisis and economic downturn.

As a first step, beginning on July 1, we will commence *Together for Rochester*, a year-long fundraising and engagement campaign with a goal of raising \$100 million. Fundraising to support diverse faculty recruiting efforts will be a priority in this campaign. Many of our peer universities have already invested substantially in this area and we must do the same. The campaign will also focus on other key diversity efforts, as well as scholarships, financial aid, and career support; and it will provide a platform to formally launch three new alumni affinity groups: the Black Alumni Network, the Women's Network, and the First Generation Network. We will be working with our alumni Diversity Advisory Council, chaired by University trustees Lizette Pérez-Deisboeck '87 and Lance Drummond '85S (MBA) and the Alumni Board to ensure that alumni are consulted, heard, and engaged.

As another step in a positive direction, Gloria Culver, dean of the School of Arts & Sciences, and Donald Hall, dean of the faculty in AS&E are moving forward with the hiring process for a new, permanent director of the Frederick Douglass Institute for African and African-American Studies. Even during a hiring freeze, we are prioritizing filling this important position that has been vacant for too long.

Against the backdrop of discussions and demands regarding police departments nationally and locally, we have asked our University's [Public Safety Review Board](#) to convene within the next few weeks to determine ways in which our Department of Public Safety can contribute further to our campus discussions and actions around race. The PSRB is chaired by life trustee Francis Price '74, '75S (MBA), and is made up of student, faculty, and staff representatives. We recognize that the Office of Equity and Inclusion needs to be represented on the PSRB, and that Mercedes is the right person to fill that role as an *ex officio* member of the board.

We also know we must address the University's longstanding issues around transparency and accountability in the matters of race, diversity, and inclusion. In the past, our University has said that diversity is important. But we understand that many of you feel that those have only been words, that more action is needed. Beginning this fall, we are going to be requesting that every school dean and unit administrative leader work with the Office of Equity and Inclusion to set specific diversity goals and provide a diversity report using a consistent set of metrics that will allow us to measure progress against those goals. Those reports will be made public and will inform our ongoing diversity efforts.

Other issues surfaced in conversations with students, faculty, and staff have made it clear there is frustration and confusion about some University-wide programs and support services, including our platform for reporting bias-related incidents. We have received requests to expand our policies to include consequences for committing damaging acts of bias. We are working with the appropriate University offices to address these concerns. We have also heard concerns from our frontline staff who do not have regular access to work computers and are therefore often overlooked by the University's official digital and online communications. Improving access to communications is an essential project that will allow our staff colleagues to be informed and feel included.

These are some of the things we are working on now. But we know there are many other issues of importance to you, issues that you have told us directly about and issues that you have sent to us in letters and petitions. We are considering every request that has been presented to us and we intend to look at our communities' needs through a social justice lens as we respond. We will be convening various stakeholder groups, including trustees, faculty, students, staff, and alumni to engage in reviewing these plans and establishing other steps the University should and can take to move forward in a strategic and urgent manner.

We know we must ensure that we can hold our University to the highest standards. We also know we must continue to engage supportively and constructively with our community neighbors. Systemic change will take time, but we are committed to doing the work. As we pursue the changes we must implement, we will rely on you to hold us accountable and we hope to engage with you as we strive to be a better neighbor, employer, health care provider, and educational resource.

Your thoughts, feedback, and support are necessary and welcome. We look forward to working with you.

Meliora.

Sarah C. Mangelsdorf

President and G. Robert Witmer, Jr. University Professor

Mercedes Ramírez Fernández

Richard Feldman Vice President for Equity and Inclusion
Chief Diversity Officer

Rutgers University

From: "Vice Chancellor Enobong (Anna) Branch"

Subject: Race at Rutgers: The Path Forward

Date: June 4, 2020 at 12:55:10 PM EDT

June 4, 2020

As Vice Chancellor of Diversity, Inclusion, and Community Engagement, like you, I mourn the reality that in 2020, protest is still needed to recognize the value of Black life. As a sociologist who studies racial inequality, behind this sorrow is a deeper knowing that racial violence is not limited to death but includes indignities, micro- and macro- aggressions, racial assaults that African-Americans and other communities of color experience daily.

It also includes erasure that creates a sanitized version of history that hides our racist past. The Scarlet and Black Project unveils the university's early history and connection to slavery. It documents the lives of Rutgers' first African American students and reminds us that the struggle for belonging continued long after admission.

The anger evidenced in the national protest against racism leads many of you to reflect on instances of injustice at Rutgers today, in our classrooms, residence halls, buses, departments/offices, and more. The frustration that results when those experiences are shared without consequence or unspoken out of sheer exhaustion are felt deeply and understood. I acknowledge that there is much work to do to move from a compositionally diverse campus to build an inclusive community.

The 2017 report issued by the Taskforce on Inclusion and Community Values, is a natural place to begin. It offers recommendations for tangible changes to interact with our values not only as ideals but as action-oriented goals. Now is an opportune time to revisit, revise as needed, and recommit to fostering a climate of inclusion at Rutgers University–New Brunswick.

This week the campus leadership team began working deliberately to build our collective capacity to engage thoughtfully on issues of race. We need to hear from you to inform our path forward. I invite you to review the Taskforce report and complete a brief survey to share your thoughts, concerns and ideas for change. In the coming months, we will work together to craft concrete steps as well as a timeline and will share with you our plans for input and feedback as they develop.

Dr. Ibram Kendi, author of *How to Be Antiracist*, reminds us that there is no neutral position on racial justice. "One either allows racial inequities to persevere, as a racist, or confronts racial inequities, as an anti-racist." I hope you will choose the latter. This will not be easy work, but it is necessary. The alternative is accepting the world as it is. Join us in working to make it better. Visit diversity.rutgers.edu to learn more.

In Solidarity,

Enobong (Anna) Branch, Ph.D.

Vice Chancellor of Diversity, Inclusion, and Community Engagement

Professor of Sociology

[Rutgers Speaks Out on Racial and Social Justice](#)

Santa Clara University

A Message on Racial Injustice

Dear Members of the University Community,

I write to you today both as president and as a Jesuit priest caring for this community. In the wake of the killings of George Floyd, Ahmaud Arbery and Breonna Taylor – and too many others before them – I affirm the value and dignity of Black life and Black people. I am in solidarity with our Black students, faculty, staff, alumni and friends for whom these days are particularly painful. I honor your strength and cherish your voices. I offer my support and love to you in these traumatic times, and I ask everyone in our community to do the same.

At this moment in our nation, it is vital that the voices of white people (including mine) join with other voices to name the injustice we see and acknowledge the hurt, anger, and frustration felt in our community. As a Jesuit university, we are nothing without community, a “beloved community” as Dr. King framed it. Any harm or hurt to one of us impacts another for we are one body, to use an image from Scripture. We are all children of God, which makes us brothers and sisters, a family. The differences in our family – our diversity – is blessed, and a sure sign of God’s creativity. But when racism and other forms of bigotry create divisions and separations among us, that is sin, a tearing apart of the body – the most extreme form of which is the violent taking of life, in this case, Black lives. **And Black lives do matter.**

At Santa Clara University, we are committed to creating a community of generous encounter, a place where all feel respected, welcomed, and safe. As our most recent campus climate survey indicated, this is not always the case here for our students of color in particular, and together we must work towards a more inclusive community where each can thrive.

Over the weekend, I received a petition from students related to our relationship with the City of Santa Clara Police Department and its practices and training. I met with student leaders from the student group, Igwebuike, on Sunday night for a very honest and productive conversation, steeped in good will and shared concern. Joining me in the conversation were Jeanne Rosenberger, vice provost for student life; Margaret Russell, associate provost for diversity and inclusion; and Phil Beltran, chief of campus safety services. We agreed with the three substantive points of the petition and are setting a plan now to address the concerns, including meeting with the Santa Clara police chief and leveraging our influence as a university to ensure best practices in the department. We are committed to the highest degrees of professionalism for our own public safety officers. We are also committed to maintaining a campus community where all feel safe. We will review and, if needed, revise our bias incident reporting protocol to make the reporting of incidents more accessible.

We cannot change what we do not know or understand. This means that we must take responsibility to work through challenging issues, including the systemic causes of injustice and racism. As a University committed to excellence in teaching, learning, and research, we have the tools to understand the legacy of white supremacy. We can reckon with abuses of power that range from excessive use of force by police, to voter suppression, and to disparities in access to health care. At the same time, we can identify paths to transformation of cultures and systems, fueled by the inclusion of voices most impacted by marginalization and violence. **When the news cycle moves on, Santa Clara will not.**

As a Christian, I recognize that **the path to transformation begins in the human heart.** Change is not simply a political program: it is also, Dr. King reminded us, a spiritual one. I need to transform my own heart, with its reliance on privileges and biases that erode God-created goodness. We know that the problems we face are not solely about physical violence. There are moments in which slights, threats, and rejection pierce the hearts of our brothers and sisters. The racial aggression that Christian Cooper recently experienced in Central Park was emblematic of the systemic racism that people of color often experience and rarely get an opportunity to fully capture and share with others.

For those who have no lived experience of racism or bigotry, and may be struggling to understand the events and reactions of these last few days, let alone years, **I urge you to listen and learn, and then add your voice.** Michelle Obama posted this weekend, “But if we ever hope to move past [racism], it can’t just be on people of color to deal with it. It’s up to all of us—Black, white, everyone—no matter how well-meaning we think we might be, to do the honest, uncomfortable work of rooting it out.”

My heart breaks when, as over the last few days, I hear from our students who are tired, scared, or just fed up. When I was serving at Georgetown, we had a number of town halls in 2014 after the killings of Michael Brown and Eric Garner. I also served while the Georgetown community embarked on a process of connecting our contemporary context with the painful history of Jesuits and slavery. I now share your frustration that we seem to be having the same conversations again. We heard Eric Garner’s voice echo in George Floyd’s dying words: “*I can’t breathe.*” I remember a Georgetown sophomore sharing with me one night, “You know, Father, that could have been me.” **Each Black life has a name.**

Yesterday in the *LA Times*, Kareem Abdul-Jabbar wrote: “I don’t want to see stores looted or even buildings burn. But African Americans have been living in a burning building for many years, choking on the smoke as flames burn closer and closer. Racism in America is like dust in the air. It seems invisible — even if you’re choking on it — until you let the sun in. Then you see it’s everywhere. As long as we keep shining that light, we have a chance of cleaning it wherever it lands. But we have to stay vigilant, because it’s always still in the air.” **Violence in any form has no place in the beloved community we want to build. Nor does silence in the face of injustice.**

Education brings light. Faith brings light. Community brings light. These are our strengths as a Jesuit university. With this tradition and in this light, we will help clean the air and

start the racial healing now. Through the efforts of Santa Clara students, staff, faculty, and alumni over the years, we have become a better university. But there is more work to do. Let us pray for strength and wisdom for our journey ahead.

In solidarity and hope,

Kevin F. O'Brien, S.J.
President

Sarah Lawrence University

[A Message from President Judd Regarding the Events of the Past Week](#)

MAY 31, 2020

Dear Members of the Sarah Lawrence Community,

On the College calendar, June 1 officially marks the start of the 2020-21 year, and offers a timely moment to pause and reflect on the past year. And what a year it has been. Last week as I began thinking about what I wanted to write to you today and, reflecting on the 2019-20 academic year, what emerged was a pervading sense of gratitude.

While that heartfelt gratitude remains, it was upended by the urgency of events ongoing and culminating this past week, so I have put that letter aside to share with you at a future date. At this moment I can only write to you with an overwhelming sense of mourning, of deep sorrow, of outrage, of anger.

Mourning, sorrow, outrage, and anger that the COVID-19 pandemic has so disproportionately affected communities of color, as we see our neighbors in the Bronx suffering among the highest per capita rates of infection and death.

Mourning, sorrow, outrage, and anger that a request from a birder in Central Park to put a dog on a leash escalated to a 9-1-1 call.

Mourning, sorrow, outrage, and anger at the killing of Ahmaud Arbery, Breonna Taylor, and, last week, George Floyd in an incident that has led to a police officer being charged with third-degree murder and manslaughter.

Mourning, sorrow, outrage, and anger that these deaths are tragic reminders of the risks that come with being black in America.

Mourning, sorrow, outrage, and anger at national and individual denial and perpetuation of systemic racism and economic injustice and of the damage sowed and the division caused by that denial. We must face the hard truth that racism in America is the norm and confront the parts that each of us has and will play in changing this narrative.

Two years ago, at a meeting with our student senate, our student leaders asked me to publicly affirm that Black Lives Matter, that LGBTQ+ lives matter, and that Women's Justice matters, which I emphatically did; it was important for this to be stated in a direct and unambiguous way then and it is important to state it now and to be held accountable for the work Sarah Lawrence still has to do to address the legacy of systemic racism and the perpetuation of inequities imbedded in our College and in our surrounding communities, even as we work to provide our students with the tools they need to lead change, and we see the work of our alumni on the front lines.

Naming injustice is not enough, but to ignore injustice is to perpetuate it.

Yours,

Cristle Collins Judd

President

president@sarahlawrence.edu

[A Message from VP for Diversity, Equity, and Inclusion Fatiah Touray Regarding Race and Racism in America](#)

JUN 2, 2020

Dear Sarah Lawrence Community,

The recent murders of Ahmaud Arbery, Breonna Taylor, George Floyd, and countless others are heartbreaking manifestations of the systems of oppression and the structural racism that shape life in the U.S. Generations of bereft families and communities know too well that our national fear of black skin and the entitlement that comes with having white skin are the foundation of largely unacknowledged systemic racism that shortens and violently ends the lives of people of color. Amidst the current global health crisis, more than 100,000 people have died in the U.S. Within this nation, Black, Indigenous, and Latiné people are sickening and dying at disproportionately high rates during the COVID-19 pandemic.

To quote Michelle Obama as she discusses race and racism in America, “If we ever hope to move past it, it can't be on people of color to deal with it. It is up to all of us—black, white, everyone—no matter how well-meaning we think we might be, to do the honest, uncomfortable work of rooting it out. It starts with self-examination and listening to those whose lives are different from our own.” As we self-examine we should ask ourselves these difficult questions and what [Van Jones](#) asks us to critically assess: What concrete actions are we taking in our everyday lives to fight against prejudice and promote belonging? How are we actively educating ourselves on the history and legacy of white supremacy in this country? How do we all together create a society where those with black bodies can live life without fear?

President Judd ended her [letter to the community](#) this weekend by stating that “naming injustice is not enough, but to ignore injustice is to perpetuate it.” Many of you have written to ask about the things you can do to institute change. Here are some action steps you can take:

Participate: [Dissent is a critical component of a liberal arts education](#). Protest is a powerful form of expression of dissent; march if you feel moved to do so. Please be safe: there is guidance for safe practice at protests (especially during the COVID-19 pandemic) [here](#), [here](#), and [here](#). If you are unable to march, write, speak, talk to others—find ways to make your voice heard.

Educate: If you are not familiar with the deep history and legacy of violence against the Black community in the United States, and how this has a powerful impact on the lives of all Black Americans, this is a good time to study. For history, we'd recommend [Ibrahim X. Kendi's Stamped from the Beginning](#) or [Jill Nelson's Police Brutality: An Anthology](#) as places to start. For policy proposals to reform policing, see [Campaign Zero](#). If poetry is where you'd like to start, read [Claudia Rankine's Citizen](#) or [Evie Shockley's "can't unsee."](#) If you prefer podcasts, try this [episode of Code Switch](#), or an episode of the Ezra Klein podcast on [health disparities by race](#). If you have access to Netflix you can watch [The 13th](#) or [When They See Us](#). You can also plan to take a course with our Sarah Lawrence faculty in [Africana Studies](#) and [Ethnic and Diasporic Studies](#) and be part of conversations about race taking place across our curriculum at the College.

Support: If you have the means, lend support to those who are struggling. This can take the form of simple outreach and emotional support. It can involve [volunteering for efforts to reform the justice system](#) and make it more equitable. It can mean contributing [to efforts to support protests](#) or support communities that have been impacted by the protests. One of SLC's core values is being an inclusive, intellectually curious, and diverse community. We will continue to ensure that these values appear in our institutional policies and educational priorities, and we can use the lessons of these events to examine and propose a continuous change.

Throughout the coming weeks, we will provide additional virtual opportunities for students, faculty, and staff to come together for support and engagement. A resources page on MySLC is forthcoming. If you need further support, please do not hesitate to reach out to the [Office of Diversity, Equity, and Inclusion](#) or the [Health and Wellness Center](#).

In Solidarity,

Fatiah Touray

Vice President for Diversity, Equity, and Inclusion and Special Assistant to the President

Many of the sources listed in this e-mail were recommendations from the Liberal Arts Diversity Officers Consortium

Scripps College

June 5, 2020

Subject: From the President: Scripps Stands Against Racism

To: Members of the Scripps Community

Over the past several days, I have heard from members of the Scripps community who are grieving the murders of George Floyd, Breonna Taylor, and the countless Black people who have been victimized by police violence. Many of us are anguished by the reality that these incidents are an all-too familiar manifestation of systemic racism, inequality, and injustice witnessed and experienced throughout history and in the present.

I am sorry that the College's communications this week have left many disappointed, disillusioned, or conveyed a belief that Scripps is not committed to dismantling institutional racism.

Let me be clear now: Scripps College stands with you in calling for an end to the police brutality that traumatizes Black communities. Black Lives Matter. Our community stands against racism, oppression, and violence. We embrace our individual and institutional responsibility to engage in the work of anti-racism and to create more equitable, inclusive, and just systems on campus and in society more broadly.

But words themselves are not enough.

Scripps College is committed to expanding access to educational opportunities, nurturing the next generation of inclusive and empathetic leaders, and critiquing the systems that perpetuate social inequity. So much remains uncertain about the 2020-21 academic year, and yet we know the fight against institutional racism must continue. Thus, in whatever form the next semesters take, we will redouble our efforts to create a more equitable experience at Scripps College. Those efforts will include taking advantage of Scripps' unique mission and strengths in the following ways:

Our students and alums often talk about how the Scripps curriculum and experience illuminated societal injustice and helped them become better advocates for those who are systematically mistreated, especially with respect to the experience of Black people and other people of color. We will build upon this kind of coursework and co-curricular programming.

Many of our students of color struggle financially while at Scripps, and we anticipate that the pandemic will further contribute to this challenge. We will continue to increase financial aid, reduce the need for student loans, increase student emergency funding, and ensure that students know how to access these resources.

From Scripps' history to the present, Black people and people from other marginalized groups have not always felt well supported by the College. Many have worked to create a

more inclusive community, where all students, faculty, and staff feel a true sense of belonging. Yet, there is more work to be done. We will provide more opportunities for community members to engage in anti-racism education, inclusive pedagogy workshops, and other programming that embodies and promotes the principles of diversity, equity, and inclusion.

We will develop more specific plans as we engage with our community, higher education colleagues, and Scripps partner organizations who are also working to end social inequality and injustice. Members of my leadership team and I will listen and learn. We must all harness the potential of our institution to contribute to a world of freedom and equality for all.

In support,

Lara Tiedens

President

South Dakota State University

From: SDSU President Adela de la Torre <president@sdsu.edu>

Date: Sat, May 30, 2020 at 6:45 PM

Subject: Message from the President about George Floyd

Dear SDSU Community,

Our hearts ache with sorrow and outrage as we witness, yet again, the ongoing disregard for human life and human dignity. The overt racism in our society only seems more harrowing because video recordings captured several more cases in which unarmed African-American men and women were killed while engaged in mundane, daily activities, even near and in the privacy of their homes.

As you read this, I urge you to say their names aloud:

- George Floyd was killed after a police officer in Minneapolis, Minnesota on Monday pinned him down by the neck.
- Ahmaud Arbery was shot to death in Georgia while jogging after being followed by armed white residents in an Atlanta-area neighborhood, a location only miles from his own home.
- Breonna Taylor was killed in Kentucky, in March, when police entered her Louisville home, without knocking and without any other warning, and shot her.

Their lives and their names matter, as do the many others who, over generations, have been killed, often without a video recording to document their anguish. Their deaths remind us of an undeniable truth: Racism is alive and well in our country, and it touches the very people we care about — our family, friends, our classmates, our peers, and our neighbors. I remain deeply troubled by these deaths and by other racist actions that could yield more harm and pain. I will never, ever, stand down in my assertion that we must each condemn the systemic racism that both enables and protects these vile acts of violence and disregard for human life.

We must do better and be better, and we will.

During the week of June 1, our SDSU community will host healing circles as well as a teach-in. The events are as follows:

- Community Circles for Allies. Three community circles for the SDSU community will be held on Monday and Tuesday of this week. These circles will be led by Nola Butler Byrd, associate professor in Counseling & School Psychology and University Senate vice chair, in partnership with therapists from Counseling & Psychological Services. The dates, times, and access links are as below. Participants will need to sign in to their SDSU Zoom account to access.

- Monday, June 1, at 5 p.m.: <https://SDSU.zoom.us/j/97458906520>
- Tuesday, June 2, at 11 a.m.: <https://SDSU.zoom.us/j/94292119245>
- Tuesday, June 2, at 2 p.m.: <https://SDSU.zoom.us/j/91640229883>
- Community Wide Teach-In. A teach-in will be held on Thursday, June 4, at 10 a.m. This online event is titled, "Teaching and Supporting Black Students: Advancing Student Needs in Times of Racial Crisis." This event will be hosted by Feion Villodas, Chair of the Professors of Equity. The event will feature a presentation by Frank Harris III, Professor of Postsecondary Education and closing remarks by Tonika Green, Charles Bell Scholar and Professor of Counseling and School Psychology. Video testimonies from SDSU students will be interwoven throughout. These testimonies are being coordinated by Christian Holt, Associated Students President. This event is open to all SDSU faculty and staff. The link for this event is: <https://SDSU.zoom.us/j/99520388612>

The following additional events will be held:

- A healing circle will be held by the Black Resource Center on Monday, June 1, at 1 p.m for students (contact brc@sdsu.edu for details).
- A healing circle will be held for SDSU's Employee Resource Groups serving our Black faculty and staff on Tuesday, June 2, 2020 at 7 p.m. These include, but are not limited to, members of the Black Faculty Staff Association, Black Male Network, and Black Women in Academia groups (contact erg-infocommunication@sdsu.edu for details).

I send my deepest gratitude to J. Luke Wood, Vice President for Student Affairs and Campus Diversity, and Christy Samarkos, Interim Vice President for Student Affairs (outgoing), who quickly organized members of our community in response. I also appreciate others who have been deeply involved in the planning. They include (and are by no ways are limited to):

- Nola Butler-Byrd, associate professor in Counseling & School Psychology and University Senate vice chair
- Jessica Nare, Associate Chief Diversity Officer for Student Success
- Bonnie Reddick, the Black Resource Center director
- Antionette Marbray, Associate Vice President for the Division of Student Affairs and Campus Diversity
- Raquel Herriott, Community & Media Relations / Special Advisor to the Chief, University Police Department
- Joshua Mays, Chief of the University Police Department
- Ahliyah Chambers, the Black Resource Center assistant director
- Randall Timm, Assistant Vice President for Campus Life and Dean of Students

- Jennifer Rikard, Counseling & Psychological Services director

Mere words without action are futile. Know that decisive steps to heal our community and right the wrongs against our Black community members, and our communities of color, will continue and increase. I urge each of you to live through love. It is the first step to counter unacceptable, and equally painful, forms of racial bias and violence within our community.

In closing, I turn to those who have been hurt, violated, or also denied an opportunity because of your name, your identity or skin color, who have endured unnecessary harassment and humiliation while in public spaces, and who have been told to return to a country in which you have never lived. These hate-motivated acts are not normal. They are not your fault. They are not acceptable.

Adela de la Torre, Ph.D.

San Diego State University

San Jose State University

[Examining Our Actions and Opportunities for Change](#)

Latest update: SJSU's actions on systemic racism

Dear campus community,

Last month, I shared some immediate and longer-term action items for SJSU to address systemic racism. Several actions were identified, including steps we would take immediately as well as a number of longer-term efforts.

These actions were developed from our administration's assessment informed by consultation with a variety of leadership groups across campus including Black staff and faculty, the Solidarity Network campus resource centers, the Executive Committee of the Academic Senate, and other groups who have expressed thoughtful recommendations and requests that support a systemic approach. I write today to report on our progress to date, particularly the actions we have undertaken these past 30 days and thoughts on the future.

Building capacity to work toward racial equity and against anti-Black racism

To complement and enhance the work already taking place in our Office of Diversity, Equity and Inclusion (ODEI), two new roles in the Office of the President will support racial equity efforts at SJSU—with an immediate and near-term focus on anti-Black racism.

- A Director of Advocacy for Racial Justice will report into the Community and Government Relations unit.
- A Director of Black/African-American Equity and Trainer will report into the Office of Diversity, Equity, and Inclusion (ODEI).

Task force on safety and policing

I will be establishing a Task Force on Campus Safety and Policing to study safety and policing at SJSU. This task force will be charged with assessing the concerns about safety and policing on campus, how we might address those concerns and what opportunities we have for moving forward as the safest and most effective urban-based campus in the United States.

Among other responsibilities, the task force will select an external reviewer to support and guide the work and offer recommendations for reform, such as new models of safety and policing, new training protocols, policy revisions or redistribution of resources. The work is expected to begin in September 2020 and conclude by December 2020.

Co-chairing the task force will be Patrick Day, our vice president of student affairs, and a member of the SJSU faculty or staff. A nomination process for constituting the remainder of the task force has been established and will require, for applicants, a statement of

philosophy on campus policing and safety, goals with the position including experience and skills the applicant offers. I will appoint the task force from the pool of submitted nominations in early September. To apply, visit the Google Form.

Management Training on Racial Justice and Workplace Inclusion

Although training on discrimination, harassment and retaliation regulations exists at SJSU, it is not consistently applied across groups. We are committing to more in-depth training requirements for faculty, management and staff that include micro-aggression and anti-bias training specific to campus roles and responsibilities, requirements that will complement the training that has been a part of our SJSU Teach Online Summer Certificate Program 2020 for 1,000 faculty members.

We also will conduct workshops on white privilege, racial oppression and active listening. Spearheaded by ODEI, we anticipate launching these more robust training modules in August or September. In addition, ODEI will continue its work on consultation and training with campus units.

Retiring the “Spartan Up” hand gesture

As noted previously, we have retired the use of the “Spartan Up” hand gesture. Though the gesture had become part of the fabric of the Spartan community, we recognized that it also had created conflict and divisions due to its similarity to a gesture promoting white supremacy and used as gang identification. Improper use of the gesture, we have learned, also conveys cultural and gender insensitivity in some countries outside of the United States.

In addition to ending the active use of the gesture, we have commenced with an audit of all official SJSU-affiliated web pages and digital assets to identify, remove and replace all visual depictions of the gesture. We also have launched an audit of physical locations and materials around our campus—including facilities and buildings, windows, banners, printed items, marketing videos and SJSU Bookstore merchandise—that will require replacement. This will be an ongoing effort due to the sheer number of assets currently in circulation.

A “New Traditions” working group—one that will be represented by students, faculty and staff at SJSU—will be exploring ideas that we anticipate will lead to a strengthening of the Spartan spirit and pride while building upon our important sense of community.

Revitalizing our Employee Resource Groups (ERGs)

ERGs at SJSU, which began years ago as self-formed “faculty staff associations,” have been an important grassroots resource for historically underrepresented groups. Current and past associations include the African-American Faculty and Staff Association, Asian-Pacific Islander Faculty Staff Association, Chicano/Latino Faculty and Staff Association, Jewish Faculty and Staff Association, and Lesbian, Gay, Bisexual, Transgender Faculty and Staff Association. They each have worked to identify and address issues of concern.

Formalizing our support and rededicating ourselves to our ERGs will help to ensure that those groups have the resources, funds and structure they need to be successful and help guide our equity and anti-racism issues. We have now set aside annual funding to help sustain the ERGs' activities and will work with ERG leadership to develop bylaws, examine leadership structures, develop communication vehicles and create more opportunities for collaboration amongst groups.

We also plan on expanding our ERGs to include additional underrepresented and underserved groups who may wish to form an ERG. ODEI, which is leading the effort, will offer more information and details in the coming months.

I am grateful to our dedicated Black faculty, staff and students as well as to our staff in ODEI — who are working with us as we continue to identify and act on these strategies. I will continue to share more as progress continues to be made on these and other efforts. You will certainly hear more from your divisional leaders as the summer moves forward and we begin the fall semester.

Sincerely,

Dr. Mary A. Papazian

President

Smith College

[In Response to the Death of George Floyd, May 29, 2020](#)

Dear students, staff and faculty:

This week, the killing of George Floyd at the hands of the Minneapolis Police Force underscored, once again, the continued injustice and violence resulting from structural racism in the United States. On its own, one senseless death would be unacceptable. Yet George Floyd's death is not on its own. The number of Black people murdered by police officers, self-appointed vigilantes and others is shamefully high.

Now more than ever, we need strong national leadership not only to unite us, but also to effect long-awaited progress toward racial equality—in housing, in education, in health care, in employment, and especially in justice. It is our responsibility, especially those of us who are white, to do better. To do more. To work toward antiracism and the end of white supremacist thinking and action.

Our director of religious and spiritual life, Matilda Cantwell, will lead a virtual gathering to commemorate Black lives lost and hold space for anger, grief and commitment to action. The event, "Generating Justice," will take place at 3:30 p.m. EDT Tuesday, June 2, [via Zoom at this link](#). We hope you will join us in solidarity.

Sincerely,

Kathleen McCartney
President

Floyd Cheung
Vice President for Equity and Inclusion

[A letter from President McCartney, June 4, 2020](#)

Dear students, staff, faculty and alums:

It has been less than a week since Vice President for Equity and Inclusion [Floyd Cheung and I wrote to the campus community](#); yet, in that short time, so much has happened across our nation. Black people and their allies have organized demonstrations in cities large and small, while political leaders and extremist groups have taken advantage of protests to sow division and undermine free speech. It is a good time to remind ourselves that needed reforms have originated as protest against established practices that we knew to be wrong. Protest is a right.

The deliberate and brazen suffocation of George Floyd by a police officer, while three other officers stood by and did not intervene, is emblematic of the suffering Black people have

endured in this country for more than 400 years. It is little wonder that our nation is convulsed with anger and anguish as it confronts the horrific legacy of slavery as well as the pernicious effects of institutional and societal racism that endure to this day.

I am sickened by the murders of George Floyd, Ahmaud Arbery, Breonna Taylor, Tony McDade and countless others. It is time to acknowledge that the work of anti-racism is white people's work. As we bear witness to the entrenched pain of Black people who are telling us that they are "not okay," we must learn how to be more effective allies by truly reflecting on our privilege—and risking that privilege in moments that matter. Beyond vigils, beyond marches, we must commit ourselves to learning and to action.

Since George Floyd's murder, I have heard from a number of Black students and alums about the many ways Smith has not protected them, not done enough to prevent harm and pain, not created the conditions for full equality and true belonging. Know that I understand that learning cannot happen in an environment where people feel frightened and oppressed. The heart and soul of Smith College rests on all of our students feeling safe, valued and included. Smith College must change to ensure this.

As members of a community founded on educational access and committed to the pursuit of knowledge, we must open our eyes to the violence around us, understand and confront its root causes and raise our voices for change. We must name white supremacy and anti-Blackness—society's unwillingness to recognize the humanity of Black people—for what it is and dismantle the structural barriers that keep racism alive.

At Smith, here are several examples of work underway to dismantle structural inequality.

First, students have advocated important changes that we have implemented, such as affinity housing, resources for the Mwangi Center and programming for students of color.

Second, we have been working with TurboVote.org and the All-In Campus Democracy Challenge to register voters and get out the vote; we need leaders at the local, state and national levels who are committed to sponsoring anti-racism legislation and to preventing acts of voter suppression.

Third, we have revised our hiring processes so that members of search committees have been trained to recognize implicit bias, with the goal of recruiting a diverse faculty and staff that is reflective of the nation.

Fourth, we are building our own police force from the ground up to reflect Smith community values; importantly, our team in the Office for Equity and Inclusion will provide newly conceived training for that department to prevent racial profiling in all its forms. I am proud of our 10-person team in the Office for Equity and Inclusion; together they are leading important programming throughout the college and gathering [resources](#) from which we can learn.

Importantly, each one of us can support organizations and candidates who are fighting against white supremacy, racism and anti-Blackness in all its forms.

I realize that much work awaits us. Yesterday, I saw a protestor with a sign reading "Silence costs lives." I will not be silent, even though I know I will make mistakes. And I will also be listening to and learning from others as we move forward as a community.

Sincerely,

Kathleen McCartney
President

Southern Methodist University

Statement on racial and social injustice

May 30, 2020

This is a painful time for our country again as we grapple with the virulent and continuing threat of racism, as well as the violence that often mars legitimate mass public protest. Our SMU community grieves with the families of George Floyd, Ahmaud Arbery and Breonna Taylor. For many in our University community, these deaths are intensely personal and salt to ancient wounds.

Events underscoring racial and social injustice point to a tear in the fabric of our democracy. As Americans, we have the right to peacefully protest injustice and violations of public trust; therefore, it is important to recognize that this constitutionally protected right is sometimes usurped by those promoting anarchy. In addition, if we live by our words, "World Changers Shaped Here," it is crucial that we remain dedicated to educational, economic, legal, and social programs (such as the Cultural Intelligence Initiative @ SMU) developed to build and enhance communication across cultural, religious and racial divides.

As the University community returns to campus following our ongoing response to COVID-19, it is essential for each of us to be a force for mutual respect and commitment to those with whom we interact every day. Just as we have common responsibilities to those around us in fighting the effects of the virus, we also must visibly share our commitment to fighting racism and violence.

Sincerely,

R. Gerald Turner
SMU President

Sonoma State University

Update from the President June 1, 2020

What happens to a dream deferred?*

June 1, 2020

Dear Sonoma State Community,

As I write this statement at the end of a tumultuous weekend in our country, my heart, like yours, weighs heavy with anger and sadness. Once again the dreams of so many black families are deferred due to blatant racism. In the immediate aftermath of George Floyd's death in Minneapolis, I could not watch the video footage of his murder. When I did, the pain was unbearable. I watched the footage with tears in my eyes and overwhelming nausea deep inside me. The agony he must have felt is almost impossible to contemplate. So, too, is the agony of his family and friends as they experience both the personal loss of their loved one and the public magnitude of his murder.

The raw cruelty of George Floyd's death amplifies the inexcusable injustice of so many other vicious, needless deaths of black men and women in our country. These deaths are not isolated incidents. They make up an insidious pattern of violence and brutality driven by pervasive, persistent racism.

As a Japanese-American woman whose parents and grandparents were incarcerated because of their race, I know intimately how racism and hate deform individuals, families, and communities. I know that the racism our African-American students, staff, faculty, alumni, friends, and community members experience is both relentless and deeply rooted through generations of our country's history. I know – with every beat of my own heart – that it's racism that must be ripped out and eradicated.

As we all struggle to grasp the enormity of George Floyd's murder and its impact, the protests that have electrified our country from coast to coast have illuminated, for me, the words of the poet and social justice activist Audre Lorde:

“There is a timbre of voice
that comes from not being heard
and knowing
you are not being heard
noticed only
by others
not heard
for the same reason.”

To not be heard - nor seen - is a persistent phenomena that too many black people experience in this country. It is soul-diminishing. It is violent. It contributes to serious unhealthy outcomes, both physically and mentally. And, it is wrong.

We can see some progress made toward racial equity and justice by virtue of the caring communities that do exist, including at Sonoma State. But moments like this one demand an honest reckoning of what we will do – collectively, and as individuals – to make horrific deaths like that of George Floyd, Ahmaud Arbery, Breonna Taylor, and so many others, be more than a moment or two of indignant outrage but catalysts for deep and lasting action.

We still stand at the beginning of the long, hard journey we must walk together, hand in hand, whatever our race, whatever our gender, whatever our sexual orientation, whatever our immigration status, whatever our religious beliefs. We must see the journey we face with clear eyes. We cannot look away. We cannot walk away. And, we cannot be silent.

As your university president, I ask you to join me in a shared commitment to making our country, our state, and our Noma Nation community equitable, inclusive, and just. In the days and months ahead, I ask you to bear witness to the pain and trauma of our African-American community members, to dedicate yourself to the difficult dialogues that lie before us and to taking the steps forward that we must take together – no matter how arduous, no matter how far. I ask you to commit to truly listening to the voices that have not been heard, and to engaging in the real, lasting change that those voices deserve.

Troubling times call for more than just words, they call for action. That is why I have asked Dr. Jerlena Griffin-Desta, Chief of Staff and AVP for Strategic Initiatives and Diversity, in her role as Chief Diversity Officer for our campus, to immediately begin working with our senior administrative and academic leadership, along with our student leaders, and the President's Advisory Council on Diversity, Equity, Campus Climate, and Inclusion to create a series of symposiums themed around racial injustices in the United States. I also look to our faculty scholars to help illuminate the current research and promising practices that can help us engage more deeply during this difficult moment in our country.

As we begin a new day – a new week, and a new month – I also ask you to heed the words of another clear-eyed poet conscious of the imperative for racial equality. Gwendolyn Brooks, evoking the spirit of the great civil rights activist and artist Paul Robeson, once wrote the following:

“Warning, in music
words devout and large,
that we are each other’s
harvest:
we are each other’s
business:
we are each other’s
magnitude and bond.”

We are indeed each other’s magnitude and bond in ensuring that no longer will the dreams of black people continue to be deferred due to racism and silent indifference. These bonds may be frayed, but we remain unified in our commitment to move forward toward justice. I

look forward to your willingness, your participation, and your ideas. Our journey forward must begin now.

With a heavy heart that remains hopeful,

Judy K. Sakaki

*A reference to the opening line in Langston Hughes' poem, "Harlem"

Southern Connecticut State University

From: announce-campus <announce-campus-bounces@lists.southernct.edu>

Sent: Thursday, June 11, 2020 9:36 AM

Subject: From the President, re. Taking a Stand against Racial Injustice

Dear Southern Students, Faculty and Staff:

In recent days, the senseless, brutal killing of George Floyd and its ripple effects have placed the issues of racial inequality and injustice under an intense spotlight across the state, the nation, and around the world.

This has been a difficult, painful period for Southern and our off-campus community, coming as it does in the midst of a pandemic that has generated much stress and heightened anxiety. This is why we must take extraordinary steps to reach out and support those who have been deeply wounded by recent events, in particular our colleagues, friends and neighbors of color.

It is also incumbent on us to take action that will effect lasting change. Too often in the past, acts of racial injustice have spawned outrage and heated debate, yet the roots of the problem clearly, horribly still remain.

As a public institution of higher learning, committed to the values of social justice, we must take steps to self-evaluate, promote positive dialogue and build a stronger, fully welcoming campus community. And we must use our knowledge and talents to educate and transform society-at-large so that equality, inclusion and respect are not mere lip service, but real, and meaningful terms.

I have been heartened already to learn that various campus organizations, from Student Government to our multicultural student groups have been engaging in discussion about this critical issue, despite our lack of campus presence. And, as you'll read on our home page: www.southernct.edu Southern students are walking the talk, organizing and participating in protest marches statewide.

Individual academic departments are also working with the wider community. For example, through its Center for Health Equity and Eliminating Racism, our Public Health Department has been focusing on the root causes of racism as they have played out during the COVID-19 pandemic.

To promote campus-wide discussion, we will host a panel discussion with Southern faculty, students and community members titled: "Racial Injustice: Let's Talk about What's Next," on Wednesday, June 16, from noon to 1:30 p.m. More information and a link where you may sign up to engage in this Facebook Live event will be available in the next couple of days.

We continue to progress with efforts to deconstruct structural racism in our own community. We have engaged in extensive social justice programming and training;

established a commission on social justice; and fostered the development of collaborative campus organizations such as our Race and Intersectionality working group.

We have introduced a collaborative program in which inclusion partners work directly with each Vice President and their division. And we have hired Southern's first Vice President for Diversity, Equity and Inclusion, Diane Ariza, currently Vice President for Community and Belonging at Nazareth College in Rochester, N.Y. When she begins her new role next month, Diane will work to enhance our social justice mission and advance our ongoing efforts to diversify our workforce.

While we acknowledge that we have much to do, and are a work in progress, we at Southern are committed to doing what is right.

In closing, I wanted to share a short reflection that I received and adapted from a friend of mine. I believe it speaks to the issues that confront us and provides motivation for the essential tasks that lie ahead:

"Wake me up, so that the evil of
racism finds no home within me.

Remove from me any thoughts and actions
that may oppress and
offend my brothers and sisters.

Fill my spirit, so that I may give services of
justice and peace.

Clear my mind, that I may use it for the greater good.

And remind us all that to make the world better,

To be a peacemaker,

We must each be better."

Be safe and well.

Sincerely,

Joe Bertolino

President

From: announce-campus <announce-campus-bounces@lists.southernct.edu>
Sent: Friday, June 19, 2020 7:17 PM
To: 'announce-campus@lists. edu' <announce-campus@lists.southernct.edu>
Subject: From the President, re. Commemorating Juneteenth

Dear Southern Community,

Earlier this week, we held a thought-provoking virtual panel discussion; [“Racial Injustice: Let’s Talk About What’s Next.”](#) featuring Southern faculty members and student and community activists. The arguments and viewpoints raised were both enlightening and challenging, as they underscored the issues and obstacles that we must collectively address both on our campus and in the wider community.

Today is another opportunity for introspection and education: when businesses, schools, and communities across the country commemorate Juneteenth, a holiday marking the end of slavery in this country. On June 19, 1865, at the close of the Civil War, Union General Gordon Granger read aloud federal orders stating that all enslaved people in Texas were free – thus emancipating the last remaining enslaved African Americans in the Confederacy.

This year’s Juneteenth comes at a dramatic and pivotal moment in American history. Following the tragic killings of George Floyd, Breonna Taylor, Ahmaud Arbery, and many other Black Americans, this country is witness to one of the largest social justice movements since the Civil Rights movement of the 1960s. Widespread Black Lives Matter protests have drawn unprecedented multigenerational, multiethnic, multigender, and multiracial support.

At Southern, it is incumbent on us to draw on this populist outcry to provide more opportunities for critical conversation and build on the initiatives that we have put in place to deconstruct structural racism in our own community. I have asked Diane Ariza, who will join us July 1 as Southern’s first Vice President for Diversity, Equity and Inclusion, to help us continue this important dialogue as she begins her work to enhance our social justice mission and advance our ongoing efforts to diversify our workforce.

In the meantime, as we enter the first days of summer, I encourage you to take some time to learn more about the roots and symptoms of racial injustice and inequities by reading some of the books recommended by Wednesday’s panelists. They include: *Post Traumatic Slave Syndrome*, by Joy DeGruy ; *The Radical King*, by Martin Luther King Jr.; *In the Matter of Color: Race and the American Legal Process*, by Leon Higginbotham and *Protest and Prejudice: A Study of Belief in the Black Community*, by Gary T. Marx.

As we continue to educate ourselves, let us stand together in solidarity with our black colleagues, friends, and neighbors – on Juneteenth, and on every day of the year.

Sincerely,

Joe Bertolino

President

Southwestern Oklahoma State University

[Statement from SWOSU President Randy Beutler](#)

Students, Faculty, Staff & Administrators,

In response to the recent, brutal death of George Floyd, I want to reach out to the SWOSU community to express anguish over his passing and resolve that we all work for a better world that realizes its faults and is committed to correcting them. We all grieve when there is injustice. We all are deeply saddened when people are diminished due to their race, religion, gender or status in life. We all have a duty to right wrongs and support our fellow human beings. We all want and demand justice for oppression. We all will find the resolve to make a better place for each of us and reiterate the testament that we are our brother's and sister's keeper.

The death of Mr. Floyd and others must prompt us to contemplate how racism affects many lives in this community, state and country. Being a history instructor, I am well-aware of the history of exclusion, discrimination and depredations that have and are occurring in our nation. However, I would be naïve to think, for even one moment, that I fully understand what it feels like to experience these types of devastating actions.

Therefore, it is incumbent on the SWOSU community to renew our efforts of compassion and diversity by being fully supportive and inclusive in our programs and in our actions. Our own [Values Statement](#) states that we are guided by a shared commitment to respect, "by fostering a safe, healthy and diverse intellectual, cultural and social environment that encourages emotional well-being."

We at SWOSU are a community of diversity that includes many races, ethnicities, religious affiliations, gender identities, sexual orientations and physical abilities. It is time for us to reflect on and reinforce the basic values that make us a part of a proud, diversified community. We should always work to instill those core values of kindness, respect and accountability in our campus community.

As President John F. Kennedy once said, "...in the final analysis, our most basic common link is that we all inhabit this small planet. We all breathe the same air. We all cherish our children's future. And we are all mortal."

I wish all of you well in these trying times and together, as a part of the SWOSU community, we will strive for a better world for everyone.

Sincerely,

Randy L. Beutler, SWOSU President

Springfield College

From: **Office of the President** <officeofthepresident@springfieldcollege.edu>

Date: Mon, Jun 1, 2020 at 10:37 AM

Subject: [allfacstaff-l] Silence is Not the Answer

Dear Springfield College Community,

We write to you today to invite you to join us in a reflection of deeply troubling incidents in the past few months. From the death of George Floyd, who died under the horrific actions of a Minneapolis police officer, the death of Breonna Taylor on March 13th, an unarmed 26-year-old black woman who was shot by police in her apartment, to the death of Arhnaud Arbery on February 23rd, an unarmed 25-year-old black man, who was shot while jogging in a Georgia suburb. We understand, however, that these are just the incidents that have been captured by the media and have made national news. The reality is that our nation has significant work to do in regards to race relations and social justice.

A small group of us came together on Friday, May 29th, to organize a conversation for the Springfield College Community on race. The organizing group listed below invites you to join us Tuesday, June 2nd, from 7:00 pm-9:00 pm via [Zoom](#). Dr. Cooper and Mr. Kris Rhim, student trustee, will serve as our hosts for this event. We have asked a number of our trustees, faculty, staff, and students to share their thoughts on this issue and how Springfield College can improve conditions on campus and in our larger community. A call to action is needed, and we want to include your voice as we move forward.

Racism, bigotry, and violence have no place at Springfield College. We may not be able to eradicate hatred, bigotry, and injustice, but we cannot stay silent and not act. Our mission directs us to lead in service to others. All others.

Join us on Tuesday evening to be a part of building a better future for our community.

In solidarity,

Mary-Beth Cooper

Kris Rhim

Calvin Hill

Felicia Lundquist

Brian Krylowicz

David McMahon

From: **Division of Inclusion and Community Engagement** <inclusion@springfieldcollege.edu>

Date: Mon, Jul 27, 2020

Subject: Campus updates from the Vice President for Inclusion and Community Engagement

Springfield College Community,

Like many of you, my heart has been heavy over the last several months. I continue to grapple with the murder of Ahmaud Arbery, George Floyd, and Breonna Taylor, along with the senseless acts of bias and bigotry that are negatively impacting our country. Additionally, I am disillusioned with our country's response to COVID-19. With just under 150,000 deaths, and with a disproportionate number of those deaths coming from marginalized communities who have less access to health care, and who worked in sectors that required them to go into work, while many others were able to stay safe in their homes, it seems like we are living in two distinct countries.

I have, and will continue to share my heartache as it relates to the tragedies our country is experiencing, as well as my hope that we as a campus community will fully embrace our mission of "leadership in service to others." Today, as you might imagine based on my role here at the College, and my lived experience as a Black man, I am keenly aware of the fact that our campus community is a microcosm of the United States, where we bring together competing priorities, viewpoints, and lived experiences. This knowledge, and the time I have spent listening to the many voices of our students, staff, and faculty this summer, has solidified my resolve that it is imperative that we as a campus community acknowledge that racism, bias, and discrimination take many forms, and we all have not just a role to play in understanding and dismantling racism, but a responsibility. A responsibility that is mission consistent with "leadership in service to others." To that end, I want to take an opportunity to share with you some initiatives that are being planned for the 2020/21 academic year to move Springfield College forward.

As a result of our June 2nd gathering, where we came together to witness and reflect upon George Floyd's death, and with our theme of **Silence is Not an Option**, we launched a summer **Conversations on Race** series. This series brought members of our community together to further listen, discuss, and understand issues of race on campus. While not all conversations met everyone's needs, it is important to understand that we sought to not simply engage those that would consider themselves "woke," but also those on a journey of personal and professional discovery. Our conversations, and the work that I, and many of you have done to address bias, racism, and oppression on campus, will continue to be a work in progress, as it is impossible to meet everyone's needs and to respond to issues before they arise. As a campus community, we must work together to strike that delicate balance of being proud of the steps we have already taken, while acknowledging the places where we have fallen short.

In addition to these conversations, we established a new campus committee to focus on issues of race. This Campus Programming Planning Committee on Race (CPPCR) met several times this summer and identified several programs and initiatives that we look forward to sharing with the campus in the near future. This committee will serve as one of several resources working with the College community. One of our key campus resources is the Office of Multicultural Affairs. While there has been a great deal of talk about supporting the office and its staff over the last few weeks, I assure you that I have been working this summer to address the needs that the Director, our students, and I had previously identified. Those needs included a larger space for the office and additional staff. With the unfortunate modification of our agreement with YUSA, we have decided to move the Office of Multicultural Affairs from its current space in the Flynn Campus Union to the fourth floor of the Stitzer Welcome Center. This move will provide a larger dedicated space for our students and staff and will be one of the first campus offices identified during campus tours.

Along with the above, we will be adding staff to the office to further support students who participate in office programming and who see the office as a safe and welcoming environment. Moreover, the Office of Multicultural Affairs, by working with many campus partners, will be launching a week-long **Social Justice Equity Accountability Transformation** (SEAT) at the Table educational experience dedicated to deconstructing oppressive systems across disciplines and cultural backgrounds in order to transform our community toward equity for all during the week of October 26-31. In addition to the work of the CPPCR, the changes and addition to the Office of Multicultural Affairs, and our SEAT at the Table programming, the College has been working since January to establish and train a Bias Incident Response Team. This team will work towards fostering an environment of safety and respect for every member of our community.

As we move toward a campus culture of equity, belonging, and solidarity, let's acknowledge that this requires the work of all of us. Let us look both inward and outward as we address how we each contribute to injustice and sustaining structures of oppression. Let us work to reimagine a world where we can all live up to the words of Dr. King: "Always feel that you count, always feel that you have worth, and always feel that your life has significance."

This fall, as we look to repopulate the campus, please join me in breaking the cycle of systemic racism and oppression by engaging in any or all of the following steps:

- Let us call attention to the use of microaggressions and racial slurs when we see or hear them across campus.
- Let us employ a curriculum that students of color can see themselves represented in the content.
- Let us not expect that our Black and Brown colleagues and students will show up daily without themselves having experienced racial trauma.

- Let us show up and not expect that our colleagues, and students of color alone, are responsible for dismantling racism across campus.
- Let us be aware of our own biases as we serve on campus search and selection committees.
- Let us not assume that keyboard activism and those good intentions are the same as antiracism/antibias efforts.

As you engage in any or all of the above, it is important to acknowledge that this is a uniquely challenging time in our country's history. We are and will continue to be tested; as such, we must summon and find our best. By working together, I am confident we will rise to the challenge.

As always, in solidarity,

Calvin R. Hill, Ph.D.

Vice President, Inclusion and Community Engagement

St. Lawrence University

[A Statement on Recent Events](#) – June 1, 2020

St. Johns University

From: Conrado 'Bobby' Gempesaw, Ph.D., President

Sent: Saturday, June 6, 2020 7:04 PM

Subject: Statement from University Senior Leadership

Senior Leadership of St. John's University

On May 29, 2020, President Gempesaw released a statement expressing solidarity with victims of injustice. In the communication he made clear we must rise above hatred and violence and work towards greater understanding and compassion for one another. Today, we the senior leaders of St. John's University write to express our commitment to antiracism and share the steps we are taking to actualize President Gempesaw's words.

1. We commit to doing the work necessary for St. John's to become an antiracist institution. We acknowledge it is not enough to be "not racist." We must develop actions, policies and practices that oppose racism, and work to dismantle those which empower racism to persist at St. John's.
2. We each commit to becoming racially literate and understanding the ways in which our biases (both conscious and unconscious), power and privilege function in our every interaction. We will share this commitment within our units, departments, schools and colleges, and be clear in communicating this work is critical to upholding the University mission.
3. We will partner with the Office of Equity and Inclusion in the review of the academic and administrative policies, practices and procedures in place in our respective units, departments, schools and colleges. In particular, we will examine our enrollment strategies, hiring, safety and mentoring practices. As a university with shared governance and unionized faculty, we know that many of the changes we believe are necessary to make St. John's an antiracist institution will require the support of our faculty unions. We therefore call on the leadership of the American Association of University Professors (AAUP) and Faculty Association (FA) to represent their faculty in affirming their commitment to creating an antiracist community and commit to partnering with us in implementing needed changes, including those that will allow for more historically underrepresented faculty to be involved in faculty hiring and promotion processes, requiring faculty professional development focused on anti-oppressive pedagogies and practices, and assistance in holding accountable faculty members who engage in acts of bias.
4. The white signatories of this letter further commit to deeply examining the ways we exhibit white fragility, and understanding those practices are both deeply harmful and serve as barriers to an antiracist environment. We will be open to feedback when we fail in this regard, and pledge to do better. We recognize the expertise of the professionals in the Office of Equity and Inclusion and are committed to implementing the recommendations they set forth. Members of the Equity and Inclusion Council will be given the time they need

to participate in and progress the work required to move our equity and inclusion initiatives forward. We commit to doing the work ourselves and not rely or lean on the Office of Equity and Inclusion alone to profess the University's commitment to equity and inclusion, rather we will share in this responsibility with them. We recognize that this reliance places the burden of making necessary change on the shoulders of the black women leading the Office of Equity and Inclusion, the Academic Center for Equity and Inclusion, the Office of Multicultural Affairs and the Inclusivity Resource Center, who themselves are navigating and processing racist experiences they have been subjected to on our campus.

5. We will support mental health counseling and restorative healing circles designed to support black students and employees who are processing racial trauma. In addition to the racial violence of just the last few months – specifically, the murders of Ahmaud Arbery, Breonna Taylor, Tony McDade and George Floyd – the COVID-19 pandemic has highlighted once again the realities of the health, economic and social inequities that persist in this country.

6. The status of our antiracism efforts will be a standing item on the agendas of all respective department and unit meetings, to continue an open dialogue that creates and support efforts of antiracism. We encourage faculty members to adopt this same practice.

Our Catholic and Vincentian Mission is not separate and apart from this critical work. As Pope Francis said earlier this week, “We cannot tolerate or turn a blind eye to racism and exclusion in any form and yet claim to defend the sacredness of every human life.” The heritage and Mission of St. John's command that we condemn racism and work collaboratively to end the suffering it causes in our community, nation and world.

- Brian Baumer, Associate Vice President of Campus Facilities and Services
- David Bell, Ed.D. Dean, School of Education
- Michael Cragg, Director of Athletics
- Valeda Dent, Ph.D., Dean and University Librarian, University Libraries
- Russell DiGate, Ph.D., Dean, College of Pharmacy and Health Sciences
- Jeffrey Fagen, Ph.D., Dean, St. John's College of Liberal Arts and Sciences
- Glenn Gerstner, Ed.D., Interim Dean, Associate Professor of Sports Management, The Leslie H. and William L. Collins College of Professional Studies
- Conrado “Bobby” Gempesaw, Ph.D., President
- Gina Florio, Ph.D., Associate Professor and Chair, Strategic Priorities Review Team
- Kathryn Hutchinson, Ph.D., Vice President for Student Affairs
- Nada Llewellyn, Esq., Associate Vice President for Human Resources, Chief Diversity Officer, and Deputy General Counsel
- Simon Geir Møller, Ph.D., Provost and Vice President for Academic Affairs
- James O’Keefe, Vice Provost, Staten Island

- Joseph Oliva, Esq., Vice President for Administration, Secretary, and General Counsel
- Anne R. Pacione, Chief Information Officer
- Jorge Rodriguez, Vice Provost and Chief Enrollment Officer
- Noreen R. Sharpe, Ph.D., Dean, Joseph H. and Maria C. Schwartz Distinguished Chair, Professor of Decision Sciences, The Peter J. Tobin College of Business
- Michael A. Simons, J.D., Dean and John V. Brennan Professor of Law & Ethics, School of Law
- Rev. Bernard M. Tracey, C.M., Executive Vice President for Mission
- Christian P. Vaupel, Ed.D., Vice President for Advancement and University Relations
- Denise Vencak-Toner, Executive Director, Public Safety & Risk Management
- Sharon Hewitt Watkins, M.A., C.P.A., Vice President for Business Affairs, Chief Financial Officer, and Treasurer

For more information, contact the Office of Alumni Relations at alumni@stjohns.edu or visit www.stjohns.edu/alumni

St. John's College

Pano Kanelos

From: "Announcements, Annapolis Community"

Subject: Coming this Friday: Student Panel in Celebration of Juneteenth

Date: June 17, 2020 at 6:04:01 PM EDT

On Behalf Of The Black Student Community of St John's College, Santa Fe:

This discussion is held in honor of "Juneteenth" or "Freedom Day", a day celebrated as a national commemoration of the ending of slavery in the United States. The Black Student Community of St. John's College, Santa Fe, would like to invite you to join us for a virtual student-run panel: *What To Me Are Your Great Books?* This Panel will serve as a stage for our students of color on both campuses to speak on what it means to be a Johnnie of color. It would be good for our community to hear from the students of color themselves as they explore what the program means to them.

We hope you join us at 3:30 (MST)/ 5:30 (EDT) for a discussion and a Q&A at:

<https://zoom.us/j/95003779151>

From: "Macfarland, Joseph"

Subject: FW: A Message from the President

Date: June 9, 2020 at 6:49:43 PM EDT

Greetings colleagues,

I wanted to share with you an email that Pano has written to current students, in response to many emails expressing concerns about the relation of St. John's—our community and our education—to the enduring, wider problem of racism in our society, as made manifest in recent events. He and I both would be happy to speak with you about this.

Joe Macfarland

From: Webb, Amy on behalf of Kanelos, Panayiotis (Pano)

Sent: Tuesday, June 9, 2020 5:07 PM

Subject: A Message from the President

Dear Students,

I know that many of you are eager to hear about the college's plans for the coming academic year. We are indeed planning on returning to in-person instruction on our campus this fall, and we look forward to welcoming you back. As you can imagine, there are a great many details that we need to share with you, so we will be sending out communications this week that will provide information about our preparations, including our plans for health and safety, housing, academics, and so forth. These messages will be sent out over the next few days from the president's office, the dean's office, and the assistant dean's office, so please check your email regularly.

However important it is to attend to measures related to the Covid-19 pandemic right now, it is equally important that we address a parallel crisis—the historic and tragically persistent racism that people of color in general, and Black Americans very specifically, face in our society. It is a reality made painfully stark in light of today's funeral for George Floyd. As a community committed to dialogue, this is a conversation that we cannot shy away from.

The purpose of dialogue is the pursuit of truth. What distinguishes St. John's from other institutions is that we do not pursue truth in a cold and clinical way. We pursue truth passionately in the service of an even higher calling: the pursuit of virtue.

There is injustice in our world. To say otherwise is to speak falsely. We have a responsibility as individuals to seek justice. In fact, I would say this is the very hallmark of humanity—that we seek not only to live, but to live rightly. To be human, and to be humane, is to be oriented towards justice.

Institutions also have a responsibility to seek justice. We claim that the world is a better place because the St. John's community persists in doing what it does—putting seekers of truth in dialogue with one another and with texts that press us inexorably towards what is true, and therefore what is right. We must live up to this claim.

Living in a world where racism is an indisputable fact, we are compelled to struggle, as individuals and as an institution, with how we respond to this truth in a virtuous way. I do not have a simple answer to this question, and it grieves me to feel so insufficient. But I am grateful that I am part of a community that can, and will, use its extraordinary capacity for dialogue and discernment to commit to actions that accord with virtue.

Although the coming academic year will be filled with many challenges and distractions, the one thing we will not allow ourselves to be distracted from is the work at hand—addressing the immediacy of racial inequality, discerning together the shape of justice, and committing to actions that accord with virtue. I am grateful in advance to all of you who will help us develop in greater detail how St. John's College can better live up to its promise.

Let us begin by stating clearly what is true: the life of each Black person is of inestimable value and irreplaceable. Each Black life is imbued with dignity, and is sacred. And Black

lives matter very intimately to St. John's College. They are our students, colleagues, alumni, friends, family, and neighbors.

Let us continue by saying clearly other things that are true.

St. John's College was one of the first white-serving colleges south of the Mason-Dixon line to enroll Black students. Yet decades later, people of color make up only a small fraction of our students, staff, and faculty.

We are assuredly the only college in the country where every single student reads, studies, and discusses the Dred Scott decision and its critics. Yet we have a building on our campus that bears the name of the man who argued in that case against the right of Blacks to be citizens of the United States, a man who was also a graduate of our college.

We live in a city that was a slave port, that has had a vexed relationship with its Black citizens, many of whom have been and continue to be our neighbors. Yet we have remained for the most part aloof and distant from this community.

Our responsibility as Johnnies is to ask questions. So we must ask difficult questions—why are these things true? How are we, if we are to pursue virtue, meant to respond to these truths?

We are challenged by circumstance at this time from answering these questions in the way that we should, as a Polity. It is disorienting to face these questions in this moment, given that we are on the one hand radically isolated from one another, and on the other witnessing, and even participating in, mass gatherings. The space in which we conduct our work as a Polity—gathered together face to face for serious, sober, and sustained dialogue—is not available to us.

But it will be soon.

And when we gather in the fall, we will begin our freshman orientation with a visit to the Banneker-Douglass Museum of African American history, so that this history is encountered at the very beginning of the Johnnie experience.

We will be organizing and supporting a joint student and tutor research project on the history of people of color in Annapolis and at St. John's, so that we can deepen our understanding of this past and better understand how we should respond to it.

The assistant dean's office will be holding regular gatherings to discuss issues of race and inequality as they pertain to our Polity.

We will take advantage of the time-honored tradition of reading groups to read and discuss authors such as James Baldwin, Langston Hughes, and Toni Morrison.

The seedbed of change in the Program is the encounter with books of great merit, and the consensus that arises from recognizing what it is that we have to learn from such texts.

For those of you who want to think about the place of writers of color within the Program, I suggest that you urge your tutors to consider offering preceptorials on these authors and to participate with you in reading groups that will focus on such authors. The Program has indeed changed over time, and the experience of preceptorials and reading groups are what have most often initiated change. I will be offering a preceptorial on the writings of Ralph Ellison, and I hope you will join me in that endeavor.

In the intervening time, there are still steps we will take. We will be convening a virtual reading group over the summer to discuss Dr. King's "Letter from a Birmingham Jail." We will also be conducting further joint virtual programming with our friends in Santa Fe to confront issues of race and justice over the summer months.

We are meeting with officials from the city of Annapolis and the United States Naval Academy to think about joint efforts to address racial inequality within the broader community.

Please do not think of these steps as comprehensive or conclusive. They are simply an outline of some of the things that we can and will do that are authentic practices within our Polity to address the urgency of the questions at hand. In order to formulate institutional steps, we need to engage our community to address these issues collectively. Policy pronouncements from administrators are too often formulated in haste, and often done to forefend, rather than fulfill, commitments. Moving hearts and minds is challenging work, and the work of discernment and persuasion is the work of the college.

The questions are immanent. How do we bring more students of color to our campuses? How do we support and care for those who are with us? How do we increase the number of people of color on our faculty and staff? How do we connect with the broader community, specifically the Black community, in purposeful ways? Does the Program make sufficiently evident what is promised in the Statement of the Program, "the ideas by which contemporary life is knowingly or unknowingly governed?" Do we live in history or apart from it?

If we are to be true to the promise of the Program, we must commit ourselves to dialogue and proceed with intellectual humility, the recognition of the fundamental dignity of all, and an unwavering commitment to the pursuit of truth. Our practice is to begin with an opening question, and it is clear in this moment that that question has been posed for us: "Why has the promise of equality embedded in our civil polity been forestalled for Black Americans, and what is the virtuous response of this Polity, that of St. John's College, to this truth?"

Pano Kanelos

Panayiotis Kanelos

President

St. Olaf College

A statement from St. Olaf and Carleton

As neighbors and as a community, we come together with a united message about the terrible and heartbreaking events that are traumatizing our state. Like many of you, we too are experiencing pain and anger, and together express our hope that we can stand together in our shared grief, anguish, and frustration.

This week, we witnessed another atrocious act of violence against a person of color in the police officer-involved killing of George Floyd. Our hearts go out to Mr. Floyd's family and to the many others whose lives he touched. This incident in Minneapolis raises profound and troubling questions about police brutality, violence in our society, and institutionalized racism — issues that are critical for us to explore, teach about, research, study, discuss as a community, and address in our individual lives.

We are always working to improve equity and inclusion on our two campuses and throughout our shared community, but this moment once again makes it clear that there is still so much more work to do.

Our strength is defined by how we treat and nurture each other. We are committed to making our community one that supports healing, advocates for meaningful action, and moves forward for a better future together.

Steven G. Poskanzer

President

David R. Anderson

President

St. Olaf establishes George Floyd Fellowship for Social Change

St. Olaf College has committed \$100,000 to establish the George Floyd Fellowship for Social Change.

Managed by the Taylor Center for Equity and Inclusion, this fellowship will directly support the advancement of Black American students. Students participating in the fellowship will work towards improving the collective experience of marginalized communities with a focus on advancement of social justice and equity. The program will provide fellows with leadership development opportunities, mentoring, and stipends supporting internships or research projects, costs associated with travel to conferences, and educational materials.

The fellowship was established in honor of George Floyd, whose murder has set off national and international waves of protests, education, self-reflection, calls for action, and systemic change. Members of the St. Olaf community who are inspired to contribute to this action step at St. Olaf may contact the Development Office at development@stolaf.edu.

The George Floyd Fellowship will be coordinated by the Taylor Center for Equity and Inclusion, which aims to foster an inclusive environment across the intersections of race and identity that students bring to St. Olaf.

DIRECTOR OF THE TAYLOR CENTER OF EQUITY AND INCLUSION MARÍA PABÓNWe are part of one of the strongest movements this country has seen.

“We are part of one of the strongest movements this country has seen. We owe it to our students and communities not only to acknowledge the racism that infects our schools, neighborhoods, and other institutions, but also actively to work to be part of the movement and change. We know Oles can and Oles will!” says Director of the Taylor Center of Equity and Inclusion María Pabón.

The George Floyd Fellowship will be available for rising juniors and seniors. Further details, such as start date and how to apply, are still in development.

University of St. Thomas

[Response to the Death of George Floyd](#)

[President Julie Sullivan, Kha Yang, Associate Vice President for Inclusive Excellence, and Provost Richard Plumb](#)

May 27, 2020

Words are difficult to find to completely capture all the emotions many of us are feeling this week regarding the death of George Floyd. As many of you saw today, Mayor Jacob Frey [publicly called for charges](#) in Mr. Floyd's death at the hands of a Minneapolis police officer; while today's news may be a step towards justice, it undoubtedly will not take away the feelings of sadness, anger and worry so many are experiencing right now.

Our prayers are with Mr. Floyd's family and friends and with our entire community. At St. Thomas, we believe in human dignity for all. The images we have seen violate all that we know is right. Many of you are making your voices heard, through calls to public officials, through education, through protests, and through the personal care and attention you are giving to your classmates, students and colleagues. Thank you for the work you are doing to advance the common good following this tragic, horrible incident.

We want to remind all who need support to reach out to our various [campus resources](#). Additionally, all faculty, staff and students are invited to attend the [Zoom session](#), Solidarity Discussion and Gathering in honor of Mr. Floyd, scheduled for tomorrow, May 28, from 1 – 3 p.m. CST, and hosted by Student Diversity and Inclusion Services.

Lastly, St. Thomas supports the safety and well-being of every member of our community and promotes respect and dignity for each person. We stand in solidarity with the City of Minneapolis and its residents. We are stronger together in creating a more just and equitable society.

Thank you for being a part of the St. Thomas community.

[Stay Home, Be Safe and Stand Together in Honoring the Memory of George Floyd](#)

[President Julie Sullivan](#)

May 30, 2020

George Floyd – a father and family member, a colleague and friend to many – should be alive today. We must encourage and protect the rights of all to grieve, unite in peaceful protests and publicly demand justice for his tragic death. However, we also must condemn damaging personal property, arson and looting in our commercial districts and

neighborhoods. These outrageous acts tragically perpetrate more injustice on the innocent. Many small and minority-owned businesses have been especially hard hit.

We have extraordinarily challenging and critical work ahead of us. We must reimagine and recreate our community as one that rejects systemic and structural racism and one that is just and equitable for all. St. Thomas will be a catalyst and leader in this work.

Our immediate task is to protect our community and neighbors. I am very concerned that many of our St. Thomas community are living in the very neighborhoods most impacted by the frightening events of the last two evenings. I encourage everyone in our St. Thomas community to heed the calls of our governor and community leaders and to abide by the 8 p.m. curfew this evening and to use your networks and social media outlets to encourage others to do the same. I also encourage you to reach out to older or vulnerable neighbors and ask them what they need tonight and in the coming days. We are stronger as a community when we collaborate and care for one another.

For tonight: Stay home, be safe and stand together in honoring the memory of George Floyd.

The Hard Work Ahead

President Julie Sullivan

June 3, 2020

Our community and our nation are experiencing immense distress and pain over all that surrounds the murder of George Floyd at the hands of Minneapolis policemen. George Floyd – one more black man in generations of black people who have been victims of systemic and relentless racism. And while this time it is under our noses in the Twin Cities, it's rampant and persistent across our nation, and yet again we resoundingly say, "Enough is enough!" How many times can we say this? Have we lost our credibility? Where is our humanity?

We must step up to advocate for our black community and a society that equitably includes everyone. I care for and am very concerned about our black students, staff, faculty and alumni. Many of you are not aware that I am the stepmother of two adult black children. I have pained through their injustices for years, injustices which they continue to experience. Yet, as a privileged white person, I cannot fully absorb their injustices or racial trauma.

So, let's commit to, "Enough is enough!" – as a St. Thomas community and for the common good.

As an initial step, we must continue to demand that justice be brought to all the Minneapolis police officers involved in the murder of George Floyd. I am grateful to those of

you who are engaging in peaceful protests and using your other platforms and voices to demand this.

Many of you have asked about our university's relationship with the Minneapolis Police Department (MPD). We do not have, or intend to have, a contractual or financial relationship with MPD.

But this initial step is not enough. It will not prevent another killing of an unarmed black person. We must root out systemic racism and create a world that is just and equitable for all. A future worth building includes everyone.

I can't stress how hard it will be and the sustained commitment it will take. We must create a world that has never existed in America. Racism is America's original sin and has continually obliterated our efforts to create a civil society that promotes and respects the dignity of every human person and is equitable and just for all.

Where do we start in creating this new world? We start with our own self-reflection as individuals and as a St. Thomas community. We must ask ourselves hard questions about our own roles in perpetuating racism and be responsible as individuals and as a community for combating our personal and institutional racism. Many of the strategies we can engage in to do this are laid out in our Action Plan to Combat Racism, which we will continue to revisit and evolve based on our learnings. Indeed, we have had our own shortcomings as an institution; we must never stop learning from those shortcomings if we are to create the environment we want for our community members and become the university we want to be.

As we look external to ourselves and St. Thomas, there are huge inequities and injustices in our state and country which we must play a leadership role in addressing. Examples of these areas include:

- Criminal justice and police reform. Addressing police practices and training, including enforcement strategies and use of force standards, and racial bias in our judicial system.
- Quality education for all from early childhood through higher education. Adopting culturally sustaining pedagogy. Removing social and financial barriers to access.
- Access to holistic health care. Reimagining whole person health in the context of families and communities.
- Economic opportunities. Removing barriers to employment, business creation, access to capital and property ownership.

We are doing important work across the university through our teaching and learning, scholarship, community work and advocacy to address these issues. Now is the time to double down on and expand those efforts. We need your leadership, ideas and participation. We can and will build opportunities to do this work through our schools and

colleges, the Center for the Common Good and other groups across campus. I also commit to ensuring these opportunities are communicated university-wide as they develop.

In addressing racism within ourselves, St. Thomas, Minnesota and America, we must listen to, learn from and collaborate with one another. Everyone has a responsibility to participate. Those who have felt the injustice for so long cannot carry a disproportionate burden in alleviating it, yet also must be a part of imagining and creating a world without it.

We must take up the hard work of healing the deep wound that has afflicted our people since the founding of this country. As president of St. Thomas, I am proactively engaging with non-profit, business and government leaders at the city and state level who are seeking to unite in addressing systemic racism in Minnesota. I pledge my leadership to work with you and with these leaders to take up this hard work.

Next Steps in Working Toward Justice and Equity for All

[President Julie Sullivan](#)

June 8, 2020

Thank you for the time you invested these past few days in reflection, prayer and other activities honoring and demanding justice for George Floyd and seeking sustained racial reform and equity for all. Thank you to the Center for the Common Good for providing a [resource list](#) of ways we can advocate for social and racial justice, volunteer in the community and donate goods, services and money to organized efforts to advance the common good.

I am grateful to the College of Arts and Sciences for hosting a community conversation today at 3 p.m. on rethinking justice and equity in time of crisis. I hope you can join us. Click [here](#) to join.

The work to dismantle the long history of systemic racism will be hard and require thoughtful, collaborative and sustained effort. There are no easy solutions. There is much work ahead to address the racial inequalities that exist with regard to criminal justice, education, health care, jobs and wealth creation opportunities. And we sit in the midst of a local community that requires rebuilding. Yet, this is work we have a responsibility to undertake, if we believe in the sanctity and dignity of every human person and in the common good, which inspires a community that enables the development of everyone's full humanity. We begin with reflection, repentance and reconciliation. We move forward by leveraging our teaching, scholarship and service missions to advance equity and promote healing within St. Thomas, the Twin Cities, our state and our nation.

Community Input on Next Steps

We have great expertise among our campus community. Many ideas are coming forth, which we will share as they evolve. The Office for Diversity, Equity, and Inclusion (ODEI) will keep our community apprised of a variety of upcoming opportunities to engage and offer input. If you have ideas, please share them with me and [Kha Yang](#), AVP for Inclusive Excellence.

Today, I commit to commission an Inclusive Excellence Task Force of representatives from across campus to assess and update our Action Plan to Combat Racism, bring additional ideas forward and implement changes that will make St. Thomas more equitable and just. We also recommit to commission an external audit of structures, policies and processes related to diversity, equity and inclusion on our campus, which will begin no later than the beginning of the fall semester. This audit will provide suggestions on policies and practices that must be changed for St. Thomas to be more equitable.

The diversity and equity campus climate survey results will be shared with our community at the start of fall semester. We have begun division strategic planning in diversity, equity, and inclusion across campus and commit to be transparent about those plans and their results. In order for systemic change to occur, our DEI strategic priorities must live and breathe at every level of our institution, and ODEI is leading us through this process.

Advocating for Policing Reforms

I would also like to share with you how I think St. Thomas can play a leadership role in advocating for policing reforms.

First, we will start by looking internally. I have asked Dr. Tanya Gladney, a St. Thomas professor of sociology and criminal justice who has law enforcement experience and academic expertise on the different models of policing, to lead a review of our Department of Public Safety's policies, procedures and training protocols in order to ensure they are equitable, enhance trust, address potential racial bias and lead to a safe, secure and peaceful environment for all members of our community.

Unlike the University of Minnesota, the University of St. Thomas does not have a police force. We have to rely on our local police force in the event of emergencies. Our public safety officers play a different role. They do not carry guns and cannot make an arrest. As their mission states, "The Department of Public Safety, in partnership with the campus community and within the framework of the university's mission, is dedicated to creating and promoting a safe, secure and peaceful environment by applying policies and laws, delivering emergency services, performing requests for assistance, and providing on-going education."

We also commit to working with Dr. Gladney, elected officials and community and police leaders to play a leadership role in creating meaningful local police reform that equitably reflects the voices of the local community. We are committed to working closely with Mayor Carter as he enacts additional reforms in our Saint Paul Police Department.

Guided by Faith and Love

Finally, I want to reiterate that as a Catholic institution, we are truly living our mission as we embrace and prioritize this work. I leave you with the words of Cardinal Blasé Cupich, a St. Thomas alumnus.

“Tragedy does not eradicate hope. If there is anything we Christians take from our faith, it is that even the darkest deeds can be redeemed by love. And love is what is called for now. As Dr. Martin Luther King Jr. said, “Darkness cannot drive out darkness; only light can do that. Hate cannot drive out hate; only love can do that.”

Not the love of transactional friendships and cheap associations made by the click of a mouse button or an easy retweet. Signpost solidarity will not do.

Only the hard work of familial love will set us on the path toward justice. The love we read about in Scripture. The love God has for his children, every one of us, even when we fail – especially when we fail. Because God knows what his children are capable of, not only how we can fail in our humanity, but even more how we can build it up. And it is up to us to show God, to show all our brothers and sisters, the neighbors we know and the ones we will never meet, how deeply we can love.”

It is out of my immense love for you that I commit to furthering this work at St. Thomas.

[Juneteenth Reflections and Meaningful Dialogues](#)

[President Julie Sullivan and AVP for Inclusive Excellence Kha Yang](#)

June 18, 2020

This year’s Juneteenth comes at an incredibly significant moment following the deaths of George Floyd, Breonna Taylor, Ahmaud Arbery, Philando Castile, Sean Reed, Tony McDade, Rashard Brooks, Riah Milton, Dominique “Rem’Mie” Fel and many other black American lives. These murders ignited a global outcry for justice that stretches beyond police reform, calling for all institutions to reflect upon their history of white supremacy and pull out the very roots of injustices. Our respect for the innate dignity of every human person, as well as our mission to advance the common good call upon us to stand with the world in creating a just and equitable society.

The university is preparing to revise the Action Plan to Combat Racism with new measurable goals and objectives. Yesterday, we shared the newly launched [Racial Justice Initiative](#) which will strengthen our racial equity work with local community partners and leaders, led by Dr. Yohuru Williams. There is, indeed, much work ahead.

Please take the time to reflect upon the milestone marker of Juneteenth and our history as a country and institution. The following programs are open to all students, faculty and staff:

- Dialogue about the “Significance of Juneteenth” (June 19 at 2 p.m. Central time). Juneteenth commemorates June 19, 1865, when all enslaved people in Texas were freed. This was one and half years after the Emancipation Proclamation and as such, more than 250,000 black Americans were still enslaved despite this federal mandate of freedom. Juneteenth marks the true end of slavery in the United States. Attend this Zoom session with St. Thomas black faculty who will share about the importance of Juneteenth and what this means to them. [Click here on June 19 to join via Zoom](#). The Student Diversity and Inclusion Services office (SDIS) hosts this session.
- Watch ABC’s prime time special, “[Juneteenth: A Celebration of Overcoming](#),” featuring Dr. Yohuru Williams along with other distinguished guests (June 19 from 7-8 p.m. Central time). [ABC News will honor Juneteenth](#) with this special programming on the symbolism of the holiday that commemorates the end of slavery in America.
- Participate in a weeklong Call to Action (June 19-25) by [Academics for Black Survival and Wellness](#). This initiative consists of seven sessions that are asynchronous and synchronous, and registration can be for the entire series or selected days. The purpose of this week is to intervene against anti-black racism and other forms of white supremacy as it manifests in academia and, in turn, enhances the safety and wellness of black students, staff, faculty and community members. Two tracks are available – one on training in anti-blackness for non-black identified people, and another focusing on wellness for black identified people. Today is the last day to register; [click here to register](#).
- Participate in a weeklong educational series on “[Becoming Human: Dismantling Racism](#)” (July 6 -17). This series is hosted by St. Thomas faculty in the College of Arts and Sciences and consists of six asynchronous modules and two synchronous Zoom discussions. The launch date of July 6 marks the anniversary of the shooting of Philando Castile. Completing the entire series comes with a certificate of completion. [Click here to register](#).

Ongoing reflections and educational programs are only one component of the journey St. Thomas is undertaking to transform our university’s culture to one that is still more inclusive and welcoming of all people. We may not have all the answers, but we are committed to building transparent and inclusive processes to educate and engage our community in a way that motivates positive social change.

Thank you to all who have reached out with your ideas. Your input helps to inform St. Thomas’ collective efforts in becoming a more diverse, equitable and inclusive university.

Stanford University

From: President Tessier-Lavigne

Sent: Thursday, May 21, 2020 11:20 AM

Subject: Enhancing Stanford's climate and sustainability impact

MAY 21, 2020

Dear Stanford faculty,

I am writing to share an important step our university is taking to build a 21st-century school to address 21st-century challenges in the area of climate and sustainability.

As you know, much of our focus in recent months has been on addressing the needs created by the coronavirus pandemic, including supporting our students, planning for a restart of operations and confronting financial challenges. But, even as we attend to these immediate issues, we believe it is essential to continue looking to the future, identifying the great challenges facing our world that will persist even as the crisis passes and assembling our resources to make impactful contributions to them.

The threats posed by climate change, and the need to build a future that is sustainable across the dimensions of food, water, energy, population growth, urbanization and biodiversity, present some of the most urgent challenges facing us today. They call for concerted and accelerated efforts in our universities to achieve the discoveries – and educate the leaders – that will make a difference for our planet and its people.

Over the past decades, faculty from across Stanford's schools and institutes have made great strides in addressing sustainability and climate issues, including probing the science of climate change, developing green technologies and working with partners to implement solutions. And our campus has become a living lab for solutions such as reducing energy use, greenhouse gas emissions and waste.

But the challenges loom large and increasingly imminent, impelling us to determine how to maximize our contributions in both the near and the long term. Put simply, Stanford's ambition and commitment must be as large as the challenge.

Last year, the Sustainability Design Team, convened as part of our Long-Range Vision process and led by Professors Scott Fendorf and Lynn Hildemann, proposed a series of additional important initiatives to further multiply our impact, including programs on zero-emissions energy systems, adaptability and resilience to climate change, informed environmental decision-making and the health of the oceans.

That planning process also prompted intense and lively discussions among our faculty of whether our distributed organizational structures are optimal for tackling problems at the scale the world is currently facing, and in the timeframe that is required. The question is whether our many individual contributions could be enhanced by revisiting how we are

organized to educate students; to make fundamental discoveries about the Earth, its environment and the resources necessary for humanity; and to translate those discoveries into actionable solutions.

Last December, I asked Professors Arun Majumdar and Noah Diffenbaugh to lead a committee to tackle these questions. The committee was composed of faculty from all seven schools, four policy institutes and SLAC. It held town halls and met extensively with faculty, staff and current and former university leaders throughout the winter quarter. It also drew heavily on the work of the Sustainability Design Team. I would like to thank Scott, Lynn, Arun and Noah, all the members of the committee and the Design Team, and the many people across the university who shared their thoughts and expertise as part of this process.

Feedback from the town halls and interviews revealed great enthusiasm for transforming Stanford's research, education and impact on the world through greater integration of our existing climate and sustainability efforts. Based on those findings, the committee submitted a report proposing two possible organizational structures: a school focused on climate and sustainability, or a college that would span existing schools, institutes and other units.

The executive summary of the committee's work, found [here](#), describes these options in detail. Both approaches would enhance collaboration between the faculty embedded in all schools and across the research and policy institutes. These include – but are not limited to – our foundational school of Earth, Energy & Environmental Sciences, the Woods Institute for the Environment, the Precourt Institute for Energy and other centers of excellence focused on human behavior, economics, food security, global health and environmental law and policy. Both the school and college options also include a deep focus on education, and on creating and scaling climate and sustainability solutions.

The committee carefully and systematically evaluated the advantages and disadvantages of each option. The school option would unify existing expertise in climate and sustainability research and education currently taking place across the university. This school option is consistent with Stanford's organizational structure, which is centered in schools, though it requires great care to ensure that it does not create silos across the university. The college option would seek to integrate activities horizontally across all Stanford schools, institutes and other units, but it would create a new and unfamiliar organizational structure that might take years to fully implement.

The committee went further and proposed that, whichever of these options is selected, we also create two new structures. One is a Sustainability Neighborhood that would provide place-based education and infuse sustainability in the education of all students across campus. The other is an accelerator, which will drive new sustainability solutions via external partnerships, and scale those solutions for the world.

The committee also recommended that implementation should follow an inclusive design process with robust faculty engagement in determining which units, programs and individual faculty will comprise the new structure. The committee's set of recommendations for transition and implementation are available in the executive summary.

In reviewing these proposals, Provost Drell and I have consulted with the executive cabinet, whose members – the deans and academic vice-provosts – unanimously endorsed the step we are now taking: moving forward with a school that brings together many of Stanford's existing strengths in climate and sustainability, together with a Sustainability Neighborhood and a translational accelerator, to further accelerate research, education and impact. The committee refers to this vision as a "21st-century school for a 21st-century challenge."

The Provost and I have asked Vice Provost and Dean of Research Kam Moler to lead the next phase of planning the school. She has engaged Steve Graham, dean of Stanford Earth, as co-chair, and they will be consulting with the other deans, as well as with Arun and Noah. They will be particularly attentive to the committee's recommendation to follow an inclusive design process that provides flexibility in determining the roles of individual faculty and units. That process will also seek to incorporate the many benefits of the college proposal, and will consider what name would best embody the work of the school in the coming decades. Kam and Steve plan to provide monthly reports to the community on progress, which they expect to be completed by fall.

I will be discussing this effort further at this afternoon's meeting of the Academic Council. I hope you share in my excitement at the development of a school that will amplify Stanford's contributions to solving these urgent problems. Though we are launching this effort in a time of fiscal constraint due the coronavirus pandemic, we believe it is important to use this period to put in place the structures that will enable our long-term success, and enable the initiative to prosper once the current crisis has passed. And, even as we develop this new structure, our faculty and students continue in parallel to focus on important immediate efforts: Many across the university are contributing to significant research and policy work relating to climate change, ocean solutions and clean energy, and a recently announced call for proposals is seeking new groundbreaking ideas for sustainability solutions.

During this time when we are sheltering at home, I know many of us have found comfort in the natural world, whether it's getting out for a walk on our local trails, finding hope in the cleaner air, or remotely admiring the world's wild spaces through webcams. The pandemic also has focused us, in many ways, on what is essential in our lives. The sustainability of our planet represents an imperative for our mission of discovering and disseminating knowledge for the benefit of humanity. I look forward to the many ways our faculty and students at Stanford, working within this integrated school, will advance this vital effort.

Sincerely,

Marc

From: Provost Persis Drell

Date: May 30, 2020 at 12:07:52 AM EDT

Subject: Confronting Racial Injustice

A message from Stanford Provost Persis Drell

MAY 29, 2020

Dear Stanford Community,

We write this evening with heavy hearts as we witness the senseless acts of violence perpetrated against Black communities. The tragic loss of lives – those of George Floyd in Minneapolis, and before that, the deaths of Ahmaud Arbery, Breonna Taylor and Sean Reed – due to racial violence is deeply saddening and a stain against the values that we personally hold, and that Stanford, as an institution, cherishes.

These horrific recent events are, sadly, not isolated events. They represent systemic issues of racism, inequality and injustice that have plagued our social fabric across history. We condemn this history and present reality and ask all to join us in seeking racial justice and an end to the brutality that oppresses and traumatizes Black communities.

The fact that these horrific acts have occurred in the midst of a pandemic are a double blow. They cause additional pain and grief at a time when we are dealing with so many other challenges. But the shameful reality is that the virus has disproportionately affected our country's communities of color. It has laid bare the inequities of our healthcare system and made painfully clear how those who have suffered so many other injustices for so long must also unequally bear the burden of this disease. These acts of racism and hatred we have witnessed in the last few weeks bring into even greater relief that sense of injustice.

More than 50 years ago, Dr. Martin Luther King Jr. spoke about these issues at Stanford in his speech "The Other America:"

And the great tragedy is that the nation continues in its national policy to ignore the conditions that brought the riots or the rebellions into being. For in the final analysis, the riot is the language of the unheard....And the fact is that justice is indivisible; injustice anywhere is a threat to justice everywhere.

The violence we witness today arises from our painful legacy of racial injustice embedded in our most vital social structures. It is not an issue that impacts our Black community alone. It impacts all of us. Indeed, it is an assault on our shared humanity. Ending this

violence requires not only constant vigilance, but a united stance against racism and hatred in all its forms.

As a community, we will continue to seek ways to be defined by what unites us rather than what divides us. In the last year, we have worked with our student, faculty and staff communities of color to find ways to better support them. We have a long way to go but we are committed to making progress through specific actions. This includes using the university's intellectual resources and wellspring of talent to further address social inequity, and through our research and teaching, advance public policy changes and much needed social reform.

As always, please remember that there are support systems available to you on campus even if you are physically elsewhere. We are here to help in these extraordinarily difficult times.

Even if we are physically separated, we stand with you in support and solidarity.

Persis Drell, Provost

Susie Brubaker-Cole, Vice Provost for Student Affairs

Tiffany Steinwert, Dean for Religious Life

From: Senior Associate Vice Provost and Dean of Students Mona Hicks

Date: June 1, 2020 at 7:10:20 PM EDT

Subject: Safety message regarding protests

JUNE 01, 2020

Dear students,

As protest organizers around the world plan non-violent demonstrations, we must also recognize the grief and pain that are thrust into these spaces. Despite efforts to organize civilly, there are times when some will engage in destructive or harmful behavior. In every case, the well-being of our students is our top priority.

Specifically, there are three main things that I am concerned about.

1. The public health threat due to the global pandemic continues. While I completely understand the undeniable intersections of systemic oppression for minoritized people, we have been working day and night to communicate the research findings, best practices, and practical impact of COVID-19 on our community and university through Stanford Health Alerts. Your health and the safety of our community is always at the fore, and participating in large public gatherings increases the risk of transmission of COVID-19. The pandemic

alone is a cataclysmic event that may activate long-term psychological effects. Discovering who you are, navigating community, showing abiding support for and solidarity with things you believe in, and finding your meaning and purpose are critical to the college experience. Of equal significance, the emotional toll of anxiety, anger and sadness that minoritized students, and particularly Black and Brown students, may carry on a daily basis is overwhelming. Your mental health and well-being cannot be underemphasized. Please take care of yourself. Ask for help. You are not alone. Please do not hesitate to contact your Residence Dean, seek help from CAPS or connect with a Community Center.

2. We are aware that some students have been or may be deciding whether to participate in protests or demonstrations all over the globe. As consenting adults, we respect your right to decide whether or not to participate. There are many ways to activate your beliefs. Nonetheless, we offer the following safety tips and considerations should you choose to participate in demonstrations and protests:

a. Protests are expected to be civil and non-violent. But it is possible that some situations may escalate. While we know your actions will be civil, none of us can predict how others will respond. If you decide to participate, we urge you to be aware of your surroundings and circumstances. Please communicate with others, including your loved ones, about your plans. Many places of worship in areas where demonstrations are taking place may be identified as a place of prayer, respite and refuge.

b. Public transportation and some streets could be affected by off-campus protests.

c. Consider participating with a friend or in groups, and do your best to maintain physical distancing practices. Try to navigate with alternative routes in mind.

d. Below are links to general information about what you may expect to experience in a civil protest or demonstration. This information is for reference only and does not specifically address any possible protests or demonstrations.

i. Stanford Libraries has resources under the “Know Your Rights” Guides on protests and demonstrations.

ii. Consider downloading mobile apps like “Mobile Justice” from the ACLU, along with those of local news stations, to either document your experience or get up-to-date news in your area.

iii. Remember that your physical and emotional safety are a priority. Again, you have the right to consent in all situations. Your digital safety is also important. Please consider resources such as these Stanford best practices for mobile devices and this Wired article on protesting safely in the age of digital surveillance (May 31, 2020).

3. Lastly, on-campus events are prohibited at this time. If you are considering a campus demonstration of any kind, for your safety please contact the Office of Student Engagement.

I appreciate all of the emails and texts of solidarity and encouragement that I have received in my short tenure at Stanford. As a Black woman, I am also struggling to make meaning in our world today, but your humanity gives me hope -- your energy, your education, your truth, and your purpose. This loving refrain from Assata Shakur still rings true as I shelter-in-place: "It is our duty to fight for our freedom. It is our duty to win. We must love and support each other. We have nothing to lose but our chains." Please keep safe and stay healthy.

With love, support, and solidarity,

Dr. Mona

From: President Tessier-Lavigne and Provost Drell

Date: June 4, 2020 at 10:37:47 PM EDT

Subject: Vigil for Black Lives

A message from Stanford President Marc Tessier-Lavigne and Provost Persis Drell

JUNE 4, 2020

To our Stanford community,

Individually and together as a community, we continue to confront the tragic loss of Black lives and the ongoing issues of systemic anti-Black racism that have gripped our country over the last 10 days.

A Vigil for Black Lives will be held tomorrow, via Zoom, sponsored by the Black Community Services Center, Counseling and Psychological Services, the Office for Religious Life and Ujamaa House. Participants will be reflecting on recent events and hearing thoughts and experiences from some of Stanford's Black students, staff and faculty.

This event will be held at 5 p.m. Pacific time on Friday, June 5, and the livestream will be available [here](#). We encourage you to participate by tuning into the livestream.

With best wishes for your health and well-being in this challenging time,

Marc Tessier-Lavigne and Persis Drell

From: Loop@stanfordalumni.org

Sent: Tuesday, June 9, 2020 7:36:21 PM

Subject: Black Lives Matter; summer reading list; celebration of 2020 grads

from Stanford Alumni Association and STANFORD magazine

Black Lives Matter.

In the wake of the deaths of George Floyd in Minnesota, Ahmaud Arbery in Georgia, and Breonna Taylor in Kentucky, Provost Persis Drell addressed the campus community to condemn systemic issues of racism, inequity and injustice perpetrated against Black communities and noted Stanford's plans to address equity, inclusion and racial justice on campus. Both Drell and President Marc Tessier-Lavigne addressed the topic in a June 2 town hall, and on June 5, more than 2,500 community members attended a virtual Vigil for Black Lives. Stanford's Black Lives Matter website offers resources, support and education for the Stanford community.

Stanford historian and civil rights scholar Clayborne Carson spoke to Stanford News Service about what he has learned over a lifetime of protest and how today's demonstrations differ from the civil rights activism he participated in as a student at UCLA in 1965. He cautions that movements need leaders who clearly articulate specific objectives. "What is the goal? Is it simply to express anger or is to achieve reform about police behavior? If it is to bring about reform, then what would that look like? It doesn't have to be one charismatic spokesperson. It could be many leaders, but there needs to be people saying, 'This is what we want' and clearly articulating that," he said. "The very strength of the Black Lives Matter movement is that it is decentralized and a lot of the protest is more spontaneous. But that's also a weakness."

Ronald Tyler, professor of law and director of Stanford Law's Criminal Defense Clinic, and Suzanne Luban, clinical supervising attorney and lecturer in law, discussed the charges against the four officers involved in the death of George Floyd, police use of force, and suggestions for the way forward in a Q&A with Stanford Law School's Sharon Driscoll. Explore the work of other Stanford scholars who are studying institutional racism, social change and how to create a more just society.

What we're reading now.

This summer, we're choosing books that uplift, inspire, broaden our perspective and increase our knowledge. Enter STANFORD magazine's 2020 summer reading list, with 25 must-read titles recommended by faculty and STANFORD editors. Other lists to check out: British Vogue's "Essential Anti-Racist Reading List," which includes books by Jesmyn Ward, '99, MA '00, and former associate professor of law Michelle Alexander, JD '92, and these recommendations by the staff of the Cantor Arts Center and the Anderson Collection.

The scoop on graduation and the upcoming school year.

Commencement hasn't always been in June or in the stadium. (In 1900, shown above, it was held in what is now Building 120 in the Quad.) But graduating online? That's new. While 2020 graduates and their families await an in-person Commencement at a later date,

they will take part in a virtual celebration of graduates on June 14. Alumni are also invited to tune in. As for next year, President Marc Tessier-Lavigne and Provost Persis Drell laid out plans that include bringing half of undergrads to campus at a time in 2020–2021 for a four-quarter academic year; much of teaching for undergraduate programs will still be online. Graduate and professional schools are expected to be able to run at near-full capacity, though some instruction and research will be online.

Expert ideas for pandemic problems.

The crisis posed by the novel coronavirus has shown us that we need more physician-scientists, according to a piece co-authored by P.J. Utz, MD '91, associate dean for medical student research at the School of Medicine, in the Washington Post. Less than 1.5 percent of doctors have careers that combine patient care with biomedical research. That's bad news for us because research by physician-scientists has led to some of the most important advances in medical history, including penicillin, chemotherapies and statins. To fill the thinning ranks, Utz and his colleagues say, we need to invest in a national service program to encourage the most promising medical students to develop research-based careers. "In return, these individuals would dedicate themselves to lifelong careers as physician-scientists. Like reservists, they will be available to serve in national crises. They will be mobilized in times of need to tackle unmet medical challenges."

Opening the economy while many Americans are nervous about their health risk is problematic, writes Anat R. Admati, a finance and economics professor at the Graduate School of Business, in the Los Angeles Times. "Those who can afford to shelter will continue to protect themselves, while those in lower economic rungs will suffer the bulk of the hardships and the risk of infection. Recovery will be slow and halting, and the inequality of income, wealth and opportunities that was already high will only grow." Instead, she says, we need to make it safer to resume activities by investing heavily in increased capacity to test more people—regularly testing everyone, regardless of symptoms—and isolating those who are infected.

To swim or not to swim.

Just how relaxed should you be about getting out this summer? "Some people are in a near-panic still, whereas others are completely blasé about it, and we need to find sort of a middle ground," Tara Kirk Sell, '04, MA '05, a professor and risk-communication researcher at the Johns Hopkins Center for Health Security, told the Atlantic. Assuming you're taking precautions to protect those around you, she said, outdoor activities are less concerning than indoor ones. "It's not the beach that's a problem; it's if people then decide to pack bars and restaurants when coming off the beach." The water is probably OK too. "There is no evidence that SARS-CoV-2 [the virus that causes COVID-19] is waterborne," Stanford Health Care's Dean Winslow told Vox. "It is diluted quite rapidly in large bodies of water, such as freshwater lakes or certainly the ocean." And socially distanced swimming in a pool that's been treated with chlorine? The risk is basically nil, he said.

But wait, there's more.

"The road to healing must begin with respectful but honest and deep conversations, not judgments, about who we were, who we are and who we want to become." Former U.S. Secretary of State and former Stanford provost Condoleezza Rice, who will become director of the Hoover Institution on September 1, in "This Moment Cries Out for Us to Confront Race in America," an op-ed in the Washington Post.

"When will the response be justice?" San Francisco 49er Richard Sherman, '10, was among the Cardinal athletes and coaches who responded to the death of George Floyd. Athletics director Bernard Muir shared his thoughts in an open letter to the community.

"It reminded me of my early career experiences as a marriage counselor: When I would simply reflect neutrally what an argument was about, both parties appreciated it because it gave them a sense of being heard and understood, if not necessarily agreed with." Psychiatry and behavioral sciences professor Keith Humphreys on how his nine-tweet thread about the political challenges of mounting a national testing, tracing and isolating program consumed a week of his life (and ultimately became an op-ed).

"... essentially, it makes you look at everything with fresh eyes." Tina Seelig, PhD '85, a faculty director of the Stanford Technology Ventures Program and an expert on creativity, gives an hour-long talk about how limited resources can spark innovation.

Zoom power users, take note: There's a scientific explanation for why Zoom meetings are so existentially exhausting.

"Many scholars at Stanford have done extensive research on protests, police violence and the carceral state in the United States. As discussions surrounding these topics dominate the national discourse, we want to highlight this scholarship and offer readers a starting point into these growing bodies of knowledge." The editors of the Stanford Daily created a list of resources for supporting the Black Lives Matter movement.

To My Residents, in Tumultuous Times: On May 24, as spring quarter drew to a close, Roble's resident fellow Jeffrey Ball wrote this letter to the dorm's approximately 300

From: "Astrid Thompson"

Sent: Wednesday, June 10, 2020 5:03:01 PM

Subject: Stanford Where You Live: June Washington DC 2020

Stanford Alumni Association is following guidelines shared by the university for events hosted on and off campus. You can find our recent communication to Alumni as well as the university response on our website.

Dear alumni, parents and friends,

I hope you, your family and friends are all staying safe and healthy during these very uncertain and challenging times. In addition to living in the midst of a pandemic, we are also faced with another issue of extreme importance - racial injustice. The deaths of George Floyd, Ahmaud Arbery, Breonna Taylor and others have sparked worldwide grief, rage and protests against the systemic racial inequality in our nation. We would like to share some resources and information with you from Stanford's response to the recent upheaval and the University's support for the Black Lives Matter movement.

I hope you will take a look at the virtual opportunities listed below. Now more than ever, I encourage you to stay connected to your communities, including your Stanford community.

Be well,

Astrid Thompson

Senior Regional Manager, Alumni Communities

Stanford Alumni Association

Advancing racial justice at Stanford

June 30, 2020

Dear Stanford community,

The events of recent weeks following the murder of George Floyd have made us all painfully aware of the shameful legacy of anti-Black racism and how it endures in our communities and our country.

Unfortunately, our campus is not immune from such pernicious forces. We must recognize the stereotyping, stigmatization and marginalization of diverse individuals and communities that occur on our own campus and work to tackle them. We have made some progress in the past several years through our IDEAL initiative, overseen by Provost Drell, but we need to do more and act with even greater urgency to create an inclusive, accessible, diverse and equitable university for all our members. And we need to start now, including working to eliminate the anti-Black racism that has been laid bare by the events of the past weeks.

Beyond our own campus, as an institution of higher learning we have an additional responsibility to ensure that our research and educational endeavors are sufficiently focused on helping society more broadly to evolve beyond the scourge of racism that has been present in our country for far too long.

As I mentioned in my June 10 message, for the past year we have been working with students on ways to better support our Black community, even as we have continued to advance the overarching goal of creating a more inclusive environment for everyone on our campus. In recent weeks I have also heard directly from many members of our community, including from our students, about the racial climate on our campus and the challenges they have faced personally. Their testimony has been powerful and deeply moving, and their ideas and recommendations on how to counter racism on campus and improve the overall racial climate are also informing our next steps.

In the prior message, I announced the formation of a new Community Board on Public Safety; we have been working on its membership and incorporating community feedback, and we will send an update soon. I also stated that this would be the first in a series of initiatives to focus on the critical issue of racial justice. Today, I want to let you know about some of the other steps we will be taking. Because we are looking at these issues as broadly as possible, some of our plans can begin right away, whereas others will take time to develop and implement. Many seek to address all forms of racial inequity. Others are focused more specifically on anti-Black racism, impelled by the urgency of this moment.

Changing our culture

My recent conversations with members of our community about the racial climate on campus and their experiences have convinced me that hearing the diverse stories of our community members is absolutely essential if we are to create a more inclusive, welcoming climate at Stanford.

To that end, I believe it is vital that every department, school and unit, between now and the end of the calendar year, hold listening sessions with their communities. The purpose of these sessions will be to hear stories that students, faculty and staff from all backgrounds want to share about their experiences at Stanford related to the racial climate on campus and to seek recommendations on how to improve the climate of each unit. University Human Resources will be available to help facilitate these conversations. In addition, representatives from my office and the Provost's Office, including the provost, will meet in small groups this year with every Black staff member at Stanford who wishes to engage in conversation, as this segment of our community has been too often overlooked in institutional change initiatives.

Stanford scholars and social scientists have been among the leaders in documenting bias, both explicit and implicit, in our society – in the workplace, in hiring, in classrooms – and in identifying and validating means to counter them. We are committed to providing anti-bias training that draws on that expertise for all members of our community. I have asked the provost to work with the deans to develop data-driven training for faculty, which will include elements such as how to create an inclusive classroom, how to have difficult conversations and how to improve advising at both the undergraduate and graduate level.

The provost is also working with the offices of VPUE, VPGE and VPSA to develop such training for all our students, and, as soon as it is available, including it in the orientation experience of incoming students. In addition, I have asked leaders in University Human Resources to accelerate initiatives they have spearheaded under IDEAL to provide anti-bias training to all staff, including the senior leadership of the university, and to provide development programs for all staff of color to advance in their careers and in leadership positions.

Academic programs and research

Stanford is home to exemplary researchers and educators who are deeply committed to studying racial inequities and enabling our students to learn about racism and the corrosive effects of racial bias. As a premier institution of higher learning, we must dedicate even more of our academic and institutional resources to help overcome these forces. Three new initiatives will support this goal:

Provostial IDEAL Fellows Program: This is an ambitious plan to support the work of early-career researchers, who will lead the next generation of scholarship in race and ethnicity and whose work will point the way forward for reshaping race relations in America. We will recruit cohorts of four to five recent PhD recipients who are among the most promising young scholars in their respective disciplines for three-year fellowships. They will be selected by Stanford faculty from across the university who are leaders in the study of the impacts of race in America. The provost will initiate the recruitment process for these fellows immediately.

Impacts of Race in America: Faculty Cluster Hire: The provost will provide 10 funded billets for 10 new faculty hires, including at least half at the junior faculty level. We will be looking for eminent scholars and researchers who are leaders in the study of the impact of race in America. Two search teams will be appointed. One will focus on searching in the humanities and social sciences, including the traditional disciplines in the School of Humanities and Sciences as well as the related fields of law, business, education and policy. The other team will focus specifically on the impact of race in STEM fields, such as medicine, engineering and environmental justice. The searches will be university wide, including all seven schools as well as the Institutes in the Office of the Dean of Research.

The Center for Racial Justice at Stanford Law School: This new center will engage law students and the broader student community through public programs, conferences, workshops and SLS policy labs. In partnership with nonprofit and business leaders, legislators and other government officials, the center will produce research papers and policy proposals to address pressing societal problems and injustices. The center will also conduct and disseminate research that, in the best tradition of legal scholarship, is rigorous and policy relevant. An array of pipeline programs designed to diversify the legal profession and leadership roles in American society is also planned. SLS leaders have already begun the process to establish the center this summer.

Enhanced support for existing programs

Stanford is committed to educating a diverse student body and we are already host to a number of vibrant programs that help support a pipeline of diverse students and scholars at the undergraduate, graduate and postdoctoral levels. In addition, Stanford's Centers for Equity, Community and Leadership, play an essential role in supporting this diverse community of future leaders. We believe it is critical to increase the university's investment in these programs and centers and highlight their importance for fundraising opportunities.

Further diversifying our faculty, including increasing the number of faculty of color, has been and remains one of our highest priorities. The provost and deans will continue to work with all departments to assist them in their recruitment efforts, including by increasing resources available for this purpose through the Faculty Incentive Fund.

The subject of the Martin Luther King, Jr. Research and Education Institute has been raised by many in our community in recent weeks. I want to assure all of you that Stanford is fully invested in the Institute's future success, including our commitment to continue its long-term efforts to assemble, edit and publish the King papers. This fall, we will reinvigorate the search for a new center director to succeed longtime Director Clayborne Carson, who is retiring. Under the leadership of the new director, a thorough study will be undertaken to create a strategy for the Institute as well as opportunities for deeper engagement with the entire Stanford community. I expect the strategy to include recommendations on the Institute's physical location on campus and additional necessary resources.

In conjunction with the development of a strategy for the King Institute, I have asked the Provost and the Dean of H&S to initiate a University-wide self-study to determine the most effective structure for supporting studies of Race and Ethnicity at Stanford. This study will be initiated once the new King Institute director is in place and will include consideration of the future status of African and African American Studies, and whether the research and educational missions of the university would be better served with departments rather than the current structure of interdisciplinary programs.

Holding ourselves accountable

As we make changes and implement new initiatives, it's critical that we hold ourselves accountable by measuring the effectiveness of our efforts.

We commit to conducting regular surveys to assess the racial climate at Stanford, with students, postdocs, faculty and staff assessed separately. The provost, along with VPSA and HR, will be looking at the best models available for conducting these surveys and including the community in their development. The Office of Institutional Research and Decision Support will continue to update the IDEAL dashboards with aggregated data. And the Office of Faculty Development, Diversity and Engagement will continue to publish its annual reports of faculty demographics to help monitor and support our progress.

In addition, responding to the urgency of this moment, we will be forming a Black Community Council to engage Black alumni with students, staff and faculty for oversight of initiatives focused on supporting our Black community. This council will be in place a minimum of three years and will be a critical part of ensuring that we are appropriately measuring the outcomes of our actions and initiatives.

Next steps

The actions and initiatives I've outlined in this letter are just a starting point. Eliminating racial injustice on our campus, and helping eradicate it in our society, will require a rigorous, comprehensive and sustained effort. It will take the commitment of Stanford as an institution, starting with myself, the provost and our senior leadership, including all vice presidents, vice provosts and deans. But it will also require the dedication of every member of our community. As we listen and learn from the members of our community about their experiences and hear more of their thoughts on how we can best move forward, we are committed to embracing ideas for producing concrete, long-lasting change. We have much to learn and much work ahead of us, but I am confident Stanford can be a force for real and positive change.

The work we are embarking on will take time, but we need to tackle it with urgency. I will update you on our plans and progress regularly, including over the summer and into the fall.

Sincerely,

Marc Tessier-Lavigne

Suffolk University

To the Suffolk Alumni Community,

Suffolk University stands with all who are peacefully raising their voices for the real and sustainable change that is needed to ensure justice, equity, and healing in this nation.

As you may know, Sunday's demonstrations in Boston, which were peaceful through much of the day, at times turned destructive and violent last night. I want our alumni community to know that, while some of our campus buildings sustained broken windows and graffiti, our students and employees are safe and the campus is sound.

As I told students and employees Saturday, Suffolk University stands for social justice, equality, and the value of all human life. We stand with members of the Black community--at Suffolk and across the nation--who are feeling unfathomable pain and trauma because of the tragic and inhumane killing of George Floyd and other acts of injustice and violence.

We are first and foremost an educational institution, and we have a responsibility to listen, to better understand, and to engage our community and our students in thinking about issues of equity and justice. We take very seriously our responsibility to promote positive change, and to address and combat inequity, institutional racism, and oppression.

The voices of those who have peacefully demonstrated across the country over the past six days and nights have inspired, and they must be heard. All of us must listen. Yet there is no place for violence and destruction, which only serves to distract from the call for change that is so desperately needed right now.

We are grateful to all of those working to keep our community safe. And we are grateful to all who are peacefully raising their voices for justice and equity in this country.

Sincerely,

Marisa Kelly

President

Dear Members of the Suffolk Community,

Suffolk University recognizes Juneteenth, this Friday, June 19, and encourages our campus members to spend time reflecting on the meaning behind the observance. Juneteenth commemorates June 19, 1865, the day slaves in Galveston, Texas, were informed of their freedom following the Civil War. It came more than two years after the Emancipation Proclamation was issued on January 1, 1863. Juneteenth was established as the official celebration of independence, symbolizing the end of slavery. One hundred fifty-five years later, Juneteenth is celebrated across the country and is now a state holiday in some places. Here is a brief video about Juneteenth.

In light of all of the racial injustice highlighted by the deaths of Black Americans in the last few months, compounded with the impact of COVID-19 that disproportionately impacts the Black community, Suffolk asks its community members to reflect on racial equity and justice. Faculty, staff, and students are encouraged to take time this Friday, June 19, to continue our campus conversations around racism and social justice. We are asking faculty, staff, and students to pause on Juneteenth to reflect on issues of racism, to listen to colleagues regarding their experiences, and to participate in a common reading experience.

We are asking you to go beyond just making statements about change and to commit to intentional action. We all could do something more. Here are steps for being a change agent. Reflect, Rethink, and Respond.

Reflect - Spend time opening your mind to new perspectives.

Rethink - Research and gain more knowledge to inform your opinions and actions.

Respond - Get involved. Champion diversity through your behavior.

Here are several ways for you to personally get connected to foster inclusion, with a goal of learning about our diverse community firsthand:

- Unconscious Bias in the Virtual Workspace: Attend the campuswide event at noon Tuesday, June 23 , where Carole Copeland Thomas will present ways to mitigate unconscious bias. Register here to receive a Zoom link.
- Campuswide Common Reading Experience in partnership with the Center for Teaching and Scholarly Excellence (CTSE), the Sawyer Library, and the Center for Student Diversity and Inclusion (CSDI): The objective of the common reading experience is to have members of the campus community read a text focusing on racial equity/justice and engage in campuswide discussions to expand our perspectives and inform our interactions. We have selected *Just Mercy, a Story of Justice and Redemption* by Bryan Stevenson to read together. To join the campuswide common reading experience, register here. The University has purchased a bulk order, and we will follow up with those who register to help you secure an electronic copy. Participants may also purchase their own copy of the book.
- Boston's Museum of Fine Arts will take its annual Juneteenth community celebration online to honor the contributions of Black creatives, scholars, and artists from 4-7 p.m. Friday, June 19. Learn more.

For more information, please contact Joyya Smith at jsmith19@suffolk.edu. Thank you to members of the Suffolk community for joining together and standing up against racial injustice and for your willingness to reflect, rethink, and respond.

Sincerely,

Joyya Smith

Vice President, Diversity, Access and Inclusion

Marisa Kelly

President

State University of New York, Buffalo

From: President Satish K. Tripathi <President@buffalo.edu>

Date: Wed, Jun 17, 2020 at 16:28

Subject: Understanding and Responding to Racism and Systemic Inequality

June 17, 2020

Dear university community,

Today, we are experiencing unprecedented societal strife at the intersection of three historic moments: a global pandemic that has taken the lives of more than 115,000 Americans and disproportionately impacted black and Hispanic communities; an economic downturn that has put more than 20 million Americans out of work and—here, too—taken an extraordinary toll on communities of color; and the culmination of frustration, anxiety and despair born out of centuries of intolerance, oppression and hatred against members of the American black community.

Across the country, protests have brought hundreds of thousands of people into the streets. They are demanding justice for George Floyd, Ahmaud Arbery, Breonna Taylor, Tony McDade and many, many others. Their outrage has amplified the call to collectively address injustice, racism and violence. Doing so requires nothing less than meaningful structural change.

We know, as a university community, that we can effect change through the education of our students, our research, our creative work and our clinical care. More than ever before, UB should serve as a bastion of hope and a community of action compelled by the greater good.

If we remain loyal to our university mission—specifically, our commitment to bring the benefits of our research, scholarship, creative activities and educational excellence to bear on local and global communities—it not only defines who we are as university citizens; it drives our purpose as university citizens. As a scholarly community, it is imperative that we explore, understand and respond to racism and systemic inequality.

As a reaffirmation of our mission and values, I would like to announce several initiatives our university community is taking to address these problems.

The President's advisory council on race—comprised of faculty, staff, students and alumni—will address issues of race, culture and higher education to guide and shape our university's programs, policies, activities, traditions. In addition, this council's work will inform how we can harness our education, research and engagement mission to combat racism and dismantle structural barriers to equality.

Further, throughout the summer and the 2020-2021 academic year, Provost Weber will lead efforts to:

- enhance our research priorities, pedagogies and curriculum—including our undergraduate curriculum—to build a deeper understanding of racial disparities and injustice so we can actively contribute to solutions
- develop and implement (through policies, practices and programs) more effective ways to successfully recruit, support, professionally advance and retain underrepresented minority faculty—particularly black faculty
- foster meaningful conversations toward achieving our goal of cultural and structural transformation through a series of university-wide lectures, town halls and other events titled “Let’s Talk about Race”

This is a university-wide call to action. The work of our College of Arts and Sciences and our 11 professional schools—along with Undergraduate and Graduate Education, Student Life, Athletics, University Police, Human Resources, Information Technology, Research and Economic Development, and others—will complement the efforts of the President’s advisory council on race and bring tangible measures to the fore to help realize the ideals of social justice.

The above are not intended to be definitive or exhaustive approaches to the deeply embedded problems of racism and systemic inequality. Rather, they are how and where we begin the work of enacting change.

By no means do we believe we have all the answers—or that we have asked all the right questions. However, we do believe that we must purposefully, thoughtfully and collectively move toward a just and equitable society for our black students, faculty, staff, alumni, friends and neighbors near and far.

Sincerely,

Satish K. Tripathi

President

State University of New York, New Paltz

Office of the President

Dear Members of the Campus Community:

Amid the staggering loss of life from the COVID-19 pandemic, we are compelled to acknowledge, on behalf of the SUNY New Paltz community, the recent deaths of Breonna Taylor in Kentucky, Ahmaud Arbery in Georgia, and George Floyd in Minnesota. Sadly, we recognize that communities of color, especially African Americans, have long suffered violence at disproportionate rates, just as the pandemic has had disparate effects on these Americans. Communities of color, particularly black and brown men, face experiences of vigilante justice and state violence fueled by racism and white supremacy.

As a campus, we acknowledge the pain and trauma that these experiences bring, especially to African American members of our community, and we hope that you are caring for yourselves at this difficult time. Our community draws strength to face these larger societal challenges by leaning on our mission of education and our values of inclusion when we gather in solidarity through peaceful vigils and protests, dialogue, and educational programming. We hope that all members of our community try to learn more about bias and the impacts of racism in our country so that we can dismantle racism and the hierarchy of human life and stand as allies.

We regret that the pandemic does not allow us to gather in person as a community to connect, support and educate each other. SUNY New Paltz stands with and offers condolences to the Taylor, Arbery and Floyd families and the individuals and communities impacted by their deaths.

Donald P. Christian, President

Tanhena Pacheco Dunn, Associate Vice President for Human Resources, Diversity & Inclusion and Chief Diversity Officer

Office of the President

To the SUNY New Paltz Community,

We have received the recent letter from alumni, students, faculty and staff, and others cataloguing incidents of racism and social injustice experienced over the years and all too recently at SUNY New Paltz. To undergo experiences of ongoing bias, embedded racism, and daily microaggressions not only undermines educational ideals. It insults, injures, and traumatizes those who absorb repeated assaults on mind, body, and spirit. It is painful to hear and thus we hurt for all who have been subjected to such experiences. We know that

vicarious pain does not come close to the direct pain and humiliation of those targeted by racist behavior.

Hearing from you reaffirms our commitment with greater clarity and urgency to the work we still have to do to live up to our long-espoused values of equity, inclusion and social justice for students as we strive to become an actively anti-racist institution of higher education. We know people are tired, we know there is frustration and even distrust in dialogue without concrete tangible action. We recognize the sense of urgency felt by students who have just four years on our campus. We hear loud and clear the call for accountability and action to stop these experiences from continuing to harm current and future generations of our students.

We do not pretend that we will get to the right answers immediately and we know that we will not get to durable changes without remaining in dialogue with you and with all who seek reform. Thus, we commit to finding further ways we can make meaningful change that are within our respective and collective power to make.

Complex changes to eradicate embedded racism require a coalition of people at many levels to be engaged together at many levels. Coalition creates more, not less, accountability; it draws us to common ground faster and exposes the spaces where we must do harder and more honest work. Coalition allows a systemic approach to a systemic problem rather than fracturing the energy across competing ideals. Hence, we seek your partnership in making progress, and doing so at a faster pace than in the past.

Here are action items that are underway or that we commit to undertaking as we build on other work:

- Establish a Bias Response and Support Network
- Request Faculty Governance to Undertake Curriculum Reform
- Diversity and Inclusion Council Re-Design and Climate Study
- Support Black Lives Matter in School Initiative
- University Police Department (UPD) Continuing Improvement
- Continue Support for Black Studies Department
- Continue to Diversify Faculty, Staff and Students
- Expanding Mental Health Support
- Continue Support for Scholars Mentorship Program (SMP)
- Continue Town Hall-style Dialogues and Discourse

Further detail about these items is provided below:

Bias Response and Support Network.

We will be launching this fall a bias response and support process to formalize avenues for all members of our community to report experiences of bias or racism, seek support to understand appropriate redress, and receive support for their continued growth and success at the college. This is surely an appropriate area for inclusion of restorative justice programming.

Curricular Revision.

Campus and academic leaders support and embrace the calls for curricular revision to better educate and inform New Paltz students about historical and contemporary dynamics of race, racism, and inequity in America. Curriculum change is primarily in the purview of the faculty and we stand ready to support proposals for change as led by the faculty. We strongly encourage faculty to find ways to engage students in that process.

Diversity and Inclusion Council Re-Design and Climate Study.

We are developing a new model for our Diversity and Inclusion Council to involve more students and integrate the work of this group more deeply into each of the schools. The Diversity and Inclusion Council will undertake a campus climate survey, likely in spring 2021. That process is delayed by the reality that our campus is (and may continue to be) scattered due to COVID-19; we want the instrument to provide the most accurate information possible.

Support of Black Lives Matter in School.

Campus administration supports the ongoing and dedicated work of a group of faculty, staff and students on “Black Lives Matter in School,” while respecting their expressed interest in having this work be primarily a grass-roots initiative. We stand ready to participate in these efforts where this group feels appropriate.

University Police Department (UPD).

UPD leadership has worked to build relationships across our campus community and well beyond with particular attention to diversity. In the fall the Student Association and UPD co-sponsored a discussion with a focus on students of color. About one-quarter of the 22 sworn officers that make up UPD are people of color. UPD has and will continue to commit to trainings specific to race, implicit bias, and duty to intercede; more than one-quarter of the 47 hours of mandatory training last year was focused on diversity and inclusion.

We will continue to look for ways that UPD can improve, while we recognize that the history of policing is steeped in the enforcement of racist laws. An officer in uniform has a stimulus effect that may have a disproportionate negative impact on people of color. We will work to reduce the situations for which UPD is called. In particular, we are sensitive to the enforcement of public health policy in the midst of our current crisis. We call on our community members to hold each other accountable and resist calling UPD unless absolutely necessary. We will examine the circumstances in which UPD is called and whether we can transition to other types of responses to calls.

Black Studies Department.

We will support the Black Studies Department through its upcoming program review, following the earlier 2015 review. This review, which is conducted with the assistance of external faculty in this discipline, will give the Department and the campus insight into the successes the program enjoys, reform that may be desirable, and how to prioritize those needs. That will be one of many pieces of information that will guide tangible actions.

We offered a large space within the newly remodeled Old Main for the Black Studies Department. Department leadership at the time did not see that space as fully meeting needs of the department. However, then as now we continue to work on identifying a space for this program to thrive. New and improved space for Black Studies is a priority in the work of a new space planning committee that will address the College's longstanding space deficit of more than 500,000 gross square feet of non-residential space. Our goal is to identify and implement a solution this year.

Diversifying Faculty, Staff and Students.

We share the interest in diversifying our community. Following a charge from campus leadership and a concerted community effort, one-third of our new faculty this fall are people of color, and we will have hired 15 faculty of color in the past five years. We are developing approaches based on best practices to be sure that new faculty are mentored, supported, and welcomed as they join our community – even in the wake of COVID-19. We have participated in a variety of programs that support recruitment and retention of scholars of color, the most recent of which is SUNY's PRODiG (Promoting Recruitment, Opportunity, Diversity, Inclusion, and Growth) initiative. It bolsters our own efforts by providing support and funding to increase the representation of historically underrepresented groups among the faculty. Diversity is a priority for all hires, and there has been an increase in hiring people of color among key staff as well, notably in Residence Life.

All faculty and staff now must complete training on cultural competence and implicit bias. We will review and augment this training to further our anti-racist goals. The original deadline for completing this training was June 30th, now extended to October 31, 2020, due to the COVID-19 pandemic. Faculty and staff serving on search committees must complete a series of trainings that address bias in recruitment and hiring and best practices for more inclusive recruitment practices. We seek other ways to support anti-racist actions in our work to recruit, hire, and retain employees. In addition, a module on implicit bias as well as a companion workshop will be provided to student orientation staff and incoming students through the orientation process.

We have created the new position of Assistant Director of Intercultural Relations within the new Center for Student Engagement to provide direct support to students from diverse backgrounds, individually and through cultural and ethnic-interest student organizations. The Intercultural Coordinator will provide diversity and inclusion training for students,

including mandatory training during orientation. The position will assume oversight for the award-winning Stepping Into Diversity leadership development program.

We recognize the imperative to improve equity and success in K-12 education to further diversify the students who pursue a college or university education. Our new Dean of the School of Education, Dr. Rene Antrop-Gonzalez, is an expert in urban education and will provide strong leadership for this work.

Mental Health Support.

The reorganization of Student Affairs, effective July 1, was driven by a need to be more responsive to student mental health needs. The reallocation of time and resources bolsters outreach and prevention and allows the Psychological Counseling Center (PCC) to focus on intervention. The PCC is exploring ways to specifically support the mental health of students of color, including a trauma processing group.

We are launching this year, thanks to the support of concerned donors, a new “Student Psychological Resilience” program in which trained student ambassadors will support fellow students at times of duress and stress.

Scholars Mentorship Program (SMP).

We identified and renovated a new space for SMP, to open this fall. This new space is located in the HAB/SUB corridor, near Educational Opportunity Program (EOP). EOP was moved to an expanded, renovated, more prominent location three years ago. This new space for SMP, with its adjacency to EOP, will enhance both programs’ presence, offerings and growth to support our students.

Town Hall Discussions.

We have launched a series of town hall-style discussions in collaboration with student leaders, students and alumni, to continue this summer and fall, to learn more and to prioritize needed change; we will share information about the next events shortly. Future town hall events in development include:

- A small group of Black alumni who have committed to organizing a conversation on race and racism where students can share intergenerational experiences and actions for future change.
- A conversation about free speech and anti-racist work.
- A conversation about curriculum as part of anti-racist work to educate and inform students about historical and contemporary dynamics of race in America.

Three years ago, we responded to the call of students who expressed that living and dining in buildings named to honor slave-holding founders were essentially daily oppression and reminders of marginalization in their own community. This change took time, but the change occurred. Its success stemmed from community dialogue, intentional work at every

level, and the creation of a collective voice that emerged around what we wanted to see for our campus.

The goal of our town hall discussions is to build on that successful model of who we are and what we are capable of achieving.

We recognize the changes that have taken place do not address all needed change, and we cannot rest on those achievements. The work in progress and the commitments enumerated above point to our potential for learning, caring, and changing, and what we can achieve together. We will continue to listen to our community and work on matters where, as a campus, we can make changes. As stated above, we believe that change can only come and be sustained with coalitions, working together across all levels and through the range of issues. Only together can we activate changes now and move toward long-term and sustained changes that help us realize the potential of our campus now and into the future. We stand for you; we stand with you.

Sincerely,

Donald P. Christian, President

Stephanie Blaisdell, Vice President for Student Affairs

Tanhena Pacheco Dunn, Associate Vice President for Human Resources, Diversity and Inclusion and Chief Diversity Officer

L. David Eaton, Vice President for Enrollment Management

Michele Halstead, Vice President for Administration and Finance

Barbara Lyman, Interim Provost and Vice President for Academic Affairs

Erica Marks, Vice President for Development and Alumni Relations

Shelly Wright, Chief of Staff and Vice President for Communication

Swarthmore College

[June 1st, 2020](#)

President Valerie Smith shared this message with the campus community on Monday, June 1.

Dear Friends,

I feel compelled to write to you as our nation is — yet again — reeling in the aftermath of the incomprehensible murder of another black person. This time, it is George Floyd; before him, it was Breonna Taylor, Ahmaud Arbery, Atatiana Jefferson, Philando Castile, Alton Sterling, Eric Garner, Trayvon Martin, and so many others. These names are familiar to many if not most of you. Their tragic deaths provide context for what is happening across the country today.

My emotions during the past several days have run the gamut, from anger, fear, and deep sadness to confusion and despair, all exacerbated by the crises already plaguing our country — the COVID-19 pandemic, the related economic downturn, the abdication of leadership at the highest levels of our government, and the currents of racial, ethnic, and xenophobic hatred and violence that are sweeping the nation. I worry that my black nieces and nephews — some of whom are the same ages as our students — are unsafe every time they leave home. And I ask myself what kind of country we live in when black people's lives are at risk merely for driving, running, sleeping in their beds, or bird-watching.

During moments of national crisis, we often draw comfort from the idea that we are “all in this together.” But times like this also remind us of the profound inequalities that underlie our society. The public health, economic, and climate crises hit poor, black, and brown communities disproportionately hard, and the persistent problem of racial violence — especially but not exclusively police violence against black people — is as old as the nation itself.

I have found reasons for hope. I've watched as people with power and privilege have quite literally put down their weapons and [marched with those yearning for change](#). I also find hope in our community and our collective commitment to Swarthmore's mission and the contributions we make toward improving our society. Just one week ago, we celebrated the achievements of our graduating seniors, the work of our faculty and staff, and the lifelong love and support of family and friends that brought us to that moment. That ceremony likewise highlighted the values central to a Swarthmore education: intellectual curiosity, scientific reasoning, clarity of expression, empathetic collaboration, and bold creativity.

We stand today with those who are suffering from the threat and the consequences of racial violence, economic despair, disease, and death. Inspired by our values and ideals, we must dedicate ourselves to fighting for justice; to caring for those who are sick, hungry, or hurting in mind or spirit; and to repairing our broken world.

For some, this dedicated action will mean advocating as citizens or public servants for racial equity, economic opportunity, and climate justice. For others, it will mean making art that emancipates the mind and spirit or conducting research that mitigates disparities; for still others, it will mean engaging in acts of loving kindness. I hope for all of us, it will mean exercising our civic duty in this presidential election year, when our right to vote may well be at risk, and making sure each of our voices counts. It is abundantly clear — perhaps now more than any time in recent history — that leadership matters.

However you choose to act in the face of these crises and injustices, I encourage you to do so with vigor and empathy, with great care for those who are most vulnerable, and with the values that bind the Swarthmore community in our unyielding commitment to social justice and serving the common good.

Be safe and be well,

Val Smith

President

Texas A&M University

From: "Michael K. Young, President"

Subject: Actions And Next Steps: Campus Climate

Date: June 15, 2020 at 4:12:48 PM CDT

OFFICE OF THE PRESIDENT -----

MICHAEL K. YOUNG
PRESIDENT

June 15, 2020

Dear Aggies,

I, along with my leadership team, have worked hard over the past few years to address so many of the challenges our campus and our community have experienced with regard to racism. But we know it is not enough and never has that been more clear than at this moment.

Effective immediately, I am announcing the following actions. These 10 actions are certainly not exhaustive. In fact, through continued communication with our campus community, our action plan will expand. For now, I want to share with you some vital efforts in this regard:

1. **Invite discussion for action with a diverse group of leaders and voices to meet regularly with senior leadership and myself.** Provost Fierke; Dr. Danny Pugh, Vice President for Student Affairs; Dr. Robin R. Means Coleman, Vice President and Associate Provost for Diversity; and Dr. Jeff Risinger, Vice President of Human Resources and Organizational Effectiveness, will review current diversity and inclusion student, faculty and staff working groups and make recommendations for working with my senior leadership team and myself to meet with them. We will establish new strategies to combat hate and exclusion while fostering more inclusive values for our campuses.
2. **Honor Senator Matthew Gaines on our campus.** Senator Matthew Gaines, the first African-American state senator from Washington County, was an important part of the establishment of the 12th Texas Legislature's passage of Senate Bill 276, which created our university. The Matthew Gaines Initiative, led by students, has proposed to erect a statue to honor Matthew Gaines. Nearly two years ago, my office contributed \$50,000 and recently another \$50,000 to this effort. Chancellor Sharp announced yet another \$100,000. As we soon close the gap for funding and accept artist bids, I look forward to working with students and Dr. Pugh, who has been working with them, on this important representation on our campus.

3. **Increase our efforts, with faculty input, on key programs such as the Accountability, Climate, Equity and Scholarship (ACES) Fellows Program.** The ACES Fellows program promotes the research, teaching and scholarship of early career scholars, PhDs, bringing them to Texas A&M with the goal of maintaining a campus that affirms equity and fosters inclusion and belonging. We will ask faculty and staff to help us design additional programs that can help in recruitment and, importantly, retention of faculty through enhanced climate.
4. **Expand the footprint of the Department of Multicultural Services in support of underrepresented students.** Supporting black and other underrepresented students with additional meeting space and support services is one of the largest needs in our growing campus community to ensure we help advocate for meaningful change. The department has rapidly outgrown its space. Since the MSC building remodel, the division of student affairs reports that the number of programs has grown by 65 percent, and the number of student organizations supported by more than 400 percent. To that end, I have authorized work to commence on expanding the space - currently at approximately 4,800 square feet, to add more than 8,500 in additional square feet. To improve campus climate means to have a meaningful, physical representation for meetings, support and facilitation of dialogs and action.
5. **Advance President's Council on Climate and Diversity (PCCD) reports to open for input, timed accountability.** The PCCD cross-university reports are part of a robust, data-driven, peer-informed exercise annually during my tenure. These detailed summary reports will be made available during the fall in one place on a link from the home page. Working for a better climate and against racism is a total-university responsibility and this action will help us measure progress in a united way, and continue to reward creative impactful solutions with grants and support while holding us all accountable to progressing toward our goals.
6. **Recruit more underrepresented students.** In addition to the necessity of creating a welcoming climate, we must reach out to more black and other underrepresented minority populations to communicate that we want them here. Earlier this summer, we allocated an additional \$5 million in scholarships for this purpose and we are continuing to develop additional resources to recruit the brightest and most diverse class of students to Texas A&M. We want to match our state demographics.
7. **Launch anti-discrimination bystander intervention training (as announced last week) for the fall** to educate and train our campus community to step in to stand up against racism and to foster a positive climate. This evidence-based module has been in development by the Office of Diversity and is being updated to launch in time for the return to classes in the fall. All sections of the first-year experience class, Hullabaloo U, will require the module's completion. Additionally,

current student staff and student leaders will be asked to complete the module as a requirement of employment or leadership position.

8. **Increase funding and visibility of the Race and Ethnic Studies Institute** to connect research and scholarship to community action.
9. **Pilot assessments of TAMU required courses.** Texas A&M introduced a Cultural Discourse (CD) requirement for first year students beginning in Fall 2019 in addition to International and Cultural Diversity (ICD) courses in place. We will evaluate and update these courses accordingly.
10. **Support student groups on voter registration on campus and in our communities.** It is every Texan's right and privilege to vote. It is our civic duty to vote and to help others lend their voice, regardless of political affiliation. Student Government Association and Residential Housing Association advised me that they are coordinating a campaign around civic duty and voter registration. The Student Athlete Advisory Committee included the importance of voting in their demonstration last week about racial inequality. I support these efforts and look forward to working with these groups.

I will provide updates regarding these and other actions beginning in the fall. In addition, a link on the Texas A&M home page will be added to enable access to the latest information. With these and other actions and collaboration across our campuses and sites, we can affect change in a positive way that strives toward excellence at our university and throughout our lives.

Sincerely,

Michael K. Young
President

From: "Michael K. Young, President"

Subject: Announcing Task Force on Race Relations, Commission on Historic Representations

Date: June 17, 2020 at 2:10:38 PM CDT

OFFICE OF THE PRESIDENT -----

MICHAEL K. YOUNG
PRESIDENT

June 17, 2020

Actions to address racism among our campus community; Review of statues, buildings and monuments

Earlier today I met with Chancellor John Sharp to discuss continued racism on the Texas A&M campus. We discussed posts on social media and emails shared by current and former students about their experiences of racism during their time at Texas A&M. Chancellor Sharp and I also discussed the presence of the statue of Lawrence Sullivan Ross, former president of A&M and member of the Confederacy, including how we address the historical context of its presence and its symbolism to the entire campus community. We also discussed a review of similar representations on campus.

Effective immediately, I am announcing the following groups, each to include current and former students, faculty, staff and relevant subject matter experts:

- **A Task Force on Race Relations.** The remit of this group is to better address racist behavior, from prevention to bystander intervention to all available sanctions, and campus climate;
- **A Commission on Historic Representations.** This Commission will review representations - to include statues, monuments, buildings and similar representations - in name, placement and historical context on our campus and suggest appropriate courses of action with respect to each of them. This group will be asked to begin with making a recommendation on the Lawrence Sullivan Ross statue in the near future.

This Task Force and the Commission complement specific actions [announced](#) in recent days to create meaningful change and I thank Chancellor Sharp for his support. Both groups will bring a wide range of perspectives through their experience and expertise. In the coming days we will announce membership and process.

It is time for a unified approach on how we address the representation of people who contributed to Texas A&M throughout our history and how we want to shape the expectations and behavior of our community to stand firmly against racism.

I am eager to get these efforts going. I agree with Chancellor Sharp that the findings, recommendations and resolutions should take place within the next several months and that we will act upon the recommendations of these groups.

With this and more actions to come, we have an opportunity to continue our path to excellence not only in academics and research but also in our respect of each other. I count on all Aggies to contribute to the success of each other and our communities.

Michael K. Young
President

1) Subject: A Message To Our Aggie Community

OFFICE OF THE PRESIDENT -----

MICHAEL K. YOUNG
PRESIDENT

Dear Aggie Community,

George Floyd died violently and unnecessarily a week ago today. On behalf of the entire university community, I expressed our [heartfelt condolences](#) to his family on Friday, which thousands of you shared. As a former student at Texas A&M-Kingsville, Mr. Floyd was not only a member of the Texas A&M System family, but also a member of our human family. You answered "here" on his behalf, and we all know how much that means.

Mr. Floyd was far from the first to suffer such a fate, and we all fear he will not be the last if we do not turn our words and our sentiments into action. Words alone, however heartfelt and sincere, are no longer enough. Indeed, I have issued so many statements of grief and support over the years as the leader of major institutions that I have run out of words. The grief and the support are real, to be sure, but I want to join those responses with a plea to meaningful action, action to take seriously these concerns and attempt to address them with all the resources and good will at our disposal.

We are blessed to live in a nation in which we choose our own leaders and, equally importantly, to hold our leaders at all levels of government accountable for those things in which we believe and for which we stand. And we do not stand for what happened in Minneapolis, Cleveland, New York, Dallas, Louisville, Satilla Shores or so many other cities around our nation. To that end, we must work to ensure that every voice in every community is heard, respected and counted. We must work to make the promise of American democracy, of a responsive government by the people and for the people, a reality and not just a Fourth of July slogan.

I believe we at Texas A&M - as members of one of the largest academic communities in the United States - have an opportunity to do our part, to act, to address the systemic racism and violence that is plaguing our nation. To that end, I am committing myself and my entire senior leadership team to work closely with our wonderful student leaders, faculty, staff and members of our greater communities to enhance the capacity of every voice to be heard in our great republic.

Voting is certainly a first step in holding all our leaders, local and national, accountable. The implementation of a major voter registration drive would be a tremendous example of just how we might do that, for example. Throughout our nation's history, social change has always been driven by those we elect to serve in public office, and we have many great, selfless leaders throughout our nation. We need to ensure that they are supported and rewarded for addressing these major issues.

Today's students have an opportunity and a responsibility to mobilize their passions to create meaningful and lasting change - and to truly make the difference that Aggies have historically made to this great nation and the world. As a university administration, we will work closely with them on projects like this and others to help effect the change that will allow them to graduate into and serve the kind of nation they want.

This is just one example of the kind of intentional and targeted work that I believe we must undertake, support, encourage and facilitate. We are an academic institution and we also have a major opportunity to do what great academic institutions have always done by helping ourselves and everyone else better understand these issues and devise solutions.

We have collaborated with students and leaders throughout our academic community to address issues that impact communities of color at Texas A&M and the broader communities in which we are located. We were undertaking just such a task when the current pandemic forced us to adjust all our activities. Before the events of recent days, we were planning a [panel discussion](#) titled "Toward a Better Texas: Racial Profiling and Human Rights," which I was to co-host with Dr. Ruth Simmons, president of Prairie View A&M University. Unfortunately, because of COVID-19, we were forced to postpone the event. As opportunity presents, we will undertake that study, as well as others that help us better understand and better address this great societal challenge.

We also need to keep these issues forefront in all our minds. I look forward to holding a meeting with student leaders of all backgrounds this month, even if it has to happen virtually, to explore more ways in which we can accomplish that.

Throughout its history, Texas A&M has educated and trained hundreds of thousands of young men and women who have contributed to nearly every industry and profession. While there are still many challenges with **systematic inequality**, we also have an opportunity to take action that will improve the lives and experiences of citizens of color here in our community and elsewhere around the nation and the world. And we must take such action.

As a university, as a community and as a nation, we must remember that our history and our future are informed by the values that guide us and the ideals that shape us. Honor. Integrity. Respect. And selfless service to each other and all of those around us.

It is up to each of us, every day, to take steps to improve our university and our communities. We at Texas A&M will continue to work together to find ways to engage across all of our campuses and university sites. And together, as Aggies, we will take action that leads to a better university, a better community and a better world for everyone.

Sincerely,

Michael K. Young
President

President Young announces race relations task force, historic representations commission

Jun 17, 2020 Updated 21 hrs ago

In response to recent social media discussions and emails to Texas A&M administration, President Michael K. Young and Chancellor John Sharp released a campus-wide email revealing the creation of a task force on race relations and a commission on historic representations.

The task force will address racist behaviors on campus and educate the student body through prevention and bystander intervention training.

“Racists are not welcome at Texas A&M,” Sharp said. “The law may not allow us to expel students who use ‘free speech’ as an excuse to spew hatred and racism, but we do not have to let racist conduct and actions go unchallenged. If we have to challenge them and call them out publicly, we will. We are Aggies – brothers and sisters – and we ask anyone who cannot abide by our Core Values to stay away.”

Additionally, the commission will evaluate the names, history and placement of statues, buildings and monuments on campus, beginning with the Lawrence Sullivan Ross statue that has recently become the [center of campus debate](#).

“Both groups will bring a wide range of perspectives through their experience and expertise,” the statement read. “It is time for a unified approach on how we address the representation of people who contributed to Texas A&M throughout our history and how we want to shape the expectations and behavior of our community to stand firmly against racism.”

While Sharp said his opinion on Sul Ross hasn’t changed, he has seen the negative impact racism has had on students at A&M.

“I have spent the last few nights reading on social media about the experiences of minority students and their families with racism in our community. It is heartbreaking – and unacceptable,” Sharp said. “While my personal opinion has not changed about the importance of Lawrence Sullivan Ross to Texas A&M, we Aggies must stand united against racism and love one another.”

Young said he hopes these groups can improve the campus atmosphere and begin to address the [recent issues](#) that have been brought to light.

“With this and more actions to come, we have an opportunity to continue our path to excellence not only in academics and research but also in our respect of each other,” the statement read. “I count on all Aggies to contribute to the success of each other and our communities.”

According to the statement, Sharp and Young have agreed that the university will act upon the findings, resolutions and recommendations of these groups within the next several months. In the coming days, the membership and process of both groups will be announced. Visit tx.ag/June17Note for more information.

Temple University

To the Temple community:

George Floyd's fatal encounter with police has stirred shock, horror, anger and sadness. We share the outrage and frustration at the repeated incidents of brutal and unlawful violence against black people at the hands of those sworn to protect and serve. We are appalled by what we have seen, and remain committed to work for racial justice.

Recognizing that our efforts must go beyond what we say, and must include what we do, members of the Temple community will continue to work for racial equity by

- providing resources and instruction that foster a better understanding of race and racism;
- monitoring our own policies and practices for evidence of racial bias and responding to complaints of discrimination;
- advocating for antiracist policies at the local, state and federal levels; and
- engaging in service to marginalized communities.

You have our unwavering commitment to support this important work.

Our commitment to student and community safety

Over the past several days, we have received hundreds of messages expressing anger and disappointment at racist comments on social media from incoming and current students and the university's response to those comments. Make no mistake, these racist statements are repugnant. We are as disgusted by these comments as are those of you who took the time to write to us or post your thoughts on social media.

It is true that as a public university Temple is bound by the principles of freedom of speech embodied in the First Amendment to the U.S. Constitution. However, the safety and well-being of the Temple community are paramount and the university can and does respond to this revolting tide of bigotry and hatred in a variety of ways. We will continue to strongly condemn such language and uphold our basic values. Our Vice President for Student Affairs and Dean of Students will meet with each and every one of those who has issued such statements. We will continue to review the statements in the context of the Student Code of Conduct to ensure that students who engage in intimidation, harassment, threats of violence and other violations of our conduct standards are held accountable. And we will continue to do what a university does so well: educate all members of our community, provide programs and forums for the debate of ideas, and infuse our curriculum with opportunities to interact in productive ways with a diversity of ideas and cultures.

The university also has received a number of requests from current and former students for Temple to discontinue all ties with the Philadelphia Police Department. We do not believe that doing so would be in the best interest of Temple students, faculty and staff, and

our neighbors in the surrounding community. Shared responsibilities and patrols among the Temple Police Department, our Allied Universal security partners and the Philadelphia Police Department help keep us safe by providing effective layers of service and protection for the Temple community and residents in nearby neighborhoods. For example, the relationship between Temple University and the Philadelphia Police Department allows Temple Police access to the city's computer-aided dispatch system (911), which enables a more efficient response to emergency calls.

However, we were extremely disturbed by the violent treatment of a Temple student by a Philadelphia Police officer during a recent off-campus protest. We have reached out to the student and will continue to support him throughout this process.

We recognize this moment requires us to recommit to policing activities and practices outlined below that we believe work to rebuild public trust.

- New Temple Police officers will continue to receive training in recognizing and avoiding bias and discrimination in policing. Ongoing training will continue to be provided for all other Temple officers.
- We will build on our work with Governor Wolf and Mayor Kenney to advocate for the adoption of recommendations from President Barack Obama's Task Force on 21st Century Policing for state and local law enforcement organizations. We are pleased to report that both the governor and mayor have announced law enforcement initiatives that follow the Task Force recommendations.
- We have asked Temple's Vice President for Student Affairs, Theresa Powell, to organize meetings with student leaders, the Philadelphia Police Department leadership and Temple Police to discuss student concerns.

Temple has responded to and will continue to respond to complaints of discrimination, harassment or bias from any member of the Temple community regarding their dealings with Temple Police, Allied Universal or the Philadelphia Police Department. Complaints can be made confidentially through the university's Ethics and Compliance Helpline either online or by calling 844-755-3394.

Ensuring our actions translate into meaningful opportunities for racial equity: building a bridge for Philadelphia's school children

As an educational institution, we solve problems through the myriad efforts of our faculty, staff and students. They are engaged in research, teaching and service to dismantle racist policies, such as those that result in funding Pennsylvania's public schools in a way that disadvantages black children. As we continue to advocate for an equitable funding system that guarantees the same quality public education for all school children regardless of ZIP code, Temple will continue to stand in the gap.

The university currently supports more than a dozen programs that bring resources to public schools in North Philadelphia. We will continue to invest in existing programs such

as academic enrichment for middle school students, college counseling, mentoring and college scholarship opportunities. We are pleased to announce that the university will add a high school academic enrichment component and summer bridge experience for entering first-year students who live in neighborhoods around Temple's North Philadelphia campuses. We will work with area principals to identify students for these programs.

Raising awareness of university initiatives

We will actively engage in a campaign to ensure that families in our community know how to take advantage of the many resources and services provided by Temple faculty, staff and students. Temple's College of Education, for example, makes serving the needs of our community schools and neighborhoods a key part of its mission through the following programs.

- Experiential Learning through Community Partnerships that the College of Education has formed with more than 25 institutions and organizations, Temple students serve in Philadelphia communities as teachers, mentors and youth program coordinators. To learn more, explore the college's Office of Field Placements.
- Family Friends is an intergenerational program that connects older adult volunteers who have experience, wisdom and time to share with children and families who may be feeling overwhelmed and isolated.
- Temple's GEAR UP program provides academic success and college exploration for students and families in its partner schools. The program works together with several organizations and universities to provide college awareness and readiness support to students and families.
- The Grandma's Kids program targets children in kinship placement, informal care and foster care. The program serves children who are low-income, at-risk of violence and disparities that can mitigate their academic progress.
- A national early education organization, Jumpstart recruits and trains college students to work with preschool children in low-income neighborhoods, setting them on a path to close the achievement gap before it begins.
- TempleCares Bridge to Employment is a workforce development program that provides professional development, industry recognized credentials and paid work experiences to North Philadelphia youth ages 17–21 who are interested in entering the healthcare industry.
- The Temple Education Scholars Dual Enrollment Program is a yearlong program, designed for college-bound high school seniors to take a full semester's worth of education courses at Temple University. Students engage deeply in coursework to earn college credit that will apply to a variety of two- and four-year colleges and universities, including a bachelor's degree at Temple from the College of Education.

- An intergenerational model, Time Out connects college students with older adults, especially those with dementia, to provide companionship and give respite to caregivers.
- Temple's Upward Bound and Upward Bound Math & Science programs prepare Philadelphia Public and Charter High School students for admission to institutions of higher learning and success in the collegiate environment through intense academic enrichment, a summer college immersion experience, enhanced cognitive and critical thinking, and extensive interpersonal development through positive social interactions.

Temple University's Lenfest North Philadelphia Workforce Initiative strengthens the earning potential of local community residents by providing job training and career readiness programs that lead to sustainable employment. Temple Hospital will continue its commitment to the health and well-being of underserved communities. Similar community-based initiatives are being conducted by other schools, colleges and administrative units throughout the university. The university's Institutional Diversity Equity Advocacy and Leadership staff remains available as a resource for training and guidance in matters involving racial justice.

We include this partial list of activities not to suggest that we have completed our responsibilities, but to make it clear how much Temple cares, how vastly we see our opportunity to contribute, and how deeply we view ourselves as a partner in supporting our community. This past week has reminded all of us just how much work remains to be done. We invite you to learn more about the ways that you can get involved. Please contact the Office of Community Relations for more information about new and ongoing ways to take action. The task is not easy, but it is important. We're rolling up our sleeves and we are counting on you to do the same and join us in what may be some of the most important work of our lives.

Richard M. Englert

President

JoAnne A. Epps

Executive Vice President and Provost

Kevin G. Clark

Executive Vice President and Chief Operating Officer

To the Temple community:

In the past, Temple has provided a small amount of support to the Philadelphia Police Foundation through charitable donations. Upon review and community input, we have decided that the university will no longer provide this support.

Instead, Temple will reallocate these funds to support social justice programs at the university.

Sincerely,

Richard M. Englert

President

Temple University

Temple University School of Medicine

Subject: Sent on Behalf of John M. Daly: An update to the LKSOM community

Date: June 12, 2020 at 3:52:11 PM EDT

Dear Students, Faculty and Staff:

On Monday, June 8, members of the dean's staff and I met with LKSOM's Student Diversity Council and more than 200 students, via Zoom. We spoke – for more than two hours – about the presence and deleterious effects of social injustice, racism, and unconscious bias within the LKSOM community.

This was a productive, enlightening meeting. Our students did more than just raise red flags; they presented a list of thoughtful and actionable recommendations aimed at making LKSOM a more culturally aware, responsive, socially-just medical school and a true conscientious member of the North Philadelphia community.

The points they raised, eleven in all, are comprehensive, ranging from examining LKSOM's public advocacy practices to increasing LKSOM's utilization of North Philadelphia minority-owned businesses to expanding scholarship opportunities for medical students under-represented in medicine – and much, much more. LKSOM leadership, in coordination with the university, is thoughtfully examining the issues raised. It is our intention to share our initial recommendations and begin a dialogue about next steps in a meeting scheduled with students on Monday.

To all, I declare yes. Yes, the time is now. Yes, the need for improvement in cultural sensitivity and transformation of our thinking and actions is there. Yes, we take this extremely seriously and we are committed to change.

This is a time for our school to resolutely shift our focus from being passively non-racist to becoming actively anti-racist. We need to engage and employ our community members and respect their expertise. We are engaged to move forward. The work will be challenging and it will require each of us to do our own work and realize our own privilege. It will take all of us together to make change happen; I will need your help.

I look forward to doing this work with you.

Sincerely,

John M. Daly, MD

Interim Dean and Dean Emeritus

Lewis Katz School of Medicine at Temple University

Texas Women's University

[Message from the Chancellor \(June 4, 2020 6:58 p.m.\)](#)

Whether it is my fault or not, it is my problem

Dear Texas Woman's Community,

I hope this message finds you well and hopeful—even as we grieve—in hearing Rev. Al Sharpton's eulogy for George Floyd: "May he rest in power!"

I recently learned that technology has apparently failed in some cases to transmit my messages. This failure has left a few feeling like "the university's silence is deafening and disheartening." I am sorry to hear it! The web team does post these messages on my website. Nevertheless, I will take your expressions of disappointment as an opportunity to step up efforts—in words as well as communication through action—so that Texas Woman's renouncement of injustice and support of our black and brown communities is undeniably clear.

As protests continue, I have heard loud and clear from members of our black and brown communities: "We are tired!" and "We are NOT ok!!" I have also heard others express a feeling of being lost and unsure of what to do. And recently, I have learned the concept of performative allyship, which includes the notion that it is easier to express outrage about others' behavior than, as the popular refrain goes, to "take a look at yourself and make a change."

At last year's annual conference of the American Council on Education, Robin DiAngelo, author of *White Fragility* (2018) and Beverly Daniel Tatum, author of the updated *Why Are All the Black Kids Sitting Together in the Cafeteria?* (2017) led a keynote, Talking about Race. What I took away from this session and their influential texts is that we each have to commit to walking the road; there are no taxis or shortcuts.

My research area includes a focus on listening, and I plan to use my experience with listening in a new project intended to heal, acknowledge, challenge, and ultimately spur change. I will unveil the project on social media—@TWUpres—next week. Heeding the words of Michelle Alexander in her final chapter of *The New Jim Crow* (2010), it is incumbent upon those with privilege to lead change rather than to ask those marginalized by systemic racism to fix it themselves. So, just as the Disney organization implores its team, my challenge is to the Texas Woman's community: whether it is my fault or not, it is my problem.

While we have recently—and rightly—shifted attention to protesting systemic racism against black and brown communities and police brutality, we are also continuing to grapple with the far-reaching impacts of the coronavirus pandemic. Tomorrow, I want to offer an update on our plans to foster thriving campus communities in the fall.

I know we all have much weighing on us, each differently, and some more than others. Your courage, wisdom, and perseverance continue to inspire me. The care you have shown each other and our communities assures me that we are actively engaged in building a better tomorrow. We must stay the course, and we will walk it together.

With pioneering spirit,

Carine M. Feyten, Ph.D.

Chancellor and President

Trinity College

[In Solidarity](#)

May 30, 2020

Dear Students, Faculty, and Staff,

The last few months have brought unprecedented stress and anxiety for everyone, and in countless ways our community has met the challenges of this pandemic with heart, hope, and care for one another and our wider world.

Today, it seems those aims are in even greater demand, as we all confront again—and again—the inhumane brutality against people of color, most recently against George Floyd in Minneapolis. And so, as we mourn the incomprehensible COVID-19-related deaths of more than 365,000 people around the world, including more than 100,000 Americans, we find ourselves angry and outraged by this latest violence, perpetrated by those who are sworn to protect us.

If we were together on campus, I can well imagine joining you all in a solidarity protest or a vigil honoring the life of George Floyd and so many others who have lost their lives to racial violence. I can imagine our faculty and staff reaching out to provide support and comfort to students. I can imagine our students lifting up one another, and I can imagine us all coming together as a community to do anything and everything we could to contribute to the work of achieving a just society, free of racism. Because, at this moment and at every moment, I see and believe deeply in the power of our college community and higher education more broadly to effect change.

I am sorry we can't be together in this moment and that those of us here at the college can't provide the in-person support that so many of you may need right now. But please know that we are thinking of you, and if you are struggling, please reach out—to the Counseling and Wellness Center (860-297-2415), to the college chaplains (860-297-2013), to the Employee Assistance Program (800-225-2527), or to anyone in the Trinity community who can be a support for you.

On this evening, my hope for all of you is the same as my hope for humanity: that you may know peace, justice, health, and safety, and that we may all come together to achieve these goals.

Sincerely,

Joanne Berger-Sweeney
President and Trinity College Professor of Neuroscience

[Message from the Trinity College Board of Trustees](#)

June 5, 2020

To Our Beloved Trinity College Family,

As trustees, we take seriously our roles as stewards of the college. As part of those roles, we understand our responsibility to listen and to speak as leaders of the institution. This is a time for us to both listen and speak, to bear witness to the pain of so many in our community and in our country, and to add our voices to the cries that enough is enough.

We write today with a straightforward message of support and to lift up and amplify the words of President Joanne Berger-Sweeney, who [wrote last weekend](#) to express her outrage at the killing of George Floyd and so many others and to express hope for peace and justice in a world deeply divided.

Words are not enough. We know this. But as trustees, we know that our silence also can speak volumes. The history of racist violence in our country is long and shameful. The systemic racism that plagues every aspect of our society threatens our democracy and flies in the face of America's promises of opportunity and equality. All lives cannot matter until Black Lives Matter.

We have much work to do and very far to go as individuals, as an institution, and as a society. This work is not done by a single college president, nor by a particular office or group, but rather it must be advanced by each of us alone and all of us together. We pledge, as trustees of this institution to which we are so deeply devoted, to listen and learn, to speak and walk with you, and to keep striving toward peace and justice.

In Solidarity,

The Trustees of Trinity College

[Outrage is easy. Only education can get us to a place of awareness](#)

By JOANNE BERGER-SWEENEY and SONIA CARDENAS

SPECIAL TO HARTFORD COURANT |

JUN 10, 2020 AT 6:00 AM

Venessa Jenkins of the East Hartford Board of Education raises her arms while on the Founders Bridge after marching with several hundred people through East Hartford to the Founders Bridge. (Mark Mirko / Hartford Courant)

Colleges have an urgent responsibility to combat racism by promoting truth and self-awareness in democratic society.

When we see images of brutality and abuse, like the killing of George Floyd, we distance ourselves from the violence. We see others as the problem and ourselves as part of the solution. We sign statements and join protests. We call for bans on inhumane practices and reforms to punish abusers. We create a world of “us” versus “them,” placing ourselves safely on the side of all that is good and just and pure.

It’s [easy to be outraged](#) in the face of atrocity. It’s more difficult to see how each of us contributes, in small and often invisible ways, to dehumanizing others. We need to take seriously that George Floyd’s death is a [metaphor](#) for the everyday ways in which people of color just can’t breathe freely in our divided democracy.

We say this as women in positions of privilege in academia, as the first African American female president and the first Hispanic dean of an almost 200-year-old highly selective liberal arts college in the United States. We are acutely aware that people demand that we react in particular ways to the current protests. They question our identities and commitments, our abilities and authority, in ways that reflect the complex interplay of racism and sexism in the Academy.

Indeed, as educators, we recognize that our campuses are microcosms of society, not immune from conflict and pain. At Trinity College, we have promoted [dialogue across differences](#), diversified our student body and senior leadership and made our campus more inclusive, just as the American Association of Colleges & Universities has created campus centers for [Truth, Racial Healing and Transformation](#).

It’s time to go further. In a deeply divided society, we all have a responsibility to practice moral humility. None of us is innocent in the continuum of racism. We all contribute to the individual injustices and micro-aggressions that are perpetrated against people of color every day.

These regular occurrences are evident in all places and at all levels of society, affecting the most vulnerable and the most powerful. We use words and actions routinely to undermine people of color and treat them differently. We take steps to render them silent and invisible, despite our stated intentions. And we convince ourselves that high standards rather than base prejudice guide us.

Our accumulated acts of bias de-humanize others, and they are the building blocks of structural and systemic racism. Exclusionary ways of thinking, which privilege some human beings over others, have become institutionalized and normalized in our society. This is our shared history in the United States, which runs much deeper than the last month or the past four years.

College campuses like our own will continue educating about race. But let’s guard against being patronizing or self-righteous in doing so. Let’s not pit those deemed enlightened and virtuous against everyone else, or claim to speak for those who are marginalized. Let’s not insist that people play the roles that only we ascribe to them.

Outrage without self-awareness is satisfying but simplistic. It disregards our own part in treating people differently based on their appearances and identities. It neglects the duality of our human capacity to do good and inflict harm, and it risks hypocrisy and ongoing divisiveness.

We should heed [Dr. Martin Luther King Jr.'s message](#) of embracing our shared humanity with the “fierce urgency of now.” Tomorrow is today, he reminds us. In making demands of others, let’s also demand more of ourselves. Do we treat people of color in our own communities with respect and humanity? Do we treat people equally? If the answer is no, there is work to be done *now*.

We both have tremendous hope for the future because we believe in the power of education — the power to change ourselves on the way to transforming the world.

Joanne Berger-Sweeney is president of Trinity College and professor of neuroscience. Sonia Cardenas is acting dean of the faculty and vice president for academic affairs and professor of political science.

Truman State University

From: owner-facstaff@truman.edu [owner-facstaff@truman.edu] on behalf of Sue Thomas

Sent: Thursday, June 04, 2020 9:38 AM

Subject: List FACSTAFF: Confronting Injustice and Supporting Equity

Dear Truman Community:

As protests continue across the country and around the world demanding justice for George Floyd (and many others) and an end to structural and systemic racism, these protests are happening during a time when the nation is still reeling from the COVID-19 pandemic. The anger and anguish of another senseless death coupled with the known disparate impacts of the pandemic on communities of color make it clear that for our University that values diversity, inclusion and excellence and deplores racial injustice and inequity, the time is now to confront the legacies of the past, acknowledge the realities of the present, and do real work to achieve an equitable future.

Community has always been an essential component of Truman's identity and "we are in this together" has been a rallying cry during the pandemic. But community and "we are in this together" will ring hollow if we don't work as a collective whole to address the current realities that challenge us and develop effective, actionable solutions. I have great faith that our community will rise to the occasion to take the steps necessary to confront injustice and support equity.

It is not enough to issue a statement that racial injustice and inequity must end. As a liberal arts and sciences institution, it is in our core to be the change we want to see in the world. To be that change, we must start with being self-reflective about what we are doing well and where and how are we falling short. We must acknowledge that racism exists at our University and in our community. We must listen to our students, faculty, staff and community members of color when they are ready to share their truth. We must take action and not stand silent. Unto that end, as a first step in our self-reflection process, please be on the lookout in the next few weeks for an invitation to a virtual town hall where members of our community can share their ideas for meaningful, sustained ways Truman can be the change we wish to see.

"Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly." — Martin Luther King Jr.

Best regards,

Sue

Tufts University

[Community Message on Racial Injustice](#)

Sunday, May, 31st, 2020

May 31, 2020

Dear members of the Tufts University community,

This spring has been a difficult one for our entire community, as all of our lives have taken turns that were inconceivable just months ago. But it is important to recognize that we have not all been challenged in the same ways. The coronavirus pandemic, with its disproportionate impact on the health and economic status of communities of color, has revealed, once again, the deep disparities that continue to exist in our nation. And the recent acts of violence against Black people demonstrate, once again, the racism and injustice that persist in our society.

I recognize that I have the privilege of being able to go for a jog or put on a mask without fearing that my skin color will make me a target. Not all members of our society—and our Tufts community—enjoy such privilege. To our Black students, faculty, staff and alumni, please know that I stand with you in demanding these injustices stop.

As a community, we want to come together, share our pain, and find a way to be a part of the solution. But we are currently separated around the world. I hope we can use our distance as a strength, rather than a barrier. Let's work to improve the communities in which we find ourselves today and hope that by our actions, we can begin to knit this nation together.

I hope you will stay safe and support one another during these difficult times.

Best wishes,

Tony Monaco

[University-Wide Gathering in Response to Racial Injustice, June 8](#)

Friday, June, 5th, 2020

June 5, 2020

Dear members of the Tufts University community,

In recent days, we have seen an outpouring of justified anger over the deaths of — and continued acts of violence against — Black people in our country. These recent injustices

add to a growing list of despairingly similar outrages. People have poured into the streets to demand justice and to bring about change.

I know that many members of the Tufts community have lent their voices to this chorus. I want you to know that I share your anger; I share your outrage; and I join you in demanding that these injustices stop. I also know that words are not enough.

In the spirit of active citizenship that we embrace at Tufts and that we work to instill in our students, I encourage you all to answer this call and to work together to improve our communities to ensure they are free from the systemic racism that persists in our society. As I said in my recent message to the community, our current circumstances have driven us apart, but we all share this moment and responsibility.

I invite you to join members of the community in a university-wide gathering in response to racial injustice this coming Monday, June 8, at 12:00 noon to mark the injustice and violence that has been inflicted on Black Americans, and to commit ourselves to meaningful individual and collective action going forward. We will be gathering virtually at: https://tufts.zoom.us/webinar/register/WN_2TH779VZRUI8sCBvsu77Q.

We will be sharing more information about additional programs to address these issues at Monday's gathering and in coming days. I hope you will join us on Monday.

Best wishes,

Tony Monaco

[Juneteenth](#) — June 16, 2020

[Follow up from Juneteenth](#)

Wednesday, July, 8th, 2020 [President's Desk Speeches and Messages](#)

July 8, 2020

Dear members of the Tufts University community,

On June 19, we gathered to celebrate the Juneteenth holiday, explore the profound effect structural racism can have on Black colleagues and students within our community, and discuss how we can become a more equitable university tomorrow than we are today. Through 14 breakout sessions and two plenaries, we pledged to find and eradicate any structural racism at Tufts and to take the steps necessary to become what every member of our community would view as an anti-racist institution.

To focus our efforts toward achieving these important goals, we will be launching the following workstreams:

- **Institutional audit and targeted action:** To remove any and all structural racism from our university, we must identify how it can be embedded at all levels and build upon and learn from the anti-racism work in which many departments are already engaging. An institutional audit framework will encompass an exploration of structures, procedures, and educational content with suggestions on what implementations are necessary to improve them. The framework will also include an analysis of the ways the history of racism is relevant to our institution, which will also inform the work of the other workstreams. This working group will be led by Kim Ryan, our new vice president for human resources, who will join the community later this month. She will be supported by Associate Provost and Chief Diversity Officer for the Health Sciences Schools Joyce Sackey.
- **Campus policing:** This initiative will be led by Executive Vice President Mike Howard and supported by Associate Provost and Chief Diversity Officer for the Medford/Somerville and SMFA campuses Rob Mack. This workstream will benchmark best practices of how other universities manage policing on their campuses and ask critical questions about the power dynamics of policing at Tufts, including how the police are perceived by Black community members, and other community members of color, and consider what we require to keep our community safe and secure. Among the questions to be explored are: What are the key public safety functions we need? How should these functions be performed? Who should perform these functions? What would true community policing look like on our campuses? What, if any, policing activities on campus require an armed police officer? And what advisory structure, which would engage representatives of the community, may be needed in support of campus policing and public safety?
- **Public art:** The Public Art Committee, which was formed last year as part of the decision to remove the murals from Alumnae Lounge, will be charged with thinking critically about whose history and images are displayed throughout our campuses. Chief of Staff Marty Ray will be responsible for overseeing this work.
- **Tufts' compositional diversity:** This workstream, overseen by Provost and Senior Vice President Nadine Aubry, will look at the diversity of our students, our faculty, our staff, and our academic and administrative leadership. This working group will be charged with making specific recommendations on how to recruit and retain a more representative university community.
- **Equity and inclusion:** This effort will look at academic support services and new education and training programs that can help ensure that issues of equity and inclusion are addressed in our classrooms and throughout our community. Provost Aubry will be responsible for this group's work and will be supported by Joyce Sackey.

Each of the senior team members responsible for aspects of this work—Nadine Aubry, Mike Howard, Marty Ray, and Kim Ryan—will be reaching out to stakeholders across the university to create larger, representative working groups, which will make recommendations to the president before the end of 2020. Once the recommendations have been made, a broader plan for implementing them will be shared with the Tufts community. As appropriate, and possible, recommendations will also be acted upon immediately as they are made.

As this process continues, there will be opportunities for all members of our community to engage with and contribute to the analysis, planning, and implementation process. In addition, each of us has a responsibility to do the individual work necessary to be an anti-racist change agent. We have posted a list of community-driven action plans as well as more resources and opportunities on the Chief Diversity Officers' [website](#). If you have not already done so, we also encourage you to provide feedback on the Day of Reflection, Commitment, and Action [here](#). In the coming days, we will be sharing recordings of the plenaries and breakout sessions from the Juneteenth observance. In addition, we encourage you to share with us any trainings, discussion groups, book clubs, or related resources that you would like to have available to the community.

We want to thank each of you for the work you have already done and for being partners in this effort moving forward.

Best wishes,

Tony Monaco, President

Nadine Aubry, Provost and Senior Vice President

Mike Howard, Executive Vice President

Rob Mack, Associate Provost and Chief Diversity Officer, Medford/Somerville and SMFA campuses

Joyce Sackey, Associate Provost and Chief Diversity Officer, Health Sciences Schools

Tufts School of Veterinary Medicine

Conversations on Current Events & Racism

03 June 2020 / 5:30 PM / Zoom

CO-FACILITATORS

Flo Tseng , *Assistant Dean for Diversity, Inclusion, Equity and Climate* ,

Adriana Black , *Associate Director for Diversity and Inclusion Education* ,

Office of the Provost

ATTENDEES

71 Cummings community members

Recap

Tips

1. Please use words such as, “killings or murders or death of an unarmed black person.” To use words such as, “incident, event, or misunderstanding,” can come across as victim blaming.
2. It is okay if you have a different position than your colleagues, students, or professors. However, it is also the job of each of us on this campus to live out the mission of the university and contribute to an “inclusive and collaborative environment” by giving members of our community space to talk while we intentionally listen.
3. Please be informed on the facts of all of the cases , so you are prepared if your colleague, student, or professor does want to talk.

Actions

1. Sign the Black Lives Matter Network petition to defund the police:
<https://blacklivesmatter.com/defundthepolice/>
2. Sign petition for justice for George Floyd:
http://org2.salsalabs.com/o/6857/p/dia/action4/common/public/?action_KEY=27063&ga=2.169794401.1738845276.1591307067-25138204.1591112722
3. Support mutual aid fund for delivering groceries and supplies in Boston:
https://fundrazr.com/f1dTp3?ref=ab_2YZoNSUXQZZ2YZoNSUXQZZ
4. Help Massachusetts protestors make bail: <https://www.massbailfund.org/>
5. 75 things White people can do for racial justice: <https://medium.com/equality-includes-you/what-white-people-can-do-for-racial-justice-f2d18b0e0234>
6. 4 ways people of color can practice restorative healing:
<https://medium.com/@SolidarityWOC/filling-our-cups-4-ways-people-of-color-can-foster-mental-health-and-practice-restorative-healing-64e5e7584127>

Resources

1. Black Lives Matter syllabus: <http://www.blacklivesmattersyllabus.com/>
2. Anti-Racism resources for White people:
https://docs.google.com/document/d/1BRlF2_zhNe86SGgHa6-VlBO-QgirlTwCTugSfKie5Fs/mobilebasic?fbclid=IwAR00BcmcuV4y82tZJuO-wTqUnsfpk8GzZi6RBhazx4r25Fvurq4x852iww&urp=gmail_link

3. Kimberlé Crenshaw's "Under the Backlight" webinar series: <https://aapf.org/all-episodes>
4. Trinity Boston Connects: <https://trinityconnects.org/oep/>
5. COVID-19 - Racial equity & social justice resources:
<https://www.racialequitytools.org/fundamentals/resource-lists/resourcesaddressing-covid-19-with-racial-equity-lens>
6. Anti-Racist allyship starter pack:
<https://docs.google.com/spreadsheets/d/1bUJrgX8vspyy7YttiEC2vD0DawrpPYiZs94V0ov7qZQ/htmlview>
7. Anti-Racism resource document:
<https://docs.google.com/document/d/1WUwTXN0vFlafVa3SB2tJTheKxily-cKgHRxMY-wTcKA/edit>
8. Decolonizing academia with Dr. Clelia Rodríguez:
<https://ssw.umich.edu/events/list/2019/10/09/60206-decolonizing-academia-with-dr-clelia-rodriguez>
9. America's native prisoners of war:
https://www.ted.com/talks/aaron_huey_america_s_native_prisoners_of_war/up-next?language=en
10. Campaign Zero: <https://www.joincampaignzero.org/>
11. Justice in June: <https://docs.google.com/document/d/1H-Vxs6jEUByXylMS2BjGH1kQ7mEuZnHpPSs1Bpaqmw0/preview?fbclid=IwAR3-ncpAjzLISQLf16f88uF0XRj9FFhDkxud3G68Hbyr96SCeAP1JcjoyorU&pru=AAABcp6fmDY%2APctok42SnIkw5UWG403EEA>
12. DiVersity matters at AAVMC:
<https://www.youtube.com/channel/UC5M5VxNBYxiOxjrpsSkoUfw/videos>
13. BlackDVM Network: <https://www.blackdvmnetwork.com/>

Readings

1. *These Truths - A History of the United States*:
<https://www.goodreads.com/book/show/43726521-these-truths>
2. "A Badge of Honor not Shame: An AfroLatina Theory of Black-imiento for U.S Higher Education Research": https://repository.upenn.edu/gse_pubs/556/
3. *The Silk Roads - A New History of the World*:
<https://www.goodreads.com/book/show/25812847-the-silk-roads>

4. Calling out racial injustices with feminism:
<https://www.washingtonpost.com/news/magazine/wp/2019/09/11/feature/how-activist-rachel-cargle-built-a-business-by-calling-out-racial-injustices-within-feminism/>
5. "The Economy that Slavery Built":
<https://www.nytimes.com/2019/08/30/podcasts/1619-slavery-cotton-capitalism.html>
6. The 1609 Project: <https://www.nytimes.com/interactive/2019/08/14/magazine/1619-america-slavery.html>
7. "In order to understand the brutality of American capitalism, you have to start on the plantation": <https://www.nytimes.com/interactive/2019/08/14/magazine/slavery-capitalism.html?mtrref=undefined&assetType=REGIWALL>
8. Indian Treaties and the Removal Act of 1830:
<https://history.state.gov/milestones/1830-1860/indian-treaties>
9. "America's first big business? Not the railroads, but slavery":
<https://www.pbs.org/newshour/nation/americas-first-big-business-railroads-slavery>
10. "The Truth Behind '40 Acres and a Mule'": <https://www.pbs.org/wnet/african-americans-many-rivers-to-cross/history/the-truth-behind-40-acres-and-a-mule/>
11. *Freedom Farmers Agricultural Resistance and the Black Freedom Movement* :
<https://uncpress.org/book/9781469643694/freedom-farmers/>
12. *An Indigenous Peoples' History of the United States* :
<https://www.goodreads.com/book/show/20588662-an-indigenous-peoples-history-of-the-united-states>
13. "Academic leaders must support inclusive scientific communities during COVID-19":
<https://www.nature.com/articles/s41559-020-1233-3>
14. *White Rage - The Unspoken Truth of Our Racial Divide* :
<https://www.goodreads.com/book/show/26073085-white-rage>
15. College students should take mandatory course on black history, white privilege:
<https://www.usatoday.com/story/opinion/2019/09/23/black-history-white-privilege-course-graduation-requirement-column/2389375001/>

From: grifton-request@elist.tufts.edu <grifton-request@elist.tufts.edu> on behalf of Cribb, Alastair

Sent: Wednesday, June 10, 2020 5:13 PM

Subject: BLACK LIVES MATTER RESOLUTION OF THE TUFTS UNIVERSITY FACULTY SENATE

Dear faculty, staff, and students,

On behalf Dr. Flo Tseng, Assistant Dean for Diversity, Inclusion, Equity, and Climate, and myself, I would like to share with you the Black Lives Matter Resolution that was passed this morning by the Tufts University Faculty Senate. The University Faculty Senate is chaired by Cummings faculty member, Dr. Melissa Mazan. Dr. Carl Kirker-Head and Dr. Dominique Penninck are also members of the Senate.

This statement, passed on behalf of Tufts' faculty, is important for several reasons. First, it clearly draws attention to the inequities and injustices that have been, and continue to be, directed towards Black Americans. It specifically recognizes the importance and validity of the Black Lives Matter movement. It calls on us all to do more, through everything we do, and to be accountable for our actions, whether they be personal or on behalf of the School. The Senate is calling us all to action and to make personal commitments.

At Cummings School, we have taken some steps over the last year, but it is not enough. We appointed an Assistant Dean for Diversity, Inclusion, Equity, and Climate. We decided last month to no longer use the GRE in our admissions process. We have established new scholarships over the last year that are designed to help support people from diverse backgrounds who can bring a richness to our campus. These are small steps that are moving us forward, but they are not enough.

Black Lives Matter. We are committed to doing more and we will do more. George Floyd's funeral was yesterday. Breonna Taylor's birthday would have been June 5th. Juneteenth is less than ten days away. We cannot arrive back at June next year without having made progress.

Please read the resolution below, both as a commitment and as a call to action.

Regards,

Alastair Cribb

Dean

Flo Tseng

Assistant Dean for Diversity, Inclusion, Equity, and Climate

BLACK LIVES MATTER RESOLUTION OF THE TUFTS UNIVERSITY FACULTY SENATE

Unanimously approved, 10 June 2020

The Tufts University Faculty Senate affirms that the recent killing of George Floyd, Breonna Taylor, Ahmaud Arbery and the countless other acts of physical and psychological brutality against Black individuals, families and communities reveal the centuries-old profound structural racism that persists in the U.S. today. To our Black students, faculty, and staff, it is a deeply personal matter. The Faculty Senate expresses its outrage over these events.

The Tufts University Faculty Senate recognizes that we must work harder in our condemnation of racism and racially motivated violence, and affirm our commitment to working towards greater equity and racial justice through our teaching, research and civic engagement. We also affirm our commitment to the recruitment and mentoring of students, to the hiring and retention of a diverse faculty, and to increased support for the ongoing professional development for all our colleagues in fighting racial injustice. This is an opportunity for all faculty to hold themselves accountable for their roles – whether active or passive – in interactions during these activities. Members of the Tufts University Faculty Senate commit to rapidly engaging the university community in active dialog to identify the critical first steps, and as a start, members of the Tufts University Faculty Senate commit to engaging in anti-bias training in acting to fulfill our commitment of working towards greater equity and racial justice at Tufts. We call on our colleagues throughout the University to do so as well.

Alastair Cribb DVM PhD

Dean

Henry and Lois Foster Professor

Cummings School of Veterinary Medicine

From: grafton-request@elist.tufts.edu <grafton-request@elist.tufts.edu> on behalf of Tseng, Florina S.

Sent: Monday, June 15, 2020 7:13 AM

To: grafton@elist.tufts.edu <grafton@elist.tufts.edu>

Subject: Anti-racism resources

Hi everyone – I hope all of you had a relaxing weekend. Now that it's Monday morning, I wanted to share with you a list of resources from the University on the topic of racism. In addition, this list includes different actions that you can take to support anti-racism. I've also compiled my own list of resources, more specific to the Grafton campus and veterinary medicine, which I hope that you'll be interested in. Lastly, I'm including a resource list from the national SAVMA group that offers additional information.

If you're interested, please look these over and think about whether you can support/read about/take action on racism, especially against black lives, in our community, in our country, and globally.

Have a great week! flo

Flo Tseng, DVM

Assistant Dean for Diversity, Inclusion, Equity and Climate

Professor, Wildlife Medicine

Dept. of Infectious Disease and Global Health

Cummings School of Veterinary Medicine at Tufts University

(She, Her, Hers)

Tulane University

From: President Michael A. Fitts

Date: Fri, Jun 12, 2020 at 11:01 AM

Subject: A Message from the President – A Plan for Tomorrow

Dear Tulane Community:

Earlier this year, I listened to an interview with John Lewis, U.S. congressman and Tulane honorary degree recipient, about his life as a legendary civil rights leader. He said something that has echoed in my mind: "My philosophy is very simple: When you see something that is not right, not fair, not just, you have to stand up, you have to say something, you have to do something."

This statement goes directly to the heart of my message to you today. The deaths of George Floyd, Ahmaud Arbery, Breonna Taylor and others in the Black community have inspired hundreds of thousands of people from all walks of life to speak out. We must recognize the pain and difficulties faced by members of the Black community, including recent incidents of brutality and violence that have been captured on video, as well as the disproportionate impact of COVID-19 on communities of color.

I join our Black students, faculty and staff in affirming that racism has no place at our university or in our community. In recent years, we have made progress together toward a more diverse, equitable and inclusive Tulane. But, as recent events have illuminated, we must do more. We cannot simply state that we are against racism; we must endeavor to be actively anti-racist. We must commit to making Tulane a more inclusive and supportive home for all.

The historical significance of this moment must be underscored. Each of us is challenged to address our behaviors, practices and systems. Over the past two weeks, I have been talking with leaders across campus and the country to explore what more we can do as a university. We all have a responsibility and an important role to play.

To that end, I am announcing the plan below. These initiatives are by no means comprehensive or complete. However, these are important first steps to promote a more diverse, equitable and inclusive community that is supportive of all of its members.

Racial Equity Education

All too often, we have relied on the victims of racist actions to address and fix the problem of systemic racism. But each of us must work, collectively and individually, to build an anti-racist culture at Tulane. In 2018, we began requiring all first-year undergraduate students to complete a Race and Inclusion course. This past year, university cabinet members completed a similar course and search committee chairs have taken classes on unconscious bias. These classes have been met with positive results. In the coming year, we will build on

these programs to develop a broad-based racial equity education program. It will be the expectation that all faculty and staff will participate.

Increased Support for Students

Much has been done under my administration to increase funding for departments and programs that serve marginalized groups on campus. But we must do more. Last October, Les Griots Violets, a coalition of students organizing around issues concerning Black students at Tulane, authored a resolution to establish an equity fee. The resolution, which was passed by the Undergraduate Student Government, will need to be reviewed and approved by several committees of the University Senate and ultimately the Board of Administrators. Imposing a new student-paid fee is a lengthy and complicated process. Therefore, I am immediately committing \$2.5 million – an amount equal to the proposed fee – to further the goals of the resolution. A committee comprised of students, faculty and staff will oversee how these funds are distributed. The committee will be co-chaired by Anneliese Singh, who will join Tulane on July 20 as our new chief diversity officer, and Will Ferbos, associate vice president for institutional affairs and deputy chief of staff.

My wife, Renée J. Sobel, Esq., and I will donate \$100,000 to create a special scholarship to support students who demonstrate leadership in racial equity and justice or diversity initiatives at Tulane or their high school. The university will prioritize this scholarship fund as a top fundraising priority of Tulane.

Community Discussion

I believe the most successful efforts in creating positive change begin by listening. This is why I am convening the community discussion Race & Tulane – A Look at Today, a Plan for Tomorrow. This discussion will include students, faculty and staff who are committed to moving our university forward on the path toward racial equity and justice. Meaningful change will require the engagement and contributions of the entire community – we need to hear your thoughts and insights to build a more just Tulane. More information about panelists and event registration will be shared soon.

Health Equity Institute

In 2018, Thomas LaVeist, a national expert on issues related to equity and health, was named dean of Tulane University's School of Public Health and Tropical Medicine and the Weatherhead Presidential Chair in Health Equity – making him the first to hold one of Tulane's newly endowed presidential chairs. LaVeist is also the executive producer of The Skin You're In, a documentary series that explores the disparities between Black and White health in America. He and other key researchers are currently working to launch a new Health Equity Institute, which is a top priority of my administration.

Increasing Staff Diversity

The Office of Human Resources and Institutional Equity, in partnership with ALAAMEA and the Staff Advisory Council, will be charged with creating a robust talent management

strategy that focuses on the recruitment and retention of Black employees and other people of color. This initiative will also include a leadership academy to proactively increase the diversity of the university's management and leadership ranks.

Presidential Commission on Race and Tulane Values

The main focus of the commission, formed in 2015, has been increasing and supporting diversity through student recruitment, hiring practices and curriculum requirements, as well as improving the overall campus climate and resources for underserved communities. Going forward, the commission will be renamed and expanded to provide more substantive and visible support across our campuses. The reimagined commission will be led by Shantay Bolton, vice president and deputy chief operating officer; Michael Cunningham, associate provost, graduate and postdoctoral studies; Kelly Grant, senior associate dean for retention and strategic initiatives for Newcomb-Tulane College; and Anneliese Singh, associate provost for diversity and faculty development.

Last year, based on input from the commission, we launched the Tulane Trailblazers program to honor the contributions of the many important people from diverse backgrounds who have made substantial and lasting impact on our campuses. This program has featured recognitions by every school, including the naming of the Décou-Labat Residences (named after the first African-American undergraduates to earn degrees from Newcomb and Tulane Colleges) and the Carolyn Barber-Pierre Center for Intercultural Life, honoring this pioneer for her three decades of dedication to the university. In the coming year, we will identify a task force to review our policies on building and space naming on campus.

Again, these initiatives do not provide all the answers to the issues of injustice and inequities so prevalent in our society, but they do offer a strong start that will allow Tulane to move faster as we embrace meaningful and lasting change. Through these and other endeavors, we can begin to work systemically to reduce anti-Black racism and racism that impacts the lives of all people of color in our community. Institutions of higher education have the power to transform lives and communities across our country. We know that we can only become the best version of ourselves, both institutionally and individually, if our community and leadership truly reflects and uplifts all segments of our society. That is what makes a great university.

We pledge to move forward with humble and open hearts, willing to learn from the mistakes and indifference of the past to build a better tomorrow. Regardless of the color of our skin, our socio-economic background or other perceived differences, we have a shared destiny, a common humanity and a better future that we can only reach by working together as one people and one Tulane.

University of Albany

August 25, 2020

Dear Great Danes:

Whether you are a new or returning student—or a faculty or staff member—welcome to Fall 2020 at the University at Albany! We have been preparing for this day for what feels like a lifetime.

I know there has been an avalanche of messages and information coming at you. That is not going to change anytime soon, because, as we continue to navigate COVID-19, communication will be essential to our success. I ask that you please take the time to read emails, our weekly *Today at UAlbany* e-news, our web resources, and follow our social media channels.

As you know, our goal is to protect the health, safety, and well-being of our campus community while maintaining our academic excellence. We are confident our rules and guidelines are sound, but it is up to each of us to strictly observe the practices that we have all been following for some time now: face masks, physical distancing, hand hygiene, and avoiding large gatherings. Completing our daily health screenings on MyUAlbany is critical as well.

We are very fortunate to be in a state that has maintained a low COVID-19 infectivity rate. However, we must remain vigilant and proactive, because circumstances could change rapidly, as we have seen across the country. Let's start and finish this semester safe and healthy. I am confident that with your ongoing support and commitment, we can do so.

Another important way to help control the spread of COVID-19 is through the pooled surveillance-testing program that we will launch in the coming days. If you are a student or employee who spends time on campus, we will need you to take part in this program—you will be hearing more about this soon from Provost Carol Kim.

In addition to fighting the coronavirus, we have another major charge: we must continue to live up to our commitment to diversity, equity, and inclusion. We will stand in solidarity with the Black Lives Matter movement through our *actions*—building on past efforts with new initiatives that get to the heart of systemic racism.

In the coming weeks, you will be hearing from Dr. Tamra Minor, our Chief Diversity Officer, about our 2020-2021 Diversity Action Plan. I look forward to engaging with all of you as we deepen our dialogues and work collectively against racial and social injustice.

Given what I know about the UAlbany community, I believe we can successfully fight both COVID-19 and institutionalized racism, along with other challenges that will come our way. It is going to require unprecedented discipline, compassion, and patience, but our community has these qualities in great abundance.

Thank you all so very much for everything you have done to prepare us for a successful Fall 2020. As always, please stay safe, stay healthy, and stay engaged. And never forget—*we are One UAlbany*.

Sincerely,

Havidán Rodríguez

President

University of Arkansas

From: University of Arkansas <feedback@uark.edu>

Sent: Wednesday, June 17, 2020 5:59 PM

Subject: Update from Chancellor Steinmetz

Update: June 17, 2020

Dear U of A community:

By now, many of you are aware of the messages being posted by our students on Twitter at #BlackAtUARK. If you haven't seen these messages about what it's like to be black at the University of Arkansas, I encourage you to read the experiences and perspectives being shared. A lot of hurt, disappointment and frustration is being expressed here, and this is an important opportunity for change. Knowing about and acknowledging these experiences is a critical first step in developing foundations to prevent the continuation of racist activities and behaviors on our campus.

I've responded directly to these students via social media to make sure they know how important their messages are for everyone on this campus to hear – myself included. Thank you to the others on campus who have done the same.

Racist acts have no place on our campus or in the world. And as long as they exist, we will never have a truly inclusive campus. We all have a role to play in stopping racist and discriminatory activities. Everyone needs to understand what we stand for as a campus and that we will not tolerate actions that violate our commitment to a safe, equitable, inclusive, non-discriminatory and anti-racist campus.

The University of Arkansas is absolutely committed to enhancing and enriching diversity, equity, and inclusion. It is one of our Guiding Priorities, it's embedded in our strategic plan, and it's at the heart of everything the Office of Diversity and Inclusion does. We've made great strides in recent years, including the establishment of the IDEALS Institute earlier this year, but it's clear to me that these great efforts will be for naught if students' day-to-day and face-to-face experiences do not align with the larger ideals and goals of the university.

We need to do better and we need to dig deeper to create change. Here is a look at some of the things we are doing:

Listening with the intent to learn and act

I've started meeting weekly with an advisory group of black student leaders to discuss the changes they are requesting and what we can work on together now and always to confront racial inequities, systemic racism and other forms of discrimination. Changes we all desire. This group will grow as needed to ensure that all voices are heard. My next meeting with the black student leaders is this Friday. I know actions speak louder than

words, but I really want to hear their thoughts, concerns and potential solutions before moving forward. We will be soon be able to provide updates from these meetings and the specific actions that we will implement together.

We've also begun a series of strategy sessions called "Transforming U of A: Combatting Racism to Build a More Inclusive Campus." This conversation is part of a series of campuswide planning sessions facilitated by the Office for Diversity and Inclusion to inform a campus action plan targeting a more inclusive campus culture and climate. If you were unable to attend last week, additional sessions are planned as early as next week. Registration is required by June 21st. Also, big thanks to the nearly 400 people who attended our first session last week. This shows that there is real hunger for change and a commitment to being better on our campus.

These are only a few of the immediate actions we are taking. We look forward to our entire campus community collaborating with us to implement other necessary actions, pending the outcomes of current conversations.

Thank you for your interest, engagement and commitment to making the University of Arkansas a more inclusive and equitable campus.

And thank you to the students, faculty and staff who shared their stories at #BlackAtUARK. Black lives matter. Your voices matter and are being heard.

Sincerely,

Joe Steinmetz, Ph.D.

Chancellor

Update: June 26, 2020

Dear U of A community:

Last week I wrote to you about some deeply concerning incidents raised by students, staff, and faculty at the #BlackAtUARK Twitter address. At that time, we promised to listen, learn and act on what we've discovered. While we are still listening and learning, I wanted to update you on some actions we intend to take as a result of recent conversations with our students, as well as next steps already underway.

Establishment and Staffing of Permanent Advisory Board

As I mentioned before, I have been meeting weekly with a Black student leader advisory group. This has been an enormously valuable conversation for me, and I hope for the students, as well. So, the first step we would like to take is to make this a permanent advisory group — with the potential inclusion of staff, faculty and alumni. We have

committed to hiring a staff position to oversee, coordinate and provide support to this effort, the role and responsibilities to be defined in subsequent meetings. As we are currently in a hiring freeze, my wife and I have made a personal pledge to provide funds for this position as long as I am chancellor.

The final composition of that board, once determined by the students, will be shared with the campus as soon as it is finalized.

Some enhanced diversity efforts you can expect to see in the near future include:

- Student recruitment and retention
- Faculty and staff recruitment and retention
- Training and expectations around training for the entire campus community

At this point, we have a number of proposals for initiatives and we are in the process of prioritizing them, which we will update you on accordingly.

Report Discriminatory Behavior

It bears reminding our entire community that you have the power to help us stop discrimination and racial acts by immediately reporting them at report.uark.edu. The Office of Equal Opportunity and Compliance reviews and investigates any behavior that violates university policy under the university's nondiscrimination policy. Needless to say, discrimination in any form is unacceptable and directly conflicts with our university values.

These are just a few of the things underway. This is not an exhaustive list. Formalized, ongoing discussions will shape our future actions and provide a direct conduit to me for voicing concerns as we continue to develop and engage in concrete actions. And rest assured that all our colleges, schools, departments and units are working on their own action plans as well.

I am absolutely committed to working together to make this a truly inclusive campus.

Sincerely,

Joe Steinmetz, Ph.D.

Chancellor

University of California, Los Angeles

From: UC President Janet Napolitano <BruinPost@ucla.edu>

Sent: Monday, June 01, 2020 11:55 AM

Subject: A Message from President Napolitano to the UC Community About George Floyd's Death and Related Protests

To the University of California community:

I write to share with you the statement of my outrage over the senseless and tragic death of George Floyd in Minnesota, and the many Black lives lost before him.

Like many of you, I am incensed over the continued brutality against people of color in communities across the country and I condemn, in the strongest terms possible, abuses of power by those charged with enforcing the law. We also must condemn the acts of violence that have infected lawful, peaceful protests, and not let those actions distract us from confronting the fundamental issues that George Floyd's killing made so evident.

As we react with disbelief on the state of our country, we must also reflect on the brutal history that got us to this point – and where we go from here. We must examine our own biases and find a way to eliminate the systemic racial inequities that pervade our country in order to effect real and lasting change. We must ensure that every American life is valued and protected equally in the eyes of the law. Only then can we heal, together, as a nation.

Fundamentally, this is about upholding one of America's, and UC's, bedrock principles: that all people are equal, and deserve to be treated fairly and respectfully. We all deserve to live, work and go about our lives without fear.

Janet Napolitano

President

[The Pain Behind the Protests](#)

To the Campus Community:

Across the country, people are horrified by the recent killings of three African Americans: Breonna Taylor, Ahmaud Arbery and George Floyd. We share that outrage. And these are only a few of the most recent deaths to cause particular anguish amongst those who for too long have endured cruelty after cruelty, indignity after indignity.

What stood out about the killing of George Floyd — more than its senselessness, more than its brutality – was its casualness. What was so chilling was the relaxed demeanor of a police officer — sworn to protect and to serve — his hands calmly in his pockets, kneeling on the neck of a fellow human being, indifferent to his cries of pain and the fear for his life. Equally

harrowing was his three fellow officers who stood there and did not recognize the need to intervene in a life or death situation. All these behaviors reflected the utter dehumanization of Black life.

We must never let that indifference to human suffering become our own. We must never deaden our hearts to the pain of others. Our fundamental values demand that we care.

At UCLA, we believe deeply that equity, respect and justice are central to the character of our institution, to the health of our democracy and to the well-being of our world. Still, we recognize that UCLA also can and must do better. As campus leaders, we recommit ourselves to ensuring that our policies and actions value the lives, safety and dignity of every Bruin.

We have begun the process of coordinating virtual reflection spaces for departments and units, where we can come together to try and process what has happened. With assistance from the Office for Equity, Diversity and Inclusion and the university's Equity Advisors, we are also trying to share ways we can honestly and humbly acknowledge the pain and search for solutions. This includes working with student government leaders to understand and address the needs of our students. Our efforts will be updated on the Resources for Racial Trauma web page as we push forward to deeper understanding and genuine change.

We conclude by stating unequivocally that Black lives DO matter. They matter at UCLA. They matter in Minnesota. They matter everywhere.

In solidarity,

Gene D. Block

Chancellor

Emily A. Carter

Executive Vice Chancellor and

Provost

Michael Meranze

Chair, Academic Senate

Michael J. Beck

Administrative Vice Chancellor

Gregg Goldman

Vice Chancellor and Chief Financial Officer

Monroe Gorden, Jr.

Vice Chancellor for Student Affairs

Jerry Kang

Vice Chancellor for Equity, Diversity and Inclusion

Michael S. Levine

Vice Chancellor for Academic Personnel

John Mazziotta

Vice Chancellor for Health Sciences

CEO, UCLA Health

Louise C. Nelson

Vice Chancellor for Legal Affairs

Mary Osako

Vice Chancellor for Strategic Communications

Rhea Turteltaub

Vice Chancellor for External Affairs

Roger Wakimoto

Vice Chancellor for Research

Yolanda J. Gorman

Senior Advisor to the Chancellor and Chief of Staff

Dan Guerrero

The Alice and Nahum Lainer Family Director of Athletics

Antonio E. Bernardo

Dean, Anderson School of Management

Ronald S. Brookmeyer

Dean, Fielding School of Public Health

Eric Bullard

Dean, Continuing Education and UCLA Extension

Miguel A. García-Garibay

Dean, Division of Physical Sciences

Robin L. Garrell

Vice Provost, Graduate Education

Dean, Graduate Division

Darnell M. Hunt

Dean, Division of Social Sciences

Brian Kite

Interim Dean, School of Theater, Film and Television

Paul H. Krebsbach

Dean, School of Dentistry

Kelsey Martin

Dean, David Geffen School of Medicine

Jennifer L. Mnookin

Dean, School of Law

Jayathi Y. Murthy

Dean, Henry Samueli School of Engineering and Applied Science

Linda Sarna

Dean, School of Nursing

Gary M. Segura

Dean, Luskin School of Public Affairs

David Schaberg

Dean, Division of Humanities

Victoria Sork

Dean, Division of Life Sciences

Brett Steele

Dean, School of the Arts and Architecture

Eileen Strempel

Dean, The Herb Alpert School of Music

Marcelo Suárez-Orozco

Dean, Graduate School of Education & Information Studies

Pat Turner

Senior Dean, College

Dean and Vice Provost, Undergraduate Education

Tony Lee

Chief of UCLA Police Department

Naomi Riley

President, Undergraduate Students Association

Jean Paul Santos

President, Graduate Students Association

From: Chancellor Gene D. Block <chancellor@ucla.edu>

Sent: Tuesday, July 21, 2020

Subject: Seeking Nominations for Special Advisor to the Chancellor on Black Life

Dear Colleagues,

As indicated in a [June 30 BruinPost](#), I intend to appoint a special advisor to provide guidance on issues of concern to Black faculty, students and staff. The Special Advisor to the Chancellor on Black Life will join with two other existing faculty advisors, Professor Mishuana Goeman, Special Advisor to the Chancellor on Native American and Indigenous Affairs; and Professor Abel Valenzuela, Special Advisor to the Chancellor on Immigration Policy. I have found both of these advisors to be of considerable value to my leadership team and me, providing us with strategic insights as we formulate policies and improve practices that will allow UCLA to become a more welcoming and inclusive campus.

The Special Advisor on Black Life will be responsible for advising my leadership team on issues of concern to Black faculty, students and staff as well as recommending strategies for enhancing campus climate. The person in this role will work with other campus leaders who have direct responsibility for the well-being and success of our faculty, students and staff. As with the two existing advisors, I anticipate that the Special Advisor on Black Life will be a full-time faculty member who would receive a stipend and expense budget for the additional service. As with the two existing positions, reappointment will be made on an annual basis.

If you are interested in serving in this capacity or if you know someone who might be a good candidate for this role, please send a short nomination to Chief of Staff Yolanda Gorman at ygorman@conet.ucla.edu. I will begin reviewing recommendations at the

beginning of August with the intent of having a Special Advisor on Black Life appointed by the beginning of the new academic year.

I am greatly appreciative of your time, thought and assistance as we work to fill this important role for our campus.

Sincerely,

Gene D. Block

Chancellor

From: Chancellor Gene D. Block and Executive Vice Chancellor and Provost Emily A. Carte <chancellor@ucla.edu>

Sent: Monday, September 28, 2020

Subject: How we are Rising to the Challenge

Office of the Chancellor

Office of the Executive Vice Chancellor and Provost

Dear Bruin Community:

This summer has been a time of introspection and rededication as people and institutions across the United States have wrestled with how to address structural and other forms of racism. Last week's decision in the Breonna Taylor case, and the anguish it has caused, reminds us of the need for meaningful change throughout our society.

At UCLA, building on the efforts of many across campus who have spent years working towards racial equity, we have been taking a number of actions to ensure that our institution actively confronts racism, discrimination and bias and that we welcome, support, protect and value every member of our Bruin family.

While some of these recent efforts are campuswide initiatives, we are proud and grateful to see so many UCLA units and schools heed this call to bring about change at a more local level. For instance, the UCLA Health System's leaders are holding [monthly conversations about racial equity](#) to engage the entire organization in open dialogue. The David Geffen School of Medicine has developed [an institutional anti-racism roadmap](#). The Anderson School of Management is reworking its curriculum to reflect greater diversity in course materials and speakers while the Henry Samueli School of Engineering and Applied Science is joining UCLA College's Division of Life Sciences in utilizing a Mentor Professor Program to recruit faculty who are both outstanding in their fields and have a record of providing support to students from underrepresented groups. The UCLA Alumni Association is creating anti-racism and allyship trainings for UCLA graduates. We are encouraged by the work of so many who have sought to identify and meet these needs within their communities.

In June, [we announced a number of central campus initiatives](#) designed to advance equity across UCLA and to nurture an environment that honors the lives, intellect, experience and aspirations of Black Bruins in particular. These efforts are core to UCLA's mission and we write today to share some of the progress we have made and some of the new initiatives we are undertaking.

Establishing a Black Resource Center for students in the center of campus. Set to launch this fall, the new Black Resource Center will have full-time professional staff and will provide resources to support the high caliber of Black student learning, development and scholarship at UCLA. The center will offer services remotely this term while the physical space is developed. Student Affairs is collaborating closely with students on the center's programmatic design.

Expanding the intellectual community devoted to Black life and racial equity. We have begun the first round of a five-year initiative to hire new faculty whose scholarly work, teaching and/or mentoring relates to Black experience. The Ralph J. Bunche Center for African American Studies, which is administering this effort, has appointed a faculty hiring committee with representation from both north and south campus. We expect to conduct two tenure-track searches at the assistant professor rank this academic year. A call for letters of interest was sent to department and program chairs and is due October 2, 2020.

The Bunche Center will also support five UCLA Chancellor's Postdoctoral Fellows across a broad set of academic disciplines through the [UC President's Postdoctoral Fellowship Program](#). The first cohort will begin in 2021-22, with a possibility of renewal for a second year. Fellowship applications are due through the program's web site by November 1, 2020.

Finally, beginning in 2021, the Bunche Center will facilitate awarding 10 summer graduate fellowships for research, teaching and service tied to Black life. Prospective and current graduate students from across the disciplines will be encouraged to apply. The program commitment is for five years, with potential renewal of the program upon review. The application window will open this winter.

Creating a director of development position to maximize philanthropic support for Black life, teaching and research. The search process is underway for a development professional who will collaborate with departments and programs across campus to develop a cohesive fundraising strategy and leverage partnerships to support Black excellence at UCLA.

Establishing the Civil Rights Office within the Office of Equity, Diversity and Inclusion. Once in place, the Civil Rights Office will coordinate all civil rights investigations involving faculty and staff and will be a leader in preventing discrimination on campus. A search is currently underway to fill the new position of assistant vice chancellor for civil rights.

Launching the Campus Honorary Naming Advisory Committee. Composed of [a broad set of campus stakeholders](#), this new committee will conduct a review of buildings and other physical spaces with generic names on the UCLA campus, and make recommendations for how we might name certain such spaces after deserving individuals and groups from UCLA's history. Those we honor in this fashion will reflect the diversity of our institution. The committee will also develop a process by which our community can consider whether there currently exist structures or spaces whose names are not in keeping with UCLA's core values.

Dedicating additional resources in the Office of Strategic Communications to further amplify the contributions of students, faculty and staff of color as well as others in our Bruin family who are working to challenge racism and structural inequality. We are enhancing efforts to seek out and create compelling ways to share these stories and shine a light on the experiences of communities of color at UCLA.

While in June we announced an effort to examine and improve campus safety operations, we heard from many in our community a desire for a different structure and charge related to this work. **We are convening conversations with students, faculty, staff and alumni to develop a new process and timeline for how we ensure that our public safety operations are always aligned with our values of equity, diversity and inclusion.** This new process will better account for the range of perspectives that exist on how we can protect our community fairly and without bias or discrimination.

Additionally, as previously announced, [we recently appointed Professor Vickie Mays as special advisor to the chancellor on Black life](#). A distinguished professor and former Academic Senate chair with deep ties to the university, Professor Mays will play a key role in helping our campus understand and address the concerns of Black students, faculty and staff. She will provide advice and recommendations to senior leadership on issues related to Black life, create new opportunities for dialogue and help build infrastructure to aid our work in support of the Black community.

Finally, we are delighted that [Anna Spain Bradley has joined UCLA's leadership team as our new vice chancellor for equity, diversity and inclusion](#). A lawyer, mediator and scholar of racism and human rights law, Vice Chancellor Spain Bradley's work will include high-level coordination of campuswide diversity initiatives; strategic planning; research and education; training and compliance; and partnering with other senior leaders to ensure that UCLA is a welcoming, supportive and equitable place for all of our students, faculty and staff.

In the months ahead, building on the suggestions from and in partnership with Bruins throughout our community, we will continue to advance these and other racial justice initiatives. For us to truly serve our public mission, UCLA must be a place that respects and empowers all Bruins and that works to overcome anti-Blackness and other manifestations of racism throughout society. We will remain vigilant in pursuing these goals.

Sincerely,

Gene D. Block

Chancellor

Emily A. Carter

Executive Vice Chancellor and Provost

University of Chicago

To: Members of the University Community

From: Robert J. Zimmer and Ka Yee C. Lee

Subject: Juneteenth

Date: June 19, 2020

Today marks Juneteenth, an annual observance of the end of slavery in the United States—a day that reminds us that even though freedom had been granted by the Emancipation Proclamation, it still took years before the final enslaved Black Americans in this country learned of their emancipation.

In the many years since, the work toward true freedom and equality for all has continued. However, as the recent killings of George Floyd, Breonna Taylor, Ahmaud Arbery and too many others show, we are not there yet. The promise of freedom remains out of reach for many unless we as individuals and a society act to make it so for everyone.

With that in mind, we invite everyone to commemorate this day with reflection—to learn and listen, to examine history, to challenge assumptions, and to explore bold ideas to address racism and inequality. This is also a time for us as a University and as members of this community to take a fresh look at concrete actions we all can take to build a more just community, and to strengthen our culture of diversity and inclusion so that all members of our campus community are welcome and valued.

To: UChicago Alumni, Parents, and Friends

From: President Robert J. Zimmer and Provost Ka Yee C. Lee

Subject: Building a Stronger, More Inclusive University of Chicago

Date: June 26, 2020

Recent events, including the killing of George Floyd, have galvanized our campus, our city, and our nation in a movement to address the racism that has long permeated our society. Black people in the United States endured hundreds of years of slavery, followed by over a century of violence and exclusion from much of American life. This history must be confronted as part of the ongoing struggle for equality.

The University has made progress in recent years to address problems of racial bias and inequities on our campus, and to strengthen our relationship with our neighboring communities. However, as University leaders we recognize that there is more work to be done. We believe that doing so requires rigorous study, discussion, and actions. These steps

are critical for us to remain committed to the founding principles of the University, and create an inclusive environment where diversity is not only represented but individuals are empowered to fully participate in the exchange of ideas and perspectives that is foundational to the experience of the University.

Addressing racism and creating positive and sustainable change will entail difficult conversations, both within the University and with the broader South Side community. We have a complex history and relationship with our South Side neighbors, with moments of shared accomplishment and moments characterized by discord and mistrust. But it is a history we must understand if we are to fully realize the potential of the University to have a positive impact in the city that is our home. In doing so, it is important that we approach this effort with openness and determination not only as individuals but also as a community so together we can find the best way to move forward.

As a starting point, we will proceed with the following actions:

- Examine the data pertaining to the racial diversity of our faculty, students, and staff and identify ways to increase recruitment, retention, and advancement in areas where people of color are underrepresented.
- Develop new, ongoing programs focused on racism, anti-racism, and numerous forms of bias and exclusion which will be offered to and/or required by all members of the University community.
- Articulate the University's commitment to diversity and inclusion, which will recognize our history and our present challenges, and will guide our work toward a more just future.
- Expand research capacity to advance understanding and effect changes related to racism and inequality through the establishment of a seed fund.
- Support additions to the curriculum that examine race and anti-racism issues, and enhance resources for inclusive teaching for instructors across the University.
- Build upon our learnings from the Climate Survey, the Diversity Advisory Council report, and other inputs to launch a campus-wide effort on the Black student, faculty, and staff experience, considering every aspect of Black life, learning, teaching, scholarship, and working on campus.
- Acknowledge and engage with our South Side community to address the University's history in relationship to our neighbors, examine progress the University has made in partnership with the community, and identify ways in which the University can deepen and strengthen this partnership.
- Enlist our community to understand their experiences with our police department (UCPD) as well as our campus security, considering a range of approaches to ensure the

well-being of our campus and the broader community, and continue to strive to make our own practices a model for higher education.

We have faced many obstacles as an institution throughout our history, with the recent COVID-19 pandemic having challenged us in new ways. We recognize that we are calling on our community to act at a challenging time, when tensions are high and the call for change is urgent. We will be working with all units of the University on implementing these actions, and ask that you engage in this process with us as we all move toward building a stronger, more inclusive University.

Statement Condemning Racism and Police Brutality

U Chicago Department of History

PUBLISHED ON JUN 5, 2020

The History Department of the University of Chicago condemns the recent outbursts of racist violence that have taken the lives of George Floyd, Tony McDade, Breonna Taylor and others at the hands of police authorities. Together with others in our city, the country, and the world, we deplore the hateful environment willfully stoked by many elected officials that contributed to these atrocities as well as the vigilante murders of Ahmaud Arbery and others. We also recognize the deep history of this pattern in our society, including here in Hyde Park and in Chicago—a history that includes police violence and torture. Thus we declare our solidarity with the ongoing protests, grief, and righteous rage being voiced across the country against these acts, and our outrage at the repressive response at all levels of government. We collectively affirm that Black Lives Matter.

As historians we are not only deeply conscious of the long history of legally sanctioned brutality against people of color in this country and elsewhere in the world, but are also keenly aware that public silence and the complicity of key social institutions at such moments can be catastrophic. We recognize our responsibility to reveal, confront, and work to overcome the crippling legacies of slavery, systemic racism, and racial violence. Therefore, we pledge to work in every domain we can to reveal, confront and ultimately overcome the crippling legacies of slavery, violence, and systemic racism at the root of this crisis. Our study of the past encourages us to believe that greater knowledge can promote social transformation and human understanding; we therefore commit to join in building the institutional structures and sponsoring initiatives needed to promote racial equality and justice.

From: Colin Hennessy <alumni@uchicago.edu>

Sent: Wednesday, June 3, 2020 6:42 PM

Subject: A note to the UChicago alumni community

I write to let you know that we have made the decision to cancel the general programming and events for Alumni Weekend @ Home scheduled for June 4–7.

Our nation is confronting painful issues in the wake of the murder of George Floyd in Minneapolis and a number of other recent racist incidents. UChicago students, faculty, and alumni are part of these critical national conversations about systemic racism, injustice, and discrimination. These conversations, in Chicago and across the country, have taken on a new urgency, but they reflect deep pain and inequality that minority communities in the United States—particularly African Americans—have confronted for decades. Alumni Weekend has traditionally been an event of celebration, and to hold it as planned would not reflect what our alumni and our communities are experiencing right now.

As an institution dedicated to free expression and discourse, we always want to amplify UChicago voices and share meaningful resources and research with you. We are looking at ways to provide opportunities to hear from faculty and leaders on these issues in the coming weeks and will be touch.

In the meantime, please see this note from the provost for additional resources.

For those of you celebrating a reunion this year, we will follow up separately about how you and your class can make plans to come together on campus in 2021.

Please reach out to us at alumni@uchicago.edu if we can provide resources or information during these difficult and concerning times for all of us.

Sincerely,

Colin Hennessy

Executive Director, UChicago Alumni

Department of English Faculty Statement (July 2020)

The English department at the University of Chicago believes that *Black Lives Matter*, and that the lives of George Floyd, Breonna Taylor, Tony McDade, and Rayshard Brooks matter, as do thousands of others named and unnamed who have been subject to police violence. As literary scholars, we attend to the histories, atmospheres, and scenes of anti-Black racism and racial violence in the United States and across the world. We are committed to the struggle of Black and Indigenous people, and all racialized and dispossessed people, against inequality and brutality.

For the 2020-2021 graduate admissions cycle, the University of Chicago English Department is accepting only applicants interested in working in and with Black Studies. We understand Black Studies to be a capacious intellectual project that spans a variety of methodological approaches, fields, geographical areas, languages, and time periods. For more information on faculty and current graduate students in this area, please visit our [Black Studies page](#).

The department is invested in the study of African American, African, and African diaspora literature and media, as well as in the histories of political struggle, collective action, and protest that Black, Indigenous and other racialized peoples have pursued, both here in the United States and in solidarity with international movements. Together with students, we attend both to literature's capacity to normalize violence and derive pleasure from its aesthetic expression, and ways to use the representation of that violence to reorganize how we address making and breaking life. Our commitment is not just to ideas in the abstract, but also to activating histories of engaged art, debate, struggle, collective action, and counterrevolution as contexts for the emergence of ideas and narratives.

English as a discipline has a long history of providing aesthetic rationalizations for colonization, exploitation, extraction, and anti-Blackness. Our discipline is responsible for developing hierarchies of cultural production that have contributed directly to social and systemic determinations of whose lives matter and why. And while inroads have been made in terms of acknowledging the centrality of both individual literary works and collective histories of racialized and colonized people, there is still much to do as a discipline and as a department to build a more inclusive and equitable field for describing, studying, and teaching the relationship between aesthetics, representation, inequality, and power.

In light of this historical reality, we believe that undoing persistent, recalcitrant anti-Blackness in our discipline and in our institutions must be the collective responsibility of all faculty, here and elsewhere. In support of this aim, we have been expanding our range of research and teaching through recent hiring, mentorship, and admissions initiatives that have enriched our department with a number of Black scholars and scholars of color who are innovating in the study of the global contours of anti-Blackness and in the equally global project of Black freedom. Our collective enrichment is also a collective debt; this department reaffirms the urgency of ensuring institutional and intellectual support for colleagues and students working in the Black studies tradition, alongside whom we continue to deepen our intellectual commitments to this tradition. As such, we believe all scholars have a responsibility to know the literatures of African American, African diasporic, and colonized peoples, regardless of area of specialization, as a core competence of the profession.

We acknowledge the university's and our field's complicated history with the South Side. While we draw intellectual inspiration from the work of writers deeply connected to Chicago's south side, including Ida B. Wells, Gwendolyn Brooks, Lorraine Hansberry, and

Richard Wright, we are also attuned to the way that the university has been a vehicle of intellectual and economic opportunity for some in the community, and a site of exclusion and violence for others. Part of our commitment to the struggle for Black lives entails vigorous participation in university-wide conversations and activism about the university's past and present role in the historically Black neighborhood that houses it.

University of Delaware

WE CAN DO BETTER AS A UNIVERSITY COMMUNITY

Photo by Kathy F. Atkinson June 04, 2020

A message from UD President Dennis Assanis

Editor's note: President Dennis Assanis shared this message with the University community on June 4.

Dear UD Community,

Our society is calling for equity and social justice. I hear you, and I am part of that call. We can do better as a University community. And we will do it together.

Over the past several days, many of you have written to me or posted your thoughts on social media to express your anger and frustration about the racial injustices that have been laid bare by the social unrest taking place in our nation. What's more, I have been truly heartbroken to hear the stories of discrimination and prejudice that many of you have experienced, whether in our broader society or, unfortunately, here within our own community. It is so disturbing to see that some individuals do not grasp the insidious nature of racism and the very real pain caused by offensive and exclusionary language.

Every member of our community — students, faculty, and staff — is welcomed and valued at the University of Delaware. We must ensure that everyone is treated with respect and a sense of belonging. We should seek to find commonality, humanity, and civility to bridge our differences. We condemn the discriminatory and inflammatory words used by some members of our community. They do not reflect the University's values. We are addressing each of these situations in accordance with the University's conduct and non-discrimination policies.

Last week, the nationwide protests began as a response to the senseless deaths of George Floyd in Minneapolis, Ahmaud Arbery in Georgia and Breonna Taylor in Kentucky — as well as the long list of other victims of discrimination and violence in American history. The global consciousness that has been reawakened by these tragedies must continue to advance our progress toward a society that is anti-racist and anti-hate. Education lies at the heart of this effort and is the key to real and lasting change.

Without a doubt, the University of Delaware can and must do more to expand diversity and promote inclusion and equity in our community. Since coming to UD, I have tried to face the challenges of history and culture that I see. Indeed, building inclusive excellence has always been personally important to me. While we have made strides in diversifying our faculty ranks and our student enrollment, there is clearly additional work to be done. I am committed — as is my administration — to redoubling our efforts to increase minority representation among our students, faculty and staff. But we know that the numbers are just one component of the equation. We must work ever harder to promote a more

inclusive culture throughout UD where everyone is valued and all can expand their potential and believe in a better future.

To this end, I will be working closely with campus leaders to ensure progress and action around key needs of the University. Recognizing that these are both priorities and opportunities to take UD forward, we all need to take the following steps:

- We need to build a more inclusive culture — Through education for all members of our community, we can cultivate a greater appreciation of the value of diverse peoples, cultures and perspectives. This is absolutely essential in modern society and directly supports our institutional mission to prepare our citizens to succeed. This semester we piloted an online diversity, equity, and inclusion education module. We will plan to require this training of all undergraduate and graduate students beginning in this upcoming academic year.
- We need to listen and learn — We are planning a series of forums that will span the entire next academic year where all members of our community will have their voices heard and acknowledged. The input gathered at these forums will help inform our next steps as we continue to improve our campus climate with actionable initiatives. We are also mindful of those who have been silent, and we encourage them to come forward and share their stories, perspectives and ideas.
- We need to act now — We will strengthen our collective awareness of and response to prejudice, diligently recruit underrepresented faculty and students, and raise funds for social justice initiatives on campus. We will also connect our campus-wide efforts and networks into a more robust agenda for larger impact.
- We need to ensure accountability and operate effectively together as a united community — Everyone is responsible, and this needs to be enforced through renewed policies and practices using a framework where differences are respected and celebrated. We must also ensure that our campus climate and culture assessments are frequent and thorough, and that they reaffirm our commitment to improve the diversity and inclusion landscape at UD.
- We have more to do — This list is not exhaustive, nor will it ever end. Our work to build a more equitable and inclusive society must be ongoing. We will remain committed to being open, to listening and to working together to make progress possible at UD. We not only welcome your active engagement; we need it. This is a call to action for everyone here now and with ties to UD.

There will be additional steps in the coming weeks and months. I welcome your input as we move forward. Please always feel free to reach out to Michael Vaughan, interim vice provost for diversity and inclusion, at vpd@udel.edu, or José-Luis Riera, vice president for student life, at studentdiversity@udel.edu.

This is an extraordinarily challenging time for all of us. I am inspired by the strength, the caring and the unshakable resolve of the University of Delaware community, and I ask you to join me in recommitting ourselves to ensuring that our institution continues to be a source of pride for all students, all faculty, all staff, all alumni ... all people.

Sincerely,

Dennis Assanis, President

From: University of Delaware <alumnet@udel.edu>

To: stiner@verizon.net

Sent: Fri, Jun 5, 2020 10:25 am

Subject: Fwd: We can do better as a University community

Dear Blue Hen Alumni,

This is a difficult and painful time for our nation as we face the racism, discrimination and injustice that continue to challenge our society. On May 29, University President Dennis Assanis issued this statement condemning the violence and the racism that led to the killings of George Floyd in Minneapolis, Ahmaud Arbery in Georgia, Breonna Taylor in Kentucky and so many before them.

Today, I invite you to read the below message from President Assanis that addresses our University community's call for equity and justice in the nation and at the University of Delaware.

At UD, we are committed to providing a diverse, equal and inclusive experience for our University of Delaware alumni. We reinforce our commitment to supporting our alumni affinity groups focused on these important issues and continue to strive for more diverse representation and participation in our programming efforts.

With Blue Hen Pride,

Jim Dicker

Vice President, Development and Alumni Relations

From: President Dennis Assanis

Sent: Thursday, June 4, 2020 6:55 AM

Subject: We can do better as a University community

June 4, 2020

Dear UD Community,

Our society is calling for equity and social justice. I hear you, and I am part of that call. We can do better as a university community. And we will do it together.

Over the past several days, many of you have written to me or posted your thoughts on social media to express your anger and frustration about the racial injustices that have been laid bare by the social unrest taking place in our nation. What's more, I have been truly heartbroken to hear the stories of discrimination and prejudice that many of you have experienced, whether in our broader society or, unfortunately, here within our own community. It is so disturbing to see that some individuals do not grasp the insidious nature of racism and the very real pain caused by offensive and exclusionary language.

Every member of our community — students, faculty, and staff — is welcomed and valued at the University of Delaware. We must ensure that everyone is treated with respect and a sense of belonging. We should seek to find commonality, humanity, and civility to bridge our differences. We condemn the discriminatory and inflammatory words used by some members of our community. They do not reflect the University's values. We are addressing each of these situations in accordance with the University's conduct and non-discrimination policies.

Last week, the nationwide protests began as a response to the senseless deaths of George Floyd in Minneapolis, Ahmaud Arbery in Georgia and Breonna Taylor in Kentucky — as well as the long list of other victims of discrimination and violence in American history. The global consciousness that has been reawakened by these tragedies must continue to advance our progress toward a society that is anti-racist and anti-hate. Education lies at the heart of this effort and is the key to real and lasting change.

Without a doubt, the University of Delaware can and must do more to expand diversity and promote inclusion and equity in our community. Since coming to UD, I have tried to face the challenges of history and culture that I see. Indeed, building inclusive excellence has always been personally important to me. While we have made strides in diversifying our faculty ranks and our student enrollment, there is clearly additional work to be done. I am committed — as is my administration — to redoubling our efforts to increase minority representation among our students, faculty and staff. But we know that the numbers are just one component of the equation. We must work ever harder to promote a more

inclusive culture throughout UD where everyone is valued and all can expand their potential and believe in a better future.

To this end, I will be working closely with campus leaders to ensure progress and action around key needs of the University. Recognizing that these are both priorities and opportunities to take UD forward, we all need to take the following steps:

- We need to build a more inclusive culture — Through education for all members of our community, we can cultivate a greater appreciation of the value of diverse peoples, cultures and perspectives. This is absolutely essential in modern society and directly supports our institutional mission to prepare our citizens to succeed. This semester we piloted an online diversity, equity and inclusion education module. We will plan to require this training of all undergraduate and graduate students beginning in this upcoming academic year.
- We need to listen and learn — We are planning a series of forums that will span the entire next academic year where all members of our community will have their voices heard and acknowledged. The input gathered at these forums will help inform our next steps as we continue to improve our campus climate with actionable initiatives. We are also mindful of those who have been silent, and we encourage them to come forward and share their stories, perspectives and ideas.
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- We need to ensure accountability and operate effectively together as a united community — Everyone is responsible, and this needs to be enforced through renewed policies and practices using a framework where differences are respected and celebrated. We must also ensure that our campus climate and culture assessments are frequent and thorough, and that they reaffirm our commitment to improve the diversity and inclusion landscape at UD.
- We have more to do — This list is not exhaustive, nor will it ever end. Our work to build a more equitable and inclusive society must be ongoing. We will remain committed to being open, to listening and to working together to make progress possible at UD. We not only welcome your active engagement; we need it. This is a call to action for everyone here now and with ties to UD.

There will be additional steps in the coming weeks and months. I welcome your input as we move forward. Please always feel free to reach out to Michael Vaughan, interim vice provost for diversity and inclusion, at vpd@udel.edu, or José-Luis Riera, vice president for student life, at studentdiversity@udel.edu.

This is an extraordinarily challenging time for all of us. I am inspired by the strength, the caring and the unshakable resolve of the University of Delaware community, and I ask you to join me in recommitting ourselves to ensuring that our institution continues to be a source of pride for all students, all faculty, all staff, all alumni ... all people.

Sincerely,

Dennis Assanis

President

From: Osher Lifelong Learning Institute

Sent: Thu, Jun 18, 2020 6:37 pm

Subject: Celebrating Juneteenth at the University of Delaware

June 18, 2020

Dear UD Community,

One-hundred and fifty-five years ago, on June 19th, Union troops arrived in Galveston, Texas, to deliver news of the Emancipation Proclamation and the end of the Civil War. Today, the celebration of "Juneteenth" marks this important milestone in the history of the Black community and the entire United States.

In recognition of Juneteenth, the University of Delaware will suspend classes and all other operations tomorrow. Only essential employees should report to work; those required to work will earn a compensatory day. I invite all members of our community to take this opportunity to reflect on the historic significance of Juneteenth, learn more about both past and ongoing struggles to end discrimination against Black people, and recommit ourselves to fully living up to our nation's founding ideals of justice and equality.

Our commitment to social justice has taken on new urgency on Juneteenth this year. Protests nationwide are demanding an end to racism and prejudice, demands that are given fresh force with each new tragedy, such as the death of Rayshard Brooks in Atlanta less than a week ago. These deeply disturbing incidents serve as a clear and unequivocal reminder that Black Lives Matter, and we support the basic human rights agenda of this visionary movement at UD.

At 8:46 a.m. EDT Friday, I ask you to join me in silence and reflection for 8 minutes and 46 seconds. This is the length of time that George Floyd suffered under the knee of a police officer before he died, stirring the nation's conscience about the injustices endured by the Black community for more than 400 years. During this time, the University website and social media channels will also go silent.

In recent weeks, I have listened to the disheartened and frustrated voices in our community, and I, too, am impatient with the pace of change in our society. Diversity and equity have always been central tenets of my personal values and my career in education, and I am committed to continue building a more inclusive culture here at UD. This requires a broad, collective and sustained effort. As I have said, we must — and we will — do better as a community, and this is our shared responsibility.

With renewed vigor, we are taking the following actions, among others:

- Mandate diversity training for all students, which will be expanded to faculty and staff, as well;
- Thoughtfully assess and revamp our faculty and staff search processes with data-driven insights, so we can continue the growth in the numbers of Black faculty and staff;
- Enhance our positive trajectory in recruiting, retaining and leading to success a diverse student body;
- Continue the UD Police Department's commitment to high-quality training, transparency, accountability, community outreach and education to ensure the safety of our community;
- Initiate a thorough review process of naming considerations for buildings and facilities around the UD campus; input from historians and others will help develop a set of recommend actions and guidelines going forward;
- Plan a series of dialogues and listening sessions throughout the upcoming academic year, involving multiple and various audiences, including students, faculty and staff;
- Continue building and strengthening the University's diversity programs and human capital;
- Cultivate new fundraising for social justice initiatives on campus.

I sincerely wish that reflection and dialogue, by themselves, could end racism. They will not. But they are essential and valuable elements to help revive our spirit and strengthen our resolve for the actions necessary to continue bending the long moral arc of the universe toward justice.

Sincerely,

Dennis Assanis

President

University of Florida

[UF President condemns killing of George Floyd](#)

May 29, 2020

President Fuchs asked everyone at UF to consider how they can be a part of positive change.

UF President Kent Fuchs spoke out against the killing of George Floyd in a [video released on Twitter](#) Friday evening.

In the video, Fuchs condemned the act of violence against Floyd and said there has never been a more urgent need to come together against racism and hate and in support of justice.

"The killing in Minneapolis brings to the fore the racism and justice and violence that so often are directed at and experienced by African Americans," Fuchs said in the video. "Always, and particularly now as we live with COVID-19, we each need to be seen for our full humanity, to be welcomed and to know that we are valued."

Fuchs asked UF students and faculty to consider how they can effect positive change and to listen to those affected by racism and violence. He encouraged viewers to reflect on their biases and to learn about racial injustice.

"By joining together, we can and must work each day to ensure that every human being is nurtured, cherished and respected," he said in the video.

UF Vice President for Student Affairs D'Andra Mull sent an email to students following the release of Fuchs' video. She said she recognized the feelings of frustration and sorrow that many members of the UF community are experiencing.

Mull wrote that the impact of COVID-19 combined with the resurgence of racial violence against African Americans has left some confused and traumatized. Those feelings are valid and real, she said.

"Collectively, we are grieving," Mull wrote in the email.

Mull also acknowledged that the killings of black Americans like Floyd, Breonna Taylor, Ahmaud Arbery, and Nina Pop stem from racism and hate, both of which have no place in our society, she wrote.

"To our Black students, faculty, staff, alumni, and families, please know we see you, and we are here for you," Mull wrote.

UF spokesperson Steve Orlando said the video was Fuchs' idea. He did not respond to questions about how the video relates to UF's history with [race-related issues](#).

Floyd died Monday after ex-Minneapolis Police Officer Derek Chauvin knelt on his neck for more than eight minutes. Activists have protested across the nation since then, and Chauvin was removed from the force Tuesday.

Authorities announced Friday that [Chauvin was arrested](#), and the Hennepin County attorney announced he was charged with third-degree murder and second-degree manslaughter, according to the New York Times.

University of Illinois Urbana Champaign

[Reflections on George Floyd tragedy](#)

MAY 31, 2020 2:00 PM

Dear students, faculty, staff, alumni and friends:

A thunderous choir of voices rose across our nation again this week, condemning yet another senseless and disturbing killing of a Black man that has reopened deep wounds and fomented waves of anger, frustration and division.

The horrifying image of George Floyd dying as a police officer knelt on his neck is one that will be forever burned into our national consciousness. We hope that it will be the one that finally steers us onto a path of real change, toward the America that we can and must become.

We have stood at this same point far too often in recent history, from Rodney King and Trayvon Martin to the shooting deaths of Ahmaud Arbery and Breonna Taylor earlier this year.

Every time, we felt the same outrage, and shared the same vow to finally achieve the true equality and justice that has evaded our country for far too long.

Every time, it has carried a heavy emotional toll on the African-American community, spawning a new round of fear, distrust and anger. That toll, this time, is magnified by a global pandemic that has upended all of our lives, but has been disproportionately cruel to minority and underserved communities.

Let us make this outrageous act of aggression a pivotal point in history that begins to reverse generations of systemic racism and discrimination.

Let it start here and let it start now.

We must collectively work to spread the University of Illinois System's bedrock commitment to inclusion, understanding and justice. Anything less from each and every one of us will undermine the future we all dream of creating – one that is truly worthy of our vibrant and diverse learning communities.

Sincerely,

Tim Killeen
President

Barb Wilson
Executive Vice President and Vice President for Academic Affairs

Message from Dean Anderson: Processing George Floyd Tragedy

Dear School of Social Work Community Members,

As protests boil over in cities across the country and in our own community following the tragic death of George Floyd, I know that many of us at the School of Social Work are deeply saddened by this inexplicable loss and angered about the actions of the Minneapolis police officers that led to his death. It is more disturbing that it so closely follows the senseless killings of Ahmaud Arbery and Breonna Taylor. These events serve as more visible reminders of the trauma and mistreatment experienced on an ongoing basis by African American men and women, as well as other non-dominant group members, and immigrant populations, especially in poor communities.

Demands for justice to be imposed on those responsible for these tragic deaths are needed, as is a renewed focus on more effective police and community interactions across our country. It is also meaningful to reflect together on these and so many other events to collectively help us process our reactions and feelings.

All of these responses are valuable, but we also need to be more diligent in reminding ourselves that they are not enough. It is too easy to fall into the predictable cycle of outrage at a precipitating event, followed by short-term grief processing, and then a return to “normal” until a new tragedy arouses us again.

As social workers, we have to do more than to simply follow this pattern. Our social justice driven mission is dedicated to empowering and assisting the most vulnerable groups in society. Our philosophy demands that we stand with, advocate for, and listen to the dispossessed. The capacity and willingness to listen are particularly important – as we need to engage and listen closely to community members to gain the best understanding we can of their perspectives on issues and possible solutions. It is only then that we can bring our expertise to bear in making positive responses to violence, structural racism, and the many other problems we face.

This latest violence comes as we continue a historic struggle with a pandemic killing hundreds of thousands of people across the world, with people of color and the poor again being disproportionately affected. These unprecedented circumstances have fundamentally changed our work, and seriously disrupted the in-person connections that are at the heart of our education and practice. But we have learned a lot about interacting remotely, and just as we have continued to move forward in our work and educational delivery, we can do so in collectively addressing issues associated with the violence facing vulnerable community members.

As a beginning, we will be reaching out to invite you to participate in a virtual town hall meeting to discuss these issues – all are welcome to attend and share your thoughts and ideas, or simply to listen. I also am meeting with our leadership team to strategize how we can more systematically engage on this and related issues – in our educational offerings and community engagement activities as well as in other ways. I encourage our community

— students, faculty and staff members, alumni, and community partners — to share ideas on actions we should take now and in the future.

It is so important that, in a time of so many negative and divisive forces, we engage as strong and positive partners with those we are committed to serving. I thank you in advance for the contributions I know you will make.

Sincerely,
Steve Anderson, Dean

University of Kentucky

From: University of Kentucky President Eli Capilouto <uk_president@lifecycle.uky.edu>

Sent: Friday, June 5, 2020 1:04 PM

Subject: Memorial Hall Mural: Our Past, Our Present and Why It's Time to Move Forward

I have not been able to get the images out of my mind. And the images should be — and will be forever — in my mind.

For eight minutes and 46 seconds, on a street in an American city in 2020, George Floyd was suffocated to death — a knee at his neck, gasps escaping from his mouth, as he pleaded for his life and for his mother.

I can't adequately articulate the horror and disturbing nature of those images to me. I don't have words to capture the mix of emotions — of anger and sadness, disbelief and nagging recognition that we have been here before — that have gnawed at me for days.

But I also know that I can't begin to feel how a black man or woman or the parent of a black child processes those images, either.

To every issue, we bring our curated experiences — funneled through the prism of our mind's eye — to an incident like this one or, for that matter, to a work of music, writing or art. Those sounds, images and narratives are necessarily interpreted with the context of a given moment by generations of people over the passage of time.

The simple truth is I can't walk in their shoes. I can't be in their skin. And I can't understand what intergenerational subjugation does to families who are its victims.

But I can try for greater understanding, a deeper sense of empathy and renewed resolve to contribute to healing, to do justice and to find reconciliation. As much as racism is a systemic stain on our country, so too, are we the inheritors of Dr. King's admonition that the moral arc of the universe ultimately bends toward justice. That is where I believe we find ourselves as a campus community today. We have not been immune from racial prejudice and hate, but I believe deeply that there is a commitment to doing better tomorrow than we are doing today.

It's against that imperfect and human backdrop that I am directing our facilities team to immediately begin the process of removing the mural in Memorial Hall.

Why now? And what does this move accomplish?

Just as certain images haunt me, I also cannot escape certain conversations that, over years, remain fresh.

To many, the mural represents the work of a renowned artist, seeking in her time, to represent the evolution, however halting, of her native state. And as with all art, we seek to understand the intent of the artist and bring our own meaning and interpretation to it.

I remember a conversation at Maxwell Place with 24 African American students in the fall of 2015. There, they detailed a list of recommendations that included “racist mural in Memorial Hall.” There was a conversation with one student about the mural who stopped me cold with the observation that every time he walked into a class in Memorial Hall, he was forced to reckon with the fact that his forbears were enslaved.

They were chattel; brutalized as disposable property, even though in their time, they were regarded as essential to the economy’s progress.

The art, to this student, sought to glorify and sanitize that fact. And he was speaking for many others, over many years, a point made clear again to me recently as we began conversations with our student leaders on how to move forward during this fraught time. The mural once again was a symbol, not of a state’s evolution, but of our unwillingness to recognize their experiences as members of our community.

Memorial Hall of course, has its own important story — the story of the UK students and Kentuckians who laid down their lives during the Great War. It is a building constructed in honor of all Kentuckians — African Americans, Native Americans, and women alike — who gave their lives to preserve liberty.

How do we reconcile those images as perceived now with that narrative?

To be sure, we have discussed the mural for many years and made a number of important, productive efforts to seek common ground and lasting solutions. But the spaces we have created for dialogue, and the work we have commissioned to expand conversation and contextualize art, haven’t worked, frankly.

Our efforts and solutions with the mural, for many of our students, have been a roadblock to reconciliation, rather than a path toward healing. That’s not a criticism. It is a statement of fact and, I hope, understanding.

We need to move forward. We have a lot of discussion that needs to take place on our campus. And those discussions cannot obviate the necessity of thoughtful, but decisive, action on a number of fronts.

I don’t believe we can have that conversation with the mural still, metaphorically, on the table. And, so while in the context of many significant issues we must discuss and decide upon, the mural may appear relatively small, it carries with it tremendous symbolic weight.

I want to remove that weight from the discussions we must have, so that we can act, together, as a community. As we determine how we can move forward with removing the mural, I will communicate with the campus.

There is rarely a perfect solution to challenging issues. But it is the right one, I believe, for our campus at this moment and in the years to come.

Eli Capilouto

University of Louisville

From: UofL President, Service Account <uoflpres@louisville.edu>

Sent: Wednesday, June 3, 2020 4:00 PM

Subject: Letter from Louisville-area higher education leaders

The following letter was issued by Louisville-area university and college presidents today:

James Baldwin said, "Not everything that is faced can be changed, but nothing can be changed until it is faced." The harsh truth that must be faced is that Black Americans still face obstacles that leave them, in far too many cases, lagging behind their White counterparts on important indicators of education, income, health, and wealth. Breonna Taylor, Ahmaud Arbery, and George Floyd are just the latest names on our collective dishonor roll of Black lives that were taken casually and, all too often, without consequence. The very real racial inequities of today are the result of a legacy of systemic racism.

We, as leaders of higher education institutions in greater Louisville and Kentuckiana, are aware both of the promise of higher education as a transformative force in society, and of the problematic history of these very institutions in perpetuating racial inequity.

As leaders of these institutions, we, too, are complicit in maintaining the status quo and it is therefore incumbent upon us to take real and meaningful action to achieve the ideals of equity that our institutions espouse.

We believe that by working together we can do more and do better as agents of positive change.

1. We pledge to educate ourselves and our own college and university communities to recognize and work against structural racism.
2. We pledge to work together to improve access to higher education for our African-American and other students of color.
3. We pledge to create pathways for African-American and other students of color to meaningful and high-demand jobs and careers and acknowledge the need for more Black professionals in healthcare and education and engineering and law as in many other spheres.
4. We pledge to engage fully and meaningfully in the life of West Louisville.
5. With our institutional privileges of knowledge, reach, resources, legacy, and more, we pledge to consistently demonstrate our commitment to the objective fact that **Black Lives Matter**.

Neeli Bendapudi, University of Louisville

Susan Donovan, Bellarmine University

Travis Haire, Ivy Tech, Sellersburg

Ty Handy, Jefferson Community and Technical College

Jay Marr, Sullivan University, Louisville

Tori Murden McClure, Spalding University

Alton B. Pollard, III, Louisville Presbyterian Theological Seminary

Ray Wallace, IU Southeast

From: UofL President, Service Account <uoflpres@louisville.edu>

Sent: Friday, May 29, 2020 3:04 PM

Subject: Diversity and Inclusion, our Cardinal Principle

Cardinal Family,

This pandemic has surfaced many truths about our society. In many cases, it has highlighted the goodwill and caring community found across this country as individuals have banded together to help address the growing need created by the global public health crisis. In many other cases, however, it has shown us the glaring disparate impacts of Covid-19 on communities of color due to longstanding health and structural inequities, legacies of slavery and racism we grapple with still today.

In the last four months, we have come to know the names of Ahmaud Arbery, Breonna Taylor and most recently George Floyd. Ms. Taylor is from our very own Louisville community. Whatever your perspective on the specifics of each case, I hope we can agree that these three lives being taken from us so soon is devastating.

At the University of Louisville, Diversity and Inclusion is one of our core Cardinal Principles. This university strives to be a home and safe haven for our students, faculty and staff of color just as we strive to do this for all of the many rich and diverse identities held throughout our campus community. I believe that in many cases we succeed in helping people survive and thrive, but I am also certain that in numerous cases the same expressions of hate and exclusion that daily impact people of color and vulnerable communities outside the campus affect our Cardinal Family right here in our own backyard.

To our students, staff and faculty of color – I see you. I hear you.

Given these tragic incidents and mounting tension building in our own city and across the country, I know many of you are in deep pain having to confront these inequities, sometimes on a daily basis. Please know that I am here to support you, this university is

here to support you and we will continue our endeavor to provide an environment where everyone can thrive.

I want to highlight some of the actions taken recently and others we will soon take to ensure we fully live out our commitment to being a Community of Care that values Diversity and Inclusion:

1. The Campus Environment Team is in the process of revamping the Bias Incident Response Team to better equip the university to support our constituents, track its occurrence, and implement strategies to counteract incidences of bias, microaggression and racism.
2. The University of Louisville Police Department's primary mission is to focus on providing a safe campus community, which includes supporting diversity and equity within the department and on campus. The Department continues to be actively involved in open forums discussing critical racial issues that impact our campus and local community.
3. The Office of Diversity and Equity, the HSC Office of Diversity and Inclusion, and all affiliated offices are enhancing programming related to structural racism, and reaching out to support those experiencing pain and isolation as well as those who want to learn more and work to change inequitable structures.
4. The Department of Education Leadership, Evaluation and Organizational Development in the College of Education and Human Development, in collaboration with the Office of Diversity and Equity, are developing an educational series for faculty and staff on topics related to diversity and inclusion.
5. We have made available a curated list of resources on the Diversity and Equity site for the campus community to engage with to learn more about the historical legacy of slavery and racism in America.

These actions represent some progress, but they are not the solution. The thing that will ultimately change these unfair systems that continue to disproportionately harm people of color, particularly black people, is for each of us to learn more, to understand how we contribute, both knowingly and unknowingly, to these systems and to actively work to change them. I too am committing to learn more, to take real actions to make a difference, to be better and to do more.

The frustration and anger that has led to protests here and across the country is understandable. Each of us must choose how to take meaningful action to improve the society we live in. Take care of yourself and take care of each other. This is what our Cardinal Principle of Community of Care requires of each of us.

It will take all of us acting collectively with informed intention and empowering care to start to see the change we need. I ask each of us to please take an intentional step today to

be better and to do more. I need your help. Our Cardinal Family of color needs your help.
Our society needs your help.

Sincerely,

Neeli

University of Miami

May 31, 2020

Dear Members of the University of Miami Community,

Today our city—like many others across the United States—is gripped with outrage at injustice, and with violence. We are summoned in this moment to reinforce our fundamental values, to call upon our resilience, and to be a force for healing the deep societal wounds that the death of George Floyd has torn open once more.

Healing requires more than merely treating symptoms. Yes, we must do everything we can to address all instances of racial discrimination and abuse of power. Yet, we must look more deeply. We must ask the hard questions and be bold enough to take action on the answers we find. We must be willing to look at the root causes of suffering and never make excuses for those who dismiss or defend abuse.

In the wake of COVID-19, I have beckoned us to build a better normal. A better normal cannot exist if the forces that tear us apart go unchecked. In fact, the coronavirus pandemic has brought to light the structural inequalities that result in worse outcomes for people of color with respect both to health and to economic hardship. At the same time, we have witnessed enormous expressions of solidarity, service, and sacrifice—particularly on the part of frontline workers—with people from all walks of life doing whatever is necessary to take care of each other.

As incensed as we all are at the appalling acts that have led to protests here in Miami and elsewhere, and as profoundly wounded as we must acknowledge communities of color feel at yet another Black life lost, I believe we at the U can take those emotions and turn them into a catalyst for change. That is what we do. We are more than just resilient. We are fierce. We are innovative. We are compassionate. And we strive to be exemplary.

We can, and we will, do what we do best. We will bring people of vastly different backgrounds together. We will listen to new ideas and let the pursuit of truth through scholarship and science enlighten the path towards purposeful action. We will analyze what leads to crises and protests, and relentlessly act to address their causes.

The COVID-19 pandemic has brought many changes to the way we live and interact, one of which is more time with our families. On this Sunday, I encourage you to use that time to do more than watch the struggles that continue to grip our world. Consider the actions you can take—as an individual, as a member of our community, and as an ally to those who continue to be mistreated.

One of our responsibilities as an institution of higher education is to shape the world in which we live. That is our duty collectively and individually. Our mission compels us to be active on all fronts to defeat ignorance, hatred, and oppression. We research solutions to social injustice from every disciplinary perspective. We deliberately provide access to

education to those traditionally underrepresented in universities. We engage in service, expanding outreach to every part of our community, particularly on the health care front.

As a university, we have a platform, and we are committed to using it. Our call for the reforms necessary to right systemic wrongs must be unequivocal.

In the coming weeks, we will host a virtual community conversation to outline the next steps we must take. Lives lost deserve it. Our values require it. Let us renew our commitment to living a culture of belonging—one that promotes diversity, inclusion, and equity as the pillars to assure that all persons enjoy the same opportunity to develop their full capabilities.

It is a sad paradox that at a time when we have seen some of the best of humankind in response to the pandemic, we continue to witness injustice. To those feeling hopeless, horrified, and hurt: we stand with you. As distraught as we all might be, I know that the U will never tire of doing our part in the never-ending quest for a better world.

We are one U,

University of Michigan, Ann Arbor

[We need to bring about change](#)

May 29, 2020

I have watched and read in horror reports of the death of George Floyd in Minnesota. Many members of the University of Michigan community have reached out to me to express their heartache and anger that another unarmed African American has been killed by police, who have violated their duty to protect and serve.

I want to thank those of you who have shared your personal feelings on this tragedy. I know that your pain is very real and profound. Many members of our community are experiencing this tragedy in ways that are inseparable from their race and ethnicity – and in ways that I will never be able to fully and personally realize. For instance, our Chief Diversity Officer Robert Sellers has very poignantly [written](#) about his experiences today.

I condemn the actions that caused the tragic deaths of George Floyd, of Ahmaud Arbery in Georgia and of Breonna Taylor in Kentucky. There are far, far too many more examples of racism and violence against people of color from all across our nation, including in our surrounding community.

The reality and scope of this problem are pervasive. A 2018 study whose authors included U-M Institute for Social Research fellow Michael Esposito found that “the risk of being killed by police, relative to White men, is between 3.2 and 3.5 times higher for Black men.” Thanks to U-M Political Science Prof. Christian Davenport, we know that the exercising of fundamental rights is treated differently, as “African American protest events are more likely to draw police presence, even when we control for the measures of behavioral threat.”

At U-M, we must use our power to address major societal problems – especially those that diminish our society so tragically. This is clear in our mission.

Our mission is also why our work to enhance diversity, equity and inclusion must continue. The University of Michigan has a critical role to play and obligation to lead the kind of changes in our society that we all want to see. I know that our Division of Public Safety and Security is committed to being a continuing partner in this ongoing work. DEI will continue as a major focus of the institution throughout my presidency, beyond our initial five-year Strategic Plan. We must utilize our scholarship, the education and the engagement of our talented faculty, students, and staff to bring about change not only within the university, but also in our broader society. Our collective future depends on it.

During this difficult time, I urge anyone who needs support to access our university’s resources.

Students on all three campuses can receive support through [CAPS](#), the university’s counseling and psychological services. All faculty and staff in Ann Arbor, Dearborn and

Flint can access services through the [Faculty and Staff Counseling and Consultation Office](#). Michigan Medicine faculty and staff can access resources through [Office of Counseling and Workplace Resilience](#).

[The appalling pestilence of racism](#)

June 2, 2020

To All Members of the University Community:

The persistent and appalling pestilence of racism continues to take lives in our nation's communities, and far too many of our colleagues, classmates, friends and loved ones do not and cannot feel safe.

I am disgusted by the sickening actions that caused the deaths of George Floyd, Ahmaud Arbery and Breonna Taylor. We've seen additional videos documenting harm against African Americans in our own surrounding communities and other parts of our nation.

We also know that people who identify as black or African American represent about 40 percent of COVID-19 deaths in our state, but only 14 percent of our state's population.

The effects of the evil of racism are universal. We cannot ignore this reality.

Though we experience and live with the pain of these tragedies differently, we all have a responsibility to advance justice, equality, peace and understanding. Our university community will never fully thrive without a constant shared commitment to these, our highest values. We must make this commitment together, not only as humans, but also as members of a society that has devalued and perpetuated violence against African Americans for more than 400 years.

We are planning a student town hall for Friday at noon that will allow us to come together in an attempt to heal and examine these essential issues. Panelists will include:

- Riana Anderson, assistant professor, School of Public Health
- Eugene Rogers, associate professor, School of Music, Theatre and Dance
- Robert Sellers, chief diversity officer and vice provost of equity and inclusion
- Eddie Washington, executive director, Division of Public Safety and Security
- Darlena York, undergraduate student, Political Science and AfroAmerican and African Studies

I will be participating in this, as well, and our Office of Diversity, Equity and Inclusion will share details as soon as they are final.

In recent days, many leaders in our community have [shared messages](#) of support of one another and condemnation of these tragic deaths. I want to thank everyone in the U-M community who has spoken out, advanced peaceful protest, offered support and sent the message that we won't tolerate racism and vile acts that end the lives of our fellow human beings. I also call upon all of us to commit to helping to create the changes we need to end structural racism in all of its forms.

Sincerely,

Mark S. Schlissel, M.D., Ph.D.
President

June 10 statement on campus movements

June 10, 2020

(updated June 10 at 10:35 a.m.)

Advancing justice, peace and equality is one of our most crucial responsibilities as members of a public research university community. I applaud all who are working and demonstrating to create a better world, where it is clear to all of us that Black Lives Matter. The important movements and calls for action we are seeing emphasize the need for us to do more to end systemic racism in our society and on our campuses.

University of Michigan, Dearborn

[Reaching out in this time of crisis \(June 1, 2020\)](#)

Dear Students and Colleagues,

Amidst the ongoing tragedy of the coronavirus pandemic, the recent months have also brought pain and shock from the deaths of George Floyd, Ahmaud Arbery and Breonna Taylor. This senseless loss of life has come under the guise of public safety, but we know these instances of aggression are merely part of the long history of violence against African Americans.

From the fear and indignities suffered by people of color in everyday life, such as the one recently experienced by an African American bird watcher in Central Park, to the physical mistreatment and environmental destruction of black communities across the country, racism is a scourge on our country and cannot be abided. Floyd's death in Minneapolis has sparked spontaneous protests across the country—and the world—against police misconduct and brutality. These protests are a rightful call to end unwarranted and unlawful violence perpetrated by those sworn to protect us and our community.

Although the overwhelming majority of protestors, in the spirit of Dr. Martin Luther King, Jr., have shown a commitment to peace as they advocate for change, a smaller group has rampaged through a number of our cities inciting violence and damaging property. This is alarming, and for many in our community, brings back terrible memories of destruction and division from our region's past. We are witnessing yet again how violence begets violence, but as history has borne witness, such actions lead only to long lasting suffering and trauma.

The cycle of violence must be broken. Our opportunity for a peaceful and just society lies in the hard work of change being done today. We have already seen this work take place. At demonstrations throughout the nation, including Michigan, police officers have taken a knee or marched in solidarity with those demanding change. This acknowledgment of the need for reform is a welcome first sign of what we all hope will be a more equitable future.

Our university is helping to design a positive way forward. As part of our commitment to producing a more just and equitable society, the university created a program in 2017 to help reimagine the use of force within local police departments. Alternatives to Violent Force is a program designed to guide police officers in thinking differently about how they handle confrontations. The goal of the program is to end the "Us vs. Them" mindset and has been adopted and praised by leaders of law enforcement throughout our region.

We at the University of Michigan-Dearborn stand together for justice, inclusion, and peace. In that spirit, I have asked my chief of staff, Keisha Blevins, Dean Ann Lampkin-Williams, and my strategic planning co-chair, Deborah Smith Pollard to assemble a working group to strengthen our awareness and amplify our commitment to respect, inclusion and diversity.

We remain devoted to our mission of serving our students and the public good, and that commitment will see us through these difficult times.

I encourage anyone who needs support to access our university's resources. Students can find help through [CAPS](#), the university's counseling and psychological services. Faculty and staff can access these services through the Faculty and Staff Counseling and Consultation Office [website](#).

With sincere hope for a healthy, peaceful and just tomorrow,

Domenico Grasso
Chancellor

University of Michigan, Flint

Dear Students, Faculty, and Staff:

There is so much to say about the last week of events, and yet, it is difficult to find the words to convey the deep sadness I feel about the state of our country in the wake of more violence against African Americans. The names of the lives lost have come to symbolize an imbalance in this country. Trayvon. Tamir. Sandra. Breonna. Ahmaud. George.

I am reaching out today to reassure you that black lives matter. Racism will not be tolerated at the University of Michigan-Flint. Full stop.

I am here to listen and to advocate for all members of our campus community. Systemic racism of more than 400 years is not easily undone, and yet we cannot justify our lack of progress or accept that life in this country is different for people of color. Civil rights leader and Congressman John Lewis said, "If you see something that is not right, not fair, not just, you have a moral obligation to do something about it." I believe strongly in this moral obligation to not simply stand by, but to stand up and move to action, which is exactly what the people of Flint are doing.

The world watched as local protesters and police broke a barrier together, a rare move in days marked by endless images of violence. It was our community, our people who came together to say, "Enough."

Monday, Flint Mayor Sheldon Neeley spoke eloquently at a rally at City Hall and announced important measures to ensure fair and safe law enforcement policies for the community that allow for citizen input. As Mayor Neely has stated, "The strength of our community comes from our unity and our willingness to support one another."

At UM-Flint, we pledge to support and build on this positive momentum of unity in our community. Chief Ray Hall of the Department of Public Safety reiterated his unit's collective commitment to the university, stating, "UM-Flint DPS will continue to serve, protect and respect all members of the community. We are inspired by the thoughtful, peaceful protests in Flint and we are dedicated to being part of positive solutions for all people. I want UM-Flint students to know we have their back." Chief Hall is available to anyone who has questions regarding safety at UM-Flint and can be reached at raydhall@umich.edu.

Soon, the Diversity, Equity, and Inclusion Committee will release a draft of a plan for moving forward to continue to address the important issues of campus climate. You will be invited to provide input and get involved. This is not the end of our efforts, but instead, it is a critical new chapter in our DEI work on this campus and we need everyone to do their part.

There is more that we will do and I will be encouraging campus leaders to find ways to engage with students, faculty, and staff as we enhance our culture through the ideals of DEI. David Luke, our interim Campus Diversity Officer, and distinguished faculty member Jan

Furman, are leading our current DEI efforts at UM-Flint, and will share updates on these important initiatives.

I know you are hurting. Many of you are scared and worried that all of these protests and loss of life will be for nothing. I am writing today to tell you that at UM-Flint we won't remain silent and simply watch a world on fire.

Our university is in a city that is working together in partnership to share dialogue, ideas and ultimately move conversations to positive, lasting action that will strengthen our bonds with one another. We will do everything we can to achieve greater understanding, acceptance, and healing for all. It is our moral obligation. Join us.

Please reach out to me anytime at ChancellorDutta@umflint.edu. I am here for you.

Deba Dutta
Chancellor

University of Michigan, Ford School of Public Policy

Dean Michael Barr addresses racist violence

Tuesday, June 2, 2020

Dean Michael Barr sent the following letter to the Ford School community last night, Monday, June 1:

Dear friends,

I am writing to you at a time of great sorrow and upheaval. I write to acknowledge the deaths of George Floyd, Breonna Taylor, and Ahmaud Arbery, the latest names in a long list of Black lives lost to racist violence in our country. The Ford School mourns their loss and stands in solidarity with their families and loved ones. I am heartsick at the suffering many are experiencing.

I write tonight to remember Trayvon Martin. Atatiana Jefferson. Botham Jean. Sandra Bland. Tamir Rice, Freddie Gray, Alton Sterling, Walter Scott, and so many others. Hundreds, thousands of others whose names are known only to their families.

It is important to acknowledge that the violence and inequality in our systems are the result of centuries of laws, policies, and institutions that entrenched and enforced racist inequality. As but one example, MSU Professor Lisa Cook has shown that lynching and race riots against African Americans between 1877-1940 dramatically depressed patenting rates by Black innovators for the next century.

Racism and racist violence wreak daily, debilitating, exhausting stress on Black people in America. The violence traumatizes. This latest comes layered over the past few years with white nationalist attacks on synagogues, on immigrants, on African-Americans, and LatinX, and Asians, and near-daily rhetorical attacks from some elected officials. It is almost too much to bear.

We must not ignore the role of racism in our society. As James Baldwin wrote, "People who shut their eyes to reality simply invite their own destruction, and anyone who insists on remaining in a state of innocence long after that innocence is dead turns himself into a monster."

COVID-19 laid bare the inequalities in our health system and in our economy. Now, George Floyd, killed by a police officer as others watched. And in the aftermath many, many police officers and departments engaged in violent confrontations all over the country. As policy professionals, we must commit ourselves to addressing these public challenges, difficulties, and social ills directly, with courage and grit and peace in our hearts.

Dear Ford School family: please know that none of you is alone. I stand with you -- let us all stand together.

Yours,

Michael

University of Michigan, Institute for Social Research

[We Hear You. We See You. We Support You.](#)

JUNE 3, 2020

We at the Institute for Social Research recognize the weariness, the anxiety, the anger, and the betrayal expressed by so many as our nation grapples with continued examples of racial injustice.

Over the past few months, the COVID-19 pandemic has laid bare and exacerbated inequities for communities of color. The disproportionate suffering of Black Americans is well-documented, supported by decades of research. But if research alone could solve this problem, we'd have eradicated racism and racial injustice long ago.

During this time, the world has also learned the names of George Floyd, Ahmaud Arbery, and Breonna Taylor — the latest of many victims, not of any novel virus, but of the longstanding affliction of racial violence in this country.

We are reaching out today in solidarity, with [President Schlissel and colleagues across campus](#), to acknowledge the collective and individual wounds inflicted by injustice and oppression. In this moment, many of us find ourselves in isolation — trying to make sense of an unpredictable world — without access to the social structures and connections we have come to rely on for support. Please care for your friends and colleagues. Reach out to others to see how they are doing and for support that you need. Don't hesitate to contact any of us directly to let us know what we can do to help.

Our Commitment to You

At ISR our efforts to conduct and promote social science research are founded on our desire to develop a more diverse, inclusive, and equitable world. We do that both through our study of broad and diverse communities and by building a diverse, inclusive, and equitable organization that is representative of those communities.

ISR affirms its [Guiding Principles for Diversity, Equity, and Inclusion](#). We will uphold these principles by treating each other with respect and embracing different perspectives, backgrounds, cultures, view points, and ways of seeing the world. We will support these principles in all aspects of our work including recruiting, hiring, developing, and retaining employees. We will hold ourselves accountable, and ISR will provide the resources to promote success in achieving diversity, equity, and inclusion.

As the challenges continue, we believe that progress can be made in advancing racial and social justice. As social scientists, we have devoted our careers to studying trends in society and the economy. At this moment, we need to pause to hear the voices of our community. We will draw upon the talents and ideas of our entire ISR community. We ask that everyone at ISR join us on this difficult but necessary journey.

Stay safe. Be well.

Sincerely,

[David Lam](#), Director, Institute for Social Research (ISR)

[Sheri Notaro](#), Director of Diversity, Equity and Inclusion, ISR

[Richard Gonzalez](#), Director, Research Center for Group Dynamics

[Ken Kollman](#), Director, Center for Political Studies

[Margaret Levenstein](#), Director, ICPSR

[Jeffrey Morenoff](#), Director, Population Studies Center

[Matthew Shapiro](#), Director, Survey Research Center

University of Michigan, School of Literature, Science, and the Arts

Standing Together

LSA Dean Anne Curzan shared the following message with the LSA community on June 1, 2020, about standing together against racism and declaring unequivocally that Black Lives Matter.

Dear fellow members of the LSA Community,

The past week has been one of the most painful in recent memory. I am wrenched by what we are witnessing across the country and by the pain, anger, fear, and exhaustion that I see and hear in our community. I know many of us share these feelings, but their effects have been especially devastating among members of the Black community. As we think about the anguish of this moment, we must acknowledge the harrowing history and ongoing presence of racism in this country. That it persists in such brutal ways, including by those sworn to protect and serve, makes it all the more shattering and infuriating.

I am reaching out now in deeply felt anger and solidarity to state, unequivocally, that Black Lives Matter. And please pause on that statement—on the fact that any community should have to assert that their lives matter. I know that words cannot possibly be enough, but silence is not acceptable. The horrific killings of George Floyd, Ahmaud Arbery, Breonna Taylor, and so many Black people before them are deeply and fundamentally wrong, and they're made worse by having been done within a system in which repression and brutality are normalized.

I met with the associate deans earlier today, and we are united in our commitment to the anti-racism work that is integral to our success as a college, a community, and as a country. As leaders of LSA, we promise to continue to push for and contribute to needed systemic change, including examining our own daily institutional practices and our culture. We know that many of our LSA faculty, students, and staff are experts on the nature and problems of structural racism. As a college, this is an area where we can and must do more to support research, teaching, and evidence-based interventions to combat racism, discrimination, and bias.

The LSA DEI office is organizing virtual events for the LSA community to gather online, support one another, and discuss how we can engage collectively in structural change, both here and in the world. We will share details as soon as we have them. I am deeply grateful for this critical work. I also would like to acknowledge that lifting each other up through racial discrimination and hate is exhausting and falls especially heavily on faculty, staff, and students of color.

I ask that we stand together at this critical time—and in the coming weeks and months—to support all members of our community and to share responsibility for systemic change. Please also know that you are always welcome to reach out to me.

In solidarity,

Anne

University of Michigan, School of Medicine

[A STARK REALITY: A MESSAGE FROM MICHIGAN MEDICINE EXECUTIVES](#)

June 1, 2020

Next month, on July 2, we will recognize the 56th anniversary of the enactment of the Civil Rights Act, intended to end discrimination based on race, color, religion, or national origin.

That was 56 years ago, and, today, we are still faced with the stark reality of discrimination. People across the country are mourning the death of George Floyd, an African American man who was a victim of police brutality. As devastating as his death is, it was not an anomaly. An analysis by Rutgers University of 2013-2018 mortality data showed that “about 1 in 1,000 black men and boys can expect to die as a result of police violence over the course of their lives — a risk that’s about 2.5 times higher than their white peers.”

We must reject and prevent this manifest of injustice.

We are faced with another stark reality of discrimination that was revealed during the world pandemic. The May 1 issue of *MedPage Today* may have articulated it best when describing the COVID-19 penetration in the African-American community: “Wildly disproportionate mortality highlights need to address longstanding inequities.” The article states that predominantly black U.S. counties are experiencing a three-fold higher infection rate and a six-fold higher death rate than predominantly white counties. While many are aware that the pandemic has impacted African Americans at a much higher rate, it is important to understand that increased infections and deaths are a result of many factors, including inadequate access to healthy foods, decent housing and clean air, innate bias and disparate access to health care, testing and treatment. These inequities are rooted in systemic racism.

It is unfathomable that in the year 2020, in the United States, African Americans are still faced with inequities like these, and it must stop. Together, our medical school and health system community stands with President Schlissel and the entire University of Michigan, in saying we need to bring about change. Whether we demonstrate this on a personal level in how we treat one another — or on an academic level in how we better expose these issues through research into violence against people of color and the root causes of health inequities — we can and must make a difference.

Many of our leaders are speaking out on this issue, and I encourage you to read their messages. President Schlissel’s remarks can be found at: <https://president.umich.edu/news-communications/on-the-agenda/we-need-to-bring-about-change/>

Remarks by U-M Vice Provost for Equity and Inclusion & Chief Diversity Officer Robert Sellers are posted at: <https://odei.umich.edu/2020/05/29/i-am-so-tired/>.

Sincerely,

Marschall S. Runge, M.D., Ph.D.
Dean, University of Michigan Medical School
Executive Vice President for Medical Affairs
CEO, Michigan Medicine

Carol R. Bradford, M.D., M.S., FACS
Executive Vice Dean for Academic Affairs, U-M Medical School
Chief Academic Officer, Michigan Medicine

David J. Brown, M.D.
Associate Vice President and Associate Vice Dean for Health Equity and Inclusion

Steve Kunkel, Ph.D.
Executive Vice Dean for Research, U-M Medical School
Chief Scientific Officer, Michigan Medicine

David A. Spahlinger, M.D.
Executive Vice Dean for Clinical Affairs, U-M Medical School
President, U-M Health System

University of Michigan, Office of Diversity, Equity, and Inclusion

I AM SO TIRED

May 29, 2020

By Robert M. Sellers

Growing up the son of a minister and two civil rights activists, one of my favorite gospel songs is “I don’t feels no ways tired.” That song, like so many other songs from my African American culture, evokes an everlasting optimism about tomorrow that is built on “the faith that our dark past has taught us” as well as “the hope that the present has brought us.”

I have always said that Black folks are the most optimistic subscribers of the American dream, despite our long history of dehumanization and degradation in this country. This other-worldly optimism is perhaps most famously exemplified in Dr. King’s “I have a dream” speech (that America ironically likes to co-opt by trotting it out every year on his birthday as a self-congratulatory sign of how much progress we have made as a society since his death).

This morning, I woke up very tired. Not your normal tired. I woke up with a kind of tired that can only be found on the other side of loss, anger, frustration, sadness, and despair. This morning, I woke up in a state in which African Americans make up roughly 13% of the population, but comprise 31% of the people with COVID-19 and 40% of the people dying from COVID-19. I woke up in a country where a White woman can not only accuse an African American man of threatening her because he is simply asking her to obey the law in a public space, but she can actually weaponize the police for her own aims simply by repeatedly referring to him as being African American.

The scary truth of the matter is not that she believed (or even hoped) that she would get a different response by evoking race when making her 911 call. The really scary thing is that she was right. By evoking race and Blackness specifically, she placed a target on his back, putting a man’s life in real danger. The recent murders of George Floyd and Ahmaud Arbery make this point abundantly clear: being a Black male interacting with law enforcement can be hazardous to one’s health. Lest we get it twisted, being a Black woman in these situations is no picnic either. I woke up in a country where a Black woman is being repeatedly punched in the head by a member of my local sheriff department.

This morning, I woke up bone-weary tired.

Some people argue that this country, while being built substantially by us, was never meant for us. (They are not wrong.) As such, some of these same people believe that other-worldly optimism is a sign of weakness and is ultimately what has sealed our fate as a people. They question the wisdom in holding out such faith and hope for change in a system (in a society) that has time and time again demonstrated that Black dignity, Black bodies, and Black lives matter a little less. (It is hard to argue with the logic of the question.)

These times really do raise for me the question of how long must we wait, plan, work, march, agitate, forgive, and vote before we have a society in which all lives matter equally, regardless of race or color? In my bone-weary tired state this morning, before I even got out of bed, I asked myself why should I continue to fight to try to change a system that has proven time and time again that it simply does not regard me and people who look like me as fully human.

As I woke up this morning, I could not get out of bed. I laid there for a while trying to grapple with my feelings of exhaustion and despair. Often, when I am struggling to understand important things in my life, I turn to my parents' example for guidance. I tried to access the collective wisdom of those who came before me, those who sacrificed so that I could have more. I wondered what they would say about the state of race in today's society and what my role should be. From birth, my parents instilled in me and my siblings through their words – and more importantly their actions – that the fight for racial justice is a long, intergenerational one. It is also one that we are destined to win because right is on our side.

No matter the nature of the setbacks they faced (and there were many and some brutal ones at that), they were always able to get through them through tears and laughter, forever keeping their eyes on the prize. In many ways, they epitomized that other-worldly Black optimism. Don't get me wrong, they never hid their own feelings of frustration, anger, and tiredness from us. In fact, that is how I recognized my own feelings this morning. Nonetheless, my parents never veered from their belief that the brightest day only shone on the other side of the darkest night.

As I laid in that bed thinking about what lessons I could glean from their lives and what they had said to me and my brothers and sister, I was hoping for some form of instant relief from my feelings of tiredness. I was hoping that their legacy and story would wipe away my doubts about our society and where we are going. I was hoping that my reflecting on my parents' lives would magically re-charge my batteries and somehow soothe my pain. Sadly, my reflections did none of that.

What my recollections of my parents' example did do was provide me with a perspective, a lens through which I can view and understand all that is happening now. This lens reminds me that this struggle is not new, nor is it likely to be won in my life time. Sadly, it is likely that more Black people will die before we become the country that remotely resembles the one described in our constitution. This lens also reminds me that this country is MY country. My ancestors sacrificed their lives in building this country.

Their blood, sweat, and tears fertilize the rich soil upon which much of this country's wealth and standing in the world is built. I have no choice but to fight for it – to fight to make it live up to its creed. I owe it to those who came before me, those who fought and died to make this country just a little bit better for those who came after them. They fought for me. To not do so would be akin to walking away from my birthright. It is a birthright that does not belong only to me; it also belongs to future generations of Black folks.

What reflecting on my parents' example provided me was renewal – not in the form of relief, but instead in the form of resolve. My reflections on their example gave me new insights into that other-worldly optimism that is foundational to the strength and resilience of Black people.

That optimism does not reside in a belief that America will simply change, it actually resides in the knowledge that each generation of African Americans has changed America for the better and a great faith that the next generation will take the next steps in changing America even more (even if it feels way too slow). This perspective has renewed my resolve to do all that I can to make whatever change I can. For me, to do otherwise would be turning my back on the investment that my ancestors made in this country and disinheriting my descendants.

I am still tired of this shit though.

University of Michigan, Rackham Graduate School

[Our Resolve to Confront Racism](#)

In an open letter to the graduate student community, Rackham Dean Mike Solomon decries recent examples of racism and violence, and pledges Rackham's commitment to diversity, equity, and inclusion.

[Mike Solomon](#), Dean, Rackham Graduate School

JUN 1, 2020

Dear Rackham Students,

I write to you following an extremely painful week that once again brought to the surface the existence of systemic racism and unjust acts of institutionalized violence in our country. I reacted bitterly to the death of **George Floyd** in Minneapolis at the hands of the police, along with the recent killings of **Ahmaud Arbery** in Georgia and **Breonna Taylor** in Kentucky. These violent acts are on top of a pattern of reports that once again magnify the risk that everyday encounters and interactions with police and fellow citizens carry for the Black community. These risks, and the effects of racism, are not just happening somewhere else; indeed, we have witnessed them within our local community.

I worry that to write these words might add to the pain for people of color who read them. I cannot understand what you experience in moments like these, and I know you do not need to hear from me to explain the significance and tragedy of this moment or the burden of this aspect of life as a person of color in our nation. **Dr. Robert Sellers** has worked extensively to further diversity, equity, and inclusion at the University of Michigan, first as a Rackham student, and now as a professor and our chief diversity officer. The words he [published online last week](#) moved me deeply. They caused me to reflect upon Rackham's role in supporting your education, research, and engagement at a terrible moment such as this one.

In this way, I feel it is critical to acknowledge the suffering that many of you are experiencing, as well as your feelings of being targeted, isolated, or unvalued. I want to affirm that Rackham is committed to creating an environment in which all students feel safe, welcome, and supported. We are furthermore committed to providing you with the means and opportunity to develop as leaders who carry forward this work in your programs, through your chosen career paths, and in your personal lives.

This ongoing strategic work at Rackham to **strengthen diversity** is made even more urgent by the events of last week. As **President Schlissel** noted in his [message to the university community](#) on Friday, we absolutely need to bring about change. Our work seeks to improve your sense of inclusion and belonging in your programs. Some of these steps include our Faculty Allies initiative—with its accompanying Student Ally component—our Professional Development DEI Certificate program, and our support of Rackham student organizations who advocate and help to lead change. All of us at Rackham know there is

much more work to be done, that we are constantly learning, and that we do not always succeed in meeting our goals and expectations. We know, however, that we cannot pursue this work to support you without thinking about how events outside Rackham harm members of our community disproportionately due to their race and ethnicity. As we respond to this difficult reality, we support advocacy, action, allyship, support, and leadership in the Rackham community.

I realize that the public health restrictions of COVID-19 have made it difficult for members of our community to come together as we normally would to voice concerns and help each other. We are exploring ways that we can engage and share ideas in the weeks ahead. As one example, I would like to encourage you to [register for a Leading Equity and Diversity \(LEAD\) webinar](#) Rackham is organizing this Friday, June 12, at 12:00 p.m. The conversation will center on how faculty, staff, and student leaders in higher education can address the trauma that marginalized populations in our community are facing due to racism and social injustice. I would also like to reiterate the university resources available to you at this incredibly difficult time. Counseling and Psychological Services (CAPS) continues to offer both [clinical services](#) and [crisis services](#). In addition, CAPS has an embedded staff member, [Dr. Laura Monschau](#), dedicated to working specifically with graduate students.

Amid our current uncertainty, it's impossible to know what the weeks and months ahead will bring. What I do know is that Rackham is united in our resolve to acknowledge and directly confront the persistent effects of racism on our nation, our colleagues, and our students.

Sincerely,

Mike Solomon
Dean

University of Michigan, School of Education

[JUNE 01, 2020](#)

Dear colleagues,

I write to share my own fury and sadness and to acknowledge the fervent anger and deep pain felt within our community and across our nation in the face of the devastating racist actions we have witnessed in the last several weeks. This violence includes, but is horrifyingly not limited to, the murders of Ahmaud Arbery, Breeona Taylor, and George Floyd. These events are reminders of the vast injustices in our society and of the ways that white supremacist values and violence continue to threaten the lives and well-being of the majority of members in our society.

Worse, these racist actions, and the consistent lack of justice in the face of these actions, are not new. Once again, white supremacist violence has taken the lives of Black men and women. Once again, those in positions of power have betrayed the trust of the people they are supposed to protect. Once again, violence against transgender Black people continues to fly under the radar. Once again, white fragility and fear has led to Black men and women being assaulted and imprisoned in parks and other community spaces.

Despite the constant reminders we see in these repeated racist actions, many of us who benefit from white privilege continue to deny the existence or pervasiveness of racism. As a white woman, I have to denounce these atrocities and take action because neutrality is complicity. I must commit to being anti-racist. As a white woman, I urge my white colleagues, friends, neighbors, and community members to move beyond shaking our heads and feeling sad that racism is alive in our communities. We must commit to taking up anti-racist praxis and become co-conspirators with Black people and all people of color in the struggle for freedom.

To accomplish these goals, we have to educate ourselves. We have to be ready to listen and learn. We have to look in the mirror and ask ourselves how our own practices—ones we have taken for granted as objective and fair—may play a role in perpetuating white supremacy. We have to break down racist practices in our schools, religious institutions, homes, and streets. We have to demand accountability for those who commit violence, and we have to speak up with those whose voices and experiences have been suppressed and oppressed through both overt and structural violence.

On Friday, some members of our SOE leadership started to discuss next steps our community can take to make anti-racist praxis a distinguishing feature of the SOE's identity. We begin with this message, in which I offer some resources as a starting place of self-education, especially for white colleagues.

We cannot stop there. In the coming weeks, we will launch a series of meetings (that must, unfortunately, be held remotely) to plan action we can take in the face of this repeated violence. These will be a combination of spaces for white colleagues to learn how to be anti-racist actors and for all to work to become co-conspirators in the fight for racial justice and freedom. We are still finalizing details of these events, but will announce them widely as soon as they are planned. We ask you to invite others you think might benefit from such work.

In the meantime, if you have not already done so, please read the statements made by [President Schlissel](#) and [Vice Provost Sellers](#). Dr. Sellers describes a handful of ways that racism has manifested in highly visible injustices this week, and he calls upon all of us to take action.

We find ourselves in a historical situation where we have an opportunity to move the needle of racial progress. We must not give over to the violence of silence. We must not be tempted by what Martin Luther King, Jr. called the "tranquilizing drug of gradualism." We must act! We must engage in the collective struggle for human progress and freedom. Until all are free, no one will be free. Let's come together and work to build a better society for current and future generations.

Sincerely,
Elizabeth

To begin to learn how to be co-conspirators in the movement for justice, I recommend some of these resources as starting places (with many thanks to Dr. David Humphrey and Avery Moje for suggestions):

- *White fragility: Why it's so hard for white people to talk about racism* (Robin DiAngelo)
- *How to be an anti-racist* (Ibram Kendi)
- *The possessive investment in whiteness: How white people profit from identity politics* (George Lipsitz)
- *We want to do more than survive: Abolitionist teaching and the pursuit of educational freedom* (Bettina Love)

[Understanding and dismantling racism: a booklist for white readers](#)

[Anti-racist resources for white people](#)

[75 things white people can do for racial justice](#)

[Anti-racist reading list from Ibram X. Kendi](#)

[Minnesota Freedom Fund](#)

University of Michigan, School of Information

[UMSI leadership: We stand against racist violence and systemic racism](#)

WEDNESDAY, 06/03/2020

We, the leadership of UMSI, condemn anti-Black violence. We cannot know the pain suffered by the Black community, but we are deeply anguished that such pain exists about George Floyd, Breonna Taylor and Ahmaud Arbery's murders and their causes, and the countless murders of Black people before them.

We reaffirm our commitment to transparency, honesty and improvement in relation to the historic and present institutional and interpersonal racism at the University of Michigan. The violent acts that police perpetrated against George Floyd and Breonna Taylor are only the most recent examples of a long and tragic history of anti-Black violence and racism that reflect our country's oppressive structures and systems of power.

We must acknowledge that the historical and structural systems of racism have benefited some at the cost to others—and this is a truth that we choose not to ignore. We will stand up against violence and racism, both current examples and historical, and show solidarity with protests. We will acknowledge ongoing systematic racism in our society and in our university. We will commit to steps and resources to combat racism in our own community. This includes the specific steps outlined below.

In addition, we acknowledge that we must take responsibility to educate ourselves, to regularly hear and seek out understanding of the lived experiences of our Black students, colleagues, friends and community members. We will also continue to advance our research mission through faculty and student research on relationships between racism, information and technology. And we will stand in solidarity with the Black community at UMSI who are experiencing anger, fear and isolation—and will speak out against the conditions that give rise to these feelings.

Because there is a legacy of empty institutional rhetoric on fighting racism—UMSI is taking these immediate actions:

- In recognition of the hard work to be done, and the fact that this labor is often borne disproportionately by Black members of our community, we are expanding the number of Graduate Student Staff Assistant (GSSA) positions dedicated to diversity, equity and inclusion—with an immediate goal of three new hires;
- We will convene a series of community-wide meetings that the UMSI leadership team will join to ensure accountability in terms of UMSI's diversity, equity and inclusion strategic plan—and to inform the selection of Year 5 goals for that plan;
- We will initiate a community-wide process that the UMSI leadership team will join to design and deliver novel curriculum modules and recurring symposia on

information, technology and anti-racism with a specific goal of preparing students to mobilize as agents of anti-racist change in the information fields and beyond;

- We will charge UMSI's Center for Social Media Responsibility to develop measures of online anti-Black hate speech, to hold social media platforms accountable for their role in hosting and disseminating anti-Black ideologies;
- We will solicit new donor-funded endowed and quasi-endowed scholarships intended to support diversity, equity and inclusion efforts.

We propose these specific initial actions and commit to their delivery in recognition that the issues we face can't be solved solely with statements—by us or by others in U-M's leadership. Rather, real material action must be taken to disentangle ourselves, our school and our university from all forms of racism wherever they occur. The actions listed here are just steps toward progress. Our goal is that the community discussions convened around the UMSI diversity, equity and inclusion strategic plan—particularly Year 5 goals—will provide an opportunity to identify longer-term actions.

Additionally, we recognize that right now Black members of our community along with others are experiencing particularly acute anguish and stress. We therefore want to make sure there is wide awareness of available resources. Students are encouraged to contact staff in UMSI's Office of Academic and Student Affairs. Additionally, students can receive support through [CAPS](#). Faculty and staff can access support through the [Faculty and Staff Counseling and Consultation Office](#).

Finally, we recognize that change has been too long in coming. We regret that it is the occasion of new suffering by the Black community that has catalyzed action and response on behalf of U-M and UMSI leadership. Yet, with deep humility and the knowledge that our approach will not always be immediately perfect—we will learn from our mistakes and continue mobilization on behalf of our community to move forward.

[Tom Finholt](#)

[Judy Lawson](#)

[Paul Resnick](#)

[Scott Staelgraeve](#)

[Tiffany Veinot](#)

[Beth Yakel](#)

University of Michigan, School of Public Health

[Recent Acts of Racism and Violence: Dean Bowman Addresses Racial Violence](#)

F. DuBois Bowman

Dean and Professor of Biostatistics

June 2, 2020,

On May 29, 2020, Dean Bowman emailed the message below to the school community about the recent acts of racism and violence across the country.

Earlier this afternoon, President Schlissel [addressed the recent events of racism and violence across the country](#). I echo his condemnation of the incomprehensible and senseless acts against George Floyd in Minneapolis, Ahmaud Arbery in Georgia, and Breonna Taylor in Kentucky. I am deeply saddened on a personal level, and my heart goes out to the families and loved ones of these victims. As dean of the school, I also want to acknowledge the pain, distress, and fear that these events have caused for many within our community.

I realize that email is not ideal for addressing such difficult topics and is not my preference under normal circumstances. I value the ability to come together as a community to talk, console, support one another, listen, and where possible discuss a path forward. I look forward to such interactions and events when we resume in-person activities in the future. In the meantime, I encourage you to explore virtual opportunities for dialogue, reflection and support. For students seeking confidential counseling support, please contact Counseling and Psychological Services ([CAPS](#)). Faculty and staff can seek assistance through the Faculty and Staff Counseling and Consultation Office ([FASCCO](#)).

Within our school, health and equity are rooted in our daily mission. Collectively as public health advocates, we lead efforts to reduce social inequities and combat racism. Our training and research span across disciplines but with a common purpose. Examples like the recent acts of violence and the disproportionate impact of COVID on underrepresented minorities serve as reminders of how much work remains. Yet, our awareness of the need for change is critical to motivating and accelerating continued efforts. I urge each and every one of you to consider ways that you can contribute to our mission of health and equity for all.

In partnership,
Dean DuBois Bowman

University of Michigan School of Social Work

Take a Stand Against the Structures that Perpetuate and Tolerate Killings of Black Americans

"We must move past indecision to action...If we do not act, we shall surely be dragged down the long, dark, and shameful corridors of time reserved for those who possess power without compassion, might without morality, and strength without sight."

-Martin Luther King Jr.

Dear Social Work Community,

In the past few days, as we listened the news we felt appalled at the at the knee-choke-hold that killed George Floyd in Minneapolis, while the nation was still reeling from the brazen murder of Ahmaud Arbery in Georgia, and the killings of Breonna Taylor and Sean Reed. And all of this in the midst of the racial disparities of the COVID pandemic, in which Black and Latino Americans are killed disproportionately due to effects of underlying social inequality in income, in nutrition and in health care.

On Thursday, May 28, 2020, Sidney Arrington, MSW student, raised concerns clearly, painfully and with an acknowledgement that our social work community can and should do more. Her courageous efforts inspired students, faculty and staff. We apologize to Sidney that it was she and not us who spoke first.

We admire the collective spirit of our community that compels and validates the importance of action, leadership and solutions. We are grateful for the [supportive responses and the calls for action](#).

We are working diligently on the School's call to action. These include:

- a town hall in the memory of George Floyd, scheduled for Tuesday, June 2 at 5 PM.
- a message from the Associate Dean and MSW Program Director to faculty about the importance of discussing and addressing in class the deaths of George Floyd, Ahmaud Arbery and other acts of racial violence.
- a workshop for faculty and field instructors is being developed with Continuing Education.
- a group of faculty teaching this summer have already begun to discuss these events with their classes.

Yes, we have been an academically remote program for several months. However, offering classes remotely is not a justification for emotional insensitivity or a lack of action. Not now. Not ever. Our School, the University of Michigan School of Social Work, must take a strong stance protesting these unjust deaths.

We encourage our community — students, staff, alumni and faculty — to provide suggestions for actions we should take now and in the future. We call on the leadership group of students, faculty and staff to construct a clear and visible strategy to be responsive and sensitive. We will work to activate every member of our community to take a stand against the structures that perpetuate and tolerate killings of Black Americans. And Asian Americans. And Latinx Americans.

This is our work as social workers. Students, thank you for calling us to action.

In Solidarity,

Lynn Videka, Dean

Tim Colenback, Assistant Dean for Student Services

Larry M. Gant, Director, Diversity, Equity, and Inclusion Program

Lorraine M. Gutiérrez, Associate Dean for Educational Programs

University of Michigan, Taubman College of Urban Planning

[Seeking Spatial Justice at Taubman College: A Message from Dean Massey](#)

Tuesday, June 2, 2020

Widespread protests and the global campaign against police brutality have again in the past week called attention to longstanding problems of structural racism and state violence, especially against African Americans. Robert Sellers, Vice Provost for Equity, Inclusion and Chief Diversity Officer at the University of Michigan, shared his perspective in an essay titled [I Am So Tired](#). I know that many in the Taubman College community—and especially students, staff, and faculty of color—are tired, too. Tired of seeing black folks killed in the streets. Tired of seeing police and other perpetrators go unpunished. Fed up with having to monitor their actions to avoid becoming the target of another such attack. Fed up with pervasive silence and complacency.

I write on behalf of Taubman College leadership to recognize the pain, anger, and anguish of this time, and to salute those who resist the killings of George Floyd, Breonna Taylor, Ahmaud Arbery, and innumerable other victims of state violence. (Even as I write, I am hearing of another casualty, David McAtee.) I write to salute also those experiencing the painful impacts of police violence, racism, and oppression. We are here for you, we see you, we support you. Taubman College has no place for racism, bigotry, or hatred.

This is a time of compounded pain stemming from multiple traumas: not only police killings and repression of public protest, but also the disparate impact of COVID on communities of color in and beyond Michigan. Behind all of these is a legacy of structural racism with roots centuries deep. Taubman College students, staff, faculty, and alumni are among those generating knowledge about structural racism and creating tools for promoting spatial justice, so personal pain and outrage is often linked to our intellectual and professional work.

The University of Michigan, one of the world's great public research universities, is dedicated to "developing leaders and citizens who will challenge the present and enrich the future." How do we fulfil this mission in this time of crisis? The Michigan state seal proclaims *tuebor*, usually translated as "I will defend." How do we defend people against racialized violence?

Michigan is a distinctive place from which to address these universal issues. From the mass-produced automobile and industrial architecture to modern design and Motown, our state was a crucible of modernity. As one of the major Great Migration destinations, the Detroit metropolitan area also helped to forge racialized patterns of urban development, segregation, and spatial violence, including the urban abandonment precipitated by racial capitalism. Just three years ago, a spate of articles, books, and films marked the fiftieth anniversary of Detroit's 1967 rebellion against racialized state violence—a precursor to the uprisings happening now. Detroit has been hit hard by the COVID pandemic, with some of the nation's highest death rates and stark racially disparate outcomes. Meanwhile, the

image of armed protestors occupying the state capitol in Lansing to challenge public health measures has epitomized white privileges to bear arms and claim public space for which black and brown people sometimes pay with their lives.

I am thankful to all who are putting their bodies on the line to reassert civil rights in our streets. I know that Taubman College students and alumni are among them. Our community has another role to play, too, by advancing knowledge and practices that promote spatial justice. We must ally with scholars, planners, architects, designers, and advocates in and beyond the Black Lives Matter movement to learn from and support their work. We must center questions of justice in our curriculum and our research programs. We must support students, faculty, staff, and alumni in making changes that serve justice.

One of my introductions to Taubman College came five years ago, when I published essays by Prof. Joy Knoblauch and doctoral student Michael Abrahamson in a [collection](#) addressing the intersections of the Black Lives Matter movement with architecture and urbanism. Professors June Manning Thomas, Margi Dewar, Robert Fishman, and Lan Deng have shown us new ways to understand the urban abandonment shaping Detroit and other cities, as Harley Etienne, Andrew Herscher, Marc Norman, and others are working with activists, community groups, government, and the private sector to redress it. Craig Wilkins is one of the foremost theorists of race and architecture, and our faculty and students are among the leaders of cross-campus initiatives such as [The Detroit School of Urban Studies](#), [The Carceral State Project](#), [Settler Colonial City Project](#) and the [Egalitarian Metropolis Project](#). Through our [diversity, equity, and inclusion initiative](#), our chief diversity officer Joana Dos Santos and many others are pursuing our own institutional transformation.

Our students advance the causes of racial equity and spatial justice through their coursework, co-curricular initiatives, and student organizations, as our alumni do in their careers and advocacy. One of our most recent graduates, Asya Shine (M.Arch '20), contributed to the work this past year in her Architecture Student Research Grant project, *Afrotutions*, which included the installation of a hair salon station to prompt reflection on the role of hair braiding in African and African diaspora identity, aesthetics, and design.

At Taubman College, our first priority is to support our community through the intersectional impacts of the compounded assault of police oppression and pandemic overlaid onto a legacy of structural racism. The next is to generate knowledge and practices for long-term transformation. We are architects and planners learning to design for justice, community-builders pursuing sustainable change. We are centered in Michigan but engaged with the world. We fulfill our mission most fully when we put architecture and planning at the service of spatial justice.

University of Michigan, School of Environment and Sustainability

Supporting our students & colleagues of color during times of Anti-Black racism in the United States

Jonathan Overpeck

Mon, Jun 1, 2020 at 4:32 PM

Dear SEAS Community,

We are writing today to express our strongest support for the black community and condemn racism, police brutality, systemic injustice and violence in the strongest possible terms. We write with heavy hearts, and a commitment to action and supporting our community as we mourn the deaths of George Floyd, Ahmaud Arbery, Breonna Taylor, and Sean Reed, and as we remain infuriated by the inequities that continue in America today. At SEAS, equity and justice are at our core, and there's never been a more critical time to stand in unity and solidarity to reject and prevent all manifestations of injustice. As a nation, we must do better, and as a school, we must take an active stand against the structures that support racism and perpetuate the deaths of people of color.

At SEAS, we are continuing to work on an action plan to further prioritize DEI, racial equity, and justice, and to elevate the work of the DEI committee, which includes students, faculty, and staff representatives. The goal is to create a more direct and regular interaction between this committee and SEAS leadership. This summer, we will initiate a student-faculty partnership focused on improving the DEI and justice content of the courses SEAS offers. In fall, we will continue to increase DEI-related training for students, faculty and staff, and expand our efforts to build partnerships across the University of Michigan to understand and implement better ways to prioritize justice both on and off campus.

We support and rally behind all those at SEAS who are partnering with us to take action and implement solutions, including but not limited to the DEI Committee. We have enclosed a statement from the committee below. We also encourage members of the SEAS community to provide us with suggestions for actions that we can collectively take to ensure that as a school, we are taking an active role in fighting for racial equality. These recent events underscore long-standing, systemic challenges, and we must stand up against the structures that create the conditions for injustice at all levels.

We want to express our strongest support for the students, faculty and staff of color at SEAS, and all those who have felt personally impacted by recent events. We acknowledge the feelings they are having in this time of sadness and rage, and throughout a lifetime of experiences, and express our unwavering support. Please see the statement from the DEI committee below for student, faculty, and staff support resources, in addition to resources for taking action.

Thank you to all in our community who have called us to action. This is the time to stand up, united as one community for a more just and equitable world.

MESSAGE FROM THE SEAS DEI COMMITTEE:

SEAS DEI Committee: Jose Alfaro, Bilal Butt, Stefania Casali, Kim Elliott, Cecilia Garabay, Sonia Joshi, Junghoon Park, D'Shaundra Payne, Nicole Rutherford, Sheila Schueller, Sam Stolper, Dorceta Taylor

The events over the past few weeks have magnified institutional and systemic inequities in the African American community. When black people are subject to violence and intimidation for doing things many privileged white people take for granted—jogging, bird watching, sleeping in bed or going to the store—it's time to do the work to change structures of privilege and racism by breaking the silence, speaking up by using platforms such as social media, classrooms and communities. These are the same inequities and structures that are compounding the health impacts of COVID-19 on the African American community. The SEAS DEI Committee sees these events as connected to racism, classism and other ideologies of suppression and violence. We see abuse of privilege and power, we see the intentional efforts to harm marginalized members of the community, we see racism and we condemn it. We are saddened by these recent murders and stand in solidarity with those working to end racial injustice through protesting and working within communities.

Racism is not tolerated within our SEAS community. Whether through eliminating coded language in courses and meetings, stopping the tokenization of marginalized voices for learning or by white members of our community learning to use their privilege to make space and support communities of color, we ALL can do something. We all have a responsibility to each other to do something. Read up on race in America and racism. Speak up each time you see news of another black person murdered. Silence is deafening. Stand up when you see a black person being harassed (stand beside the person, record the incident, use your privilege). Teach others and correct racist language when you hear it. Please know that three members of the DEI Committee have been trained through the Racial Equity Institute and other DEI committee members have received equity and anti-racism training. This fall, we will continue the Affinity Groups for marginalized and invisible identities that were launched last fall. Special thanks to Doctoral student Alex Cohen who has shared this great Anti-Racism Resource list.

We recognize that everyone is compelled to respond and act in different ways. Some may need to step back and take care of themselves during these times, especially those who are already doing much of the emotional work. We encourage anyone who needs support to utilize our university's resources. Faculty and Staff Counseling and Consultation Office is available to staff and faculty and CAPS, the university's counseling and psychological services, is available to support students. However, we encourage everyone to commit to breaking these systems of inequity, racism and violence. We also want to share the message from President Schlissel to our community and Chief Diversity Officer Robert Sellers's very powerful and personal response.

In solidarity,

Dean Peck, Michaela Zint, Associate Dean for Academic Affairs, and Ivan Eastin, Associate Dean for Research and Engagement

In partnership with the SEAS DEI Committee: Jose Alfaro, Bilal Butt, Stefania Casali, Kim Elliott, Cecilia Garabay, Sonia Joshi, Junghoon Park, D'Shaundra Payne, Nicole Rutherford, Sheila Schueller, Sam Stolper, Dorceta Taylor

University of Nevada, Reno

Dear Colleague,

In recent weeks we have listened to the anger and frustration expressed by our Black students, faculty and staff over ongoing police brutality and the systemic racism that lives on in our society. As we listened, we came to recognize the pain caused by each death of a Black person at the hands of police. The meaning of “Black Lives Matter” has never been clearer as people around the world speak up in the name of humanity and speak out against bigotry and hate.

These words are not enough. Today, this University stands in solidarity with its Black student leaders who have brought forward several action items in the “Listen to Us” platform that will make us a better institution for Black students, faculty and staff. Campus leaders of the President’s Council and Council of Deans unanimously support the actions recommended in the “Listen to Us” platform. The University will take these immediate actions to address the impact of racism on campus:

- A public review of our policing standards, training and protocols to ensure community safety, equity and compliance with justice values.
- A public review of the African Diaspora Program, which replaced the Black Cooperative Program, to ensure Black student needs are being met.
- Bring thoughtful and prominent recognition celebrating Colin Kaepernick and those Black social justice pioneers who came before him on our campus.
- Explore test score alternatives for use in first year math and English course placement and institutional scholarship criteria.
- Support the establishment of an undergraduate and graduate trustee position.
- Pursue the establishment of a living learning community in the residence halls focused on Black culture.
- Continue and expand cultural competency education across.

This University is proud of the courageous voices these students have brought to an injustice that has gone on for far too long. It is important to confront our past and seek to build a more equitable and just community for Black students.

In solidarity,

Marc A. Johnson

President

Kevin Carman

Executive Vice President
and Provost

Shannon Ellis

Vice President, Student
Services

Vic Redding

Vice President,
Administration and
Finance

Mridul Gautam

Vice President, Research
and Innovation

Todd Renwick

Assistant Vice President
and Chief of Police

Lynda Buhlig

Vice President,
Development and Alumni
Relations

Thomas Schwenk

Vice President, Health
Sciences and Dean, UNR
School of Medicine

Eloisa Gordon Mora

University Diversity and
Inclusion Officer

Heidi Gansert

Executive Director,
External Relations

Kerri Garcia Hendricks

Executive Director,
Marketing &
Communications

Doug Knuth

Director, Intercollegiate
Athletics

Brian Frost

Chair, Faculty Senate

Mary Dugan

General Counsel

Patricia Richard

Chief of Staff

Shawn Norman

Associate Vice President,
Planning, Budget &
Analysis

Jill Heaton

Vice Provost, Faculty
Affairs

David Shintani

Vice Provost,
Undergraduate Education

David Zeh

Vice Provost, Graduate
Education and Dean,
Graduate School

Steve Smith

Vice Provost, Information
Technology and Chief
Information Officer

Donald Easton-Brooks

Dean, College of Education

Trudy Larson

Dean, College of
Community Health
Sciences

Manos Maragakis

Dean, College of
Engineering

Shadi Martin

Dean, School of Social
Work

Debra Modellmog

Dean, College of Liberal
Arts

Greg Mosier

Dean, College of Business

Bill Payne

Dean, College of
Agriculture, Biotechnology
& Natural Resources

Kathy Ray

Dean, University Libraries

Al Stavitsky

Dean, Donald W. Reynolds
School of Journalism

Debera Thomas

Dean, Orvis School of
Nursing

Jeffrey Thompson

Dean, College of Science

Marc A. Johnson, President
Office of the President/0001
201 Clark Administration Building
University of Nevada, Reno

University of New Mexico – Office of the President (First Message)

June 1, 2020

Good afternoon.

Like most of you, I have spent the last few days watching and reading about horrendous acts of racism and racial violence inflicted against people of color. And like you, I am all at once angry and deeply saddened. I also understand the unrest and anxiety we've seen in response to such acts, with people taking to the streets in protest in communities across the country, from Minneapolis to Phoenix, and from Columbus, Ohio to the streets of Albuquerque where, thankfully, no one has been seriously hurt. But the outrage over the betrayal of basic human rights and human decency remains.

Unfortunately, here in New Mexico, we are not immune to the ugliness of racism. Only a short time ago, a member of our faculty in Africana Studies was sent racially-laced death threats. There is never room for hatred at UNM—this is not who we are as Lobos. Anti-blackness will not be tolerated in our community, and I am proud to stand with our faculty who forcefully [condemned the racist actions leveled against our Africana Studies program and its leadership](#).

I have been asked 'what can we do?' As a community, we must never be silent. Across the university, we're raising our voices to condemn hatred and reaffirm our strong support for black communities in New Mexico and across the nation. Over the weekend, [I issued a statement alongside UNM Police Chief Kevin McCabe](#). The [Health Sciences leadership has issued a joint statement](#), as has the [UNM Athletics Department](#), the [UNM Division of Equity and Inclusion](#), and the [UNM Office of Equal Opportunity](#).

We must all continue to do more, through our words and actions, to support our communities of color against violence and injustice. This week, on June 3, the City of Albuquerque is hosting an Albuquerque Human Rights Board public meeting to [discuss the recent events here in our city surrounding the #blacklivesmatter protest](#). And on June 4, UNM and community African American leaders will [discuss the impact of the census complete count on African American communities as well as police brutality and related issues](#).

As we work in the coming months to slowly return our university to more active on campus operations, we remain committed to keeping our community safe and free from racism and violence. We urge anyone who has experienced racial discrimination or has been the victim of a hate crime to contact our Office of Equal Opportunity and fill out a hate bias incident report. These can be made anonymously and will be investigated fully. Similarly, if you see an act of hatred committed against someone, please file a report as well. ***Let's have each other's backs.***

And if you find you require additional help in this stressful time or just need someone to talk to, we can help. UNM offers a number of mental health services for students, faculty, and staff, as well as support services [provided by many advocacy groups](#)—so please reach out for the help you want or need.

As educators, we have a responsibility to enlighten and empathize, and in challenging times like this, we have a fundamental obligation to empower. As a hero of mine, the writer and activist James Baldwin, once wrote:

“The paradox of education is precisely this—that as one begins to become conscious, one begins to examine the society in which he is being educated.”

Keep examining, Lobos. Keep talking, and by all means, keep listening. Someone's life may depend on it.

University of New Mexico – Office of the President (Second Message)

June 6, 2020

https://www.youtube.com/watch?v=NsPn_oVGEUw&feature=youtu.be

University of New Mexico – Office of the President (Third Message)

June 15, 2020

Good afternoon.

This Friday, June 19th, marks the 155th anniversary of Juneteenth – the day in 1865 on which Union soldiers landed in Texas and delivered the news that the Civil War had ended and that the Emancipation Proclamation had freed nearly four million from chattel slavery. Over the past few weeks, our country has been very publicly reflecting and taking action on issues involving racism and its systemic bearing on our communities, giving this year's Juneteenth celebration an even greater impact. I don't think it could be any more important, and I don't think there could be a better time for amplifying the message that Black Lives Matter.

We remember this occasion not only to commemorate the liberation of our fellow Americans, but also to reflect on the progress that remains to be made to ensure that Black Americans have genuine access to freedom, opportunity, and self-determination. Here at The University of New Mexico, it's a time for celebrating the contributions of Black voices and Black art to our wonderfully diverse New Mexican culture, and honoring the Black faculty, staff, and students in our community who make our lives and experiences at UNM that much richer. And as Dr. Assata Zerai, UNM's Vice President for Equity and Inclusion, remarked: "What better way is there to celebrate Juneteenth than to ensure we have a complete count in the US census to ensure that resources are set aside so we can hire teachers with competitive salaries, and provide crucial information technologies to our students?"

Appropriately, too, we're also marking the occasion with some conversation and self-reflection, beginning on June 19 at noon with [*Laughing Through the Hard Times: Centering Trans and Queer Black Voices in 2020*](#) – a conversation between Frankie Flores of the UNM LGBTQ Resources Center, and musician, activist and scholar Laz Letcher on Black queerness, history and survival in 2020. Then, on June 25 at 4:30 p.m., the UNM Division of Equity & Inclusion will host [*a virtual dialogue with the Albuquerque Mayor's Office for Equity and Inclusion*](#), titled *Soft & Strong: Centering Black Womxn, Youth & Queer Communities*. We're proud to be taking part in these ongoing efforts to make space for silenced voices in the Black Lives Matter movement.

Additionally, beginning June 19 and running through the end of August to coincide with the 57th anniversary of the March on Washington, the UNM Newsroom will be running a series of features on race and racism – including pieces exploring the history of the civil rights movement leading up to the Emancipation Proclamation and Juneteenth, race-related protests in the United States, and anti-Blackness in the media among others. I'm proud of the ongoing work that's being done to educate and raise awareness of some of the fundamental issues related to race and racism in New Mexico and the United States –

including gaps and omissions in our cultural knowledge that we need to fill in now more than ever.

University of Northwestern, St. Paul – Office of the President

Wednesday, June 10, 2020

Dear Northwestern Community,

Over the past two weeks I have witnessed Northwestern students, alumni, faculty, staff, on-air radio hosts, and supporters react and respond with God-honoring leadership to the events surrounding the death of George Floyd. Amidst the anger and pain that has been expressed as a result of this dreadful event, members of our community have dialoged and demonstrated as they seek to address the evil that is connected with racism and injustice. These individuals have and continue to represent and directly implement the ideal ethos and spirit that Northwestern seeks to create in its students as outlined in the university's mission statement. Our goal is that UNW graduates (and students) will give God-honoring leadership in the home, church, community and world.

As I noted on May 28, George Floyd's death, as a result of police brutality, was wrong. In response, a movement across America that seeks to address the reality of racism and social injustice within our culture and create fairness throughout our country has been amplified. If we at Northwestern believe in and embrace our mission statement, if we believe in the Word of God, if we believe that every human being is made in the precious image of God, then UNW needs to be in that movement. UNW needs to be involved in reconciliation efforts on multiple levels.

How Is It Happening?

The people of Northwestern continue to exemplify the type of leadership that can produce lasting change. They are seeking to stop the constant and consistent pattern of racism and injustice toward black and brown people. They are calling out the reality of overt racism that exists within every aspect of society and advocating for change that is no longer "just

talk,” with real consequences and results. These individuals seek to give voice to those who cannot speak because “someone’s knee is on their neck.”

Here are a few examples of action by Northwestern alumni, current students, and employees I’ve seen on social media:

- A recent graduate actively organizing several prayer vigils as well as opportunities for people to be involved in calls to action;
- A current student using a megaphone rallying peaceful protestors with cries for justice, change, and unity;
- Two UNW alums feeding demonstrators and volunteers;
- A recent graduate offering supplies and provisions (water, diapers, everyday needs);
- An alum, who has a youth ministry in Minneapolis, coming alongside business owners who lost their shops, offering help in restoration;
- Several spouses of UNW employees coordinating group efforts to bring food and everyday necessities to those in need (e.g. Sanford Middle School);
- A UNW alumna who oversees real estate properties for Target Corporation expressing her tears of joy over the outpouring of help and assistance by total strangers;
- A UNW professor standing shoulder-to-shoulder with community leaders and residents demanding justice;
- Another professor posting on social media with advice and insights on handling the emotions and stress entangled in these events;
- An alum and former employee joining fellow pastors demonstrating for justice and change;
- An alum working in the midst of the demonstrations to call out injustice, connecting people with people;
- Multiple UNW alumni, in uniform as first responders, seeking to protect demonstrators as they exercise their First Amendment rights; and
- On-air hosts throughout the Northwestern Media network discussing the events and interviewing people regarding biblical perspectives and recommending how we should respond biblically.

We have heard of other UNW alumni and current students, unbeknownst to each other, who are participating in various activities centered on the need for racial justice and drastic change in our culture so that America can move away from any form of racism. These are only a few of many Northwestern connected individuals, seen and unseen, who are participating in this quest for justice with their gifts, talents, and passion. Once again, as has happened throughout our university's history, Northwestern graduates are seeking to be difference-makers for the Kingdom of God on earth. Some do so boldly and some quietly, but each is seeking to create change.

Listen. Process. Change.

These recent injustices serve as a reminder for our community to be intentional, both in front of and behind the scenes, calling out evil, racism, and injustice on our campus (it happens here), in our communities and in the world. So, what should Northwestern be doing?

The first step is to authentically listen to the painful experiences of racism and social injustice experienced by members of our community. We must set aside any pre-conceived perceptions and bias and simply listen to the voices who are sharing their reality. Then, let us process what we have heard. Reflect on the realness of their reality and ask ourselves, *"How have I contributed, implicitly or explicitly, and what can I do to alter my current behavior and viewpoint?"* The third step is to learn from what we've heard and seek change. What can be done differently? What specific steps must be taken to eliminate injustice inside Northwestern, in Minneapolis/St. Paul cities, the region, the U.S., and in the world? Our objective is simple, but difficult. How can we change the world by engaging culture and redeeming it through Christ's love?

Here is the simple reality. If we, members of Northwestern, proclaimed followers of Christ, seek a comfortable faith, then the Gospel will not advance. Spiritual faith deepens through adversity, not through comfort. But, we must start here – on campus – and then go out into the culture.

Commitment – Deliberate and Intentional

Change is clearly needed due to the racism and injustice that is experienced and seen daily. I believe change needs God-honoring leaders to influence, impact, and guide the conversations and to ensure everyone has a voice.

Intentional changes have been made at Northwestern over the last 20-30 years, albeit slower than I had hoped and prayed for. But change has and continues to take place. Some of these changes have included:

- Last fall, an event called *A Commitment to a Prayer and Reconciliation Journey to Unity: Service of Lament* was held in Nazareth Chapel. This public declaration of confession, unity, and prayer in regards to racism and social injustice was voluntarily attended by members of our board of trustees, faculty, staff, administration, and students;
- A monthly training and coaching series, called *Implementation of the Cultural Intelligence (CQ)*, was implemented to directly address anti-racism topics for staff and faculty. Selected CQ sessions now serve as required onboarding for new faculty and staff;
- We have implemented Unconscious Bias Awareness training for faculty and staff. Student Life staff now include bias awareness and inclusion conversations in their August student leader training, along with follow-up sessions throughout the academic year;
- Creation of an *Abundant Life* chapel series on the topic of pro-life perspectives from the cradle to the grave, which includes the importance of repairing the effects of people's experiences of racial bias;
- Commitment as an organization to actively hire more diverse employees, thereby reflecting the richness that comes from various racial and ethnic perspectives;
- Intentionally placed highly skilled and professionally qualified persons of color in prominent positions of organizational leadership;
- Established and funded a scholarship program (Act Six) to invest in an ethnically diverse group of young leaders;
- Created the Office of Global Initiatives;
- Established a Diversity & Inclusion core team, which includes half of the Senior Leadership Team. As part of the institution's strategic goals, we created a Strategic Diversity & Inclusion Framework, including a multi-year implementation plan;
- Implemented intercultural Development Inventory (IDI) assessment tool and training opportunities for faculty and staff;

- Created and increased Student Life staff support for the student organization now called FORCE (Fellowship of Reconciling Cultures Everywhere); and
- Committed to address firmly and decisively, in a timely manner, all reported challenges of racism, verbal or non-verbal, being experienced by students or employees. While this has been effectively executed in a timely manner, many situations go unreported. When we have been notified, we have investigated and acted.

These are just a few of the steps that have been taken. And yet, more steps need to be taken; our journey is not complete. As we prepare students to be Kingdom builders, we must strive to become, as an example to our students and listeners, on campus and throughout our organization, a just and racism-free community. This is not an easy task, nor will racist incidents never occur. Our sinful nature will surface. There will be situations where, whether intentional or unintentional, racism will surface. It is inevitable.

What Are the University's Next Steps?

- As university president, I meet with the student government president and vice president monthly throughout the academic year. I will now, starting in the Fall 2020, ask the president and vice president of FORCE to meet with me monthly as well. Having direct access to the voices of our student leaders is extremely beneficial;
- We will continue our current path of pursuing hiring more faculty and staff of color. This has been an ongoing effort. It continues to remain a high priority for me;
- We will continue to offer an intentional track of campus chapels to provide students an opportunity to openly discuss, process and examine systemic racism in our world and how we, as followers of Christ, in faithful obedience, can make a difference;
- Student Life staff will be hosting and facilitating community gatherings to invite students, faculty and staff to discuss a wide variety of topics related to anti-racism, diversity and inclusion;
- Student Life staff will continue to partner with the YMCA Equity Innovation Center of Excellence (a key member of the Center's leadership team is a UNW alum) to provide customized, experiential learning opportunities for all students; and
- The Office of Academic Affairs has begun soliciting perspectives and recommendations from faculty and academic staff regarding what should be changed, enhanced, or eliminated within Academic Affairs to help address systemic

racism and injustice in our communities and world. I will ask the Director of Global Initiatives and the Senior Vice President for Academic Affairs to report back to me as they synthesize feedback and facilitate a plan of action to examine systems that may be preventing full diversity, equity, and inclusion and to also foster a welcoming learning community where the richness of diversity, created by our Creator, is understood, respected, encouraged, and celebrated.

Those of us who truly believe in a merciful, loving Lord, men and women grounded in a deep, personal relationship with Christ, will you join me as steps of action are taken, actions bathed in prayer, to pursue a society that truly believes all people are created equal and made in the precious image of our Lord and Creator and support the emergence within this generation of influencers, leaders, game changers, and change agents against injustice, racism, and oppression. May those prayers and efforts include the words, *"Lord, may your kingdom come and may your will be done on earth as it is in heaven. So, Lord, in that quest, use me. Here I am. I want to make a difference, whatever the cost may be."*

President Alan Cureton

University of New Hampshire – Office of the President

Black Lives Matter. Our Action Plan.

June 10, 2020

Dear Wildcat Community –

This past Sunday, I attended the student-organized Black Lives Matter rally on T-Hall lawn. I listened to seven brave and eloquent students share their stories and experiences at UNH and beyond. It was clear that we have a lot of work to do to address systemic racism in a way that facilitates their sense of belonging and well-being. While we have made some progress, there is still more work to be done.

Racism is a systemic and longstanding problem across America and in our institutions of higher education. While the killing of Black citizens represents the worst outcome of racism, it also influences the everyday experience of our fellow citizens and neighbors in a profound and troubling way—as the student speakers made clear on Sunday. People across

the country, around the world and here in New Hampshire are mobilizing and coming together in hopes that this can finally change. We are presented with a moment in our country's history to create structural and institutional change. All institutions, especially anchor public institutions like UNH, have to be part of this change. We need to determine, methodically and efficiently, what are the most important steps we can take to be part of the solution. The President's Leadership Council (PLC) will collectively be responsible for determining what actions we need to take and to oversee their implementation. We will ensure that there are both men and women of color on the PLC.

Our plan is in two parts. **Part one: listen and learn.** We will dedicate ourselves to learning about racism in American, its history, its impacts and how to become antiracist in our respective roles as students, faculty, staff and alumni. This will take place between now and August. We will learn by:

- **Self-Education.** Our colleagues at the library, Bearegard Center and the Center for Community, Equity and Diversity have compiled a [list of resources](#) for learning more about racial justice and equity that will help us all better understand and deal with the issues. We must ask ourselves how and why this is happening? What is the history that we may be unaware of? We will also review existing and recent plans going back several years to make sure we are not overlooking work that has already been done. This includes the [report of the Presidential Task Force on Campus Climate](#), which reviewed the [Campus Climate Survey](#) and incorporates student demands from 2017.
- We will approach all relevant groups on campus and ask for their input.
- We are consulting with knowledgeable advisors to ensure that we have access to important expertise and experience.
- We are creating forums for students, faculty, staff and alumni to provide input. Forums are already planned in COLA, CHHS, COLSA, the Graduate School, the Law School and the Library. We will also accept input by email at [REDACTED].
- Being available. A member of the President's Leadership Council will speak individually with any member of the community who wants to provide input. Just send an email to [REDACTED] to request a conversation.
- Acknowledging the good work that is already going on around campus. For example:

- The Beauregard Center
- Office of Affirmative Action and Equity
- Postdoctoral Diversity and Innovation Scholars program
- McNair Scholars Program
- The University Police Department has undertaken extensive training (e.g., profiling, hate crimes, cultural diversity) and received advanced accreditation in areas including community involvement and outreach. All on-duty police officers wear a body camera in accordance with N.H. law and department policy. See Chief Paul Dean's recent letter to the UNH community [here](#).
- Our [new partnership with Howard University](#). Our two institutions are working together on both faculty development and research.
- The many trainings and programs offered by the [Office of Community, Equity and Diversity](#).
- UNH faculty and staff are participating in a research project with the State Advisory Group on Juvenile Justice that seeks to build better relationships between police and under-represented young people in New Hampshire, including in our public schools.

Part two: Take Action. In August, we will begin taking actions that will have the most impact based on what we have learned. We will engage external expertise to ensure that we are sufficiently bold and strategic in our actions. We will also monitor the impact of what we have done and take corrective action where necessary. We will share the work we have done and its impact with all of you.

One specific area we will explore, and have already spoken about with the faculty senate leadership, is our undergraduate curriculum and the Discovery program. How can we ensure that our graduates are exposed to the elements of U.S. history most important to understanding our current situation with regard to race?

We are asking for everyone's help and ideas and I have been heartened by how many

people have already expressed their support and interest in working on these issues. We can do this together. We will not get everything right, but we will do our best. We will keep learning, and we will remain committed to ensuring that our Black and Brown students, faculty and staff are able to thrive at UNH.

Sincerely,

James W. Dean Jr.
President

University of Pittsburgh – Office of the Chancellor

Statement on Racial Injustice and the Death of George Floyd

June 2, 2020

Dear Members of the University Community:

It is impossible to forget the image of George Floyd, gasping for air as a police officer who is sworn to protect and defend calmly kneels on his neck until he dies. It is both a shocking scene of violence that should never happen and a potent reminder that it continues to happen all the time.

The painful truth is that persistent and systemic racism continues to fuel a deep injustice toward African Americans. The familiarity of this tragedy has ignited widespread protests and demonstrations—not only across our country, but across the globe.

We are outraged because it *is* outrageous. How many times must we witness these blatant examples of injustice, hatred, brutality and discrimination before we resolve to change things?

This is a time for demonstrating solidarity with our African American community. To the University of Pittsburgh's African American students, faculty, staff and alumni: We stand with you in demanding better and are committed to working with you to make meaningful

changes.

Unfortunately, grief and anger are emotions too easily exploited. Some are happy to create confusion, sow conflict and incite violence and ultimately erode our fundamental rights to peaceably gather and demand real change. This, too, is a painfully familiar pattern. Against a rising toll of injury, death and recrimination, we stand to lose our solidarity—replacing it with ever-deepening divisions.

Do we have to go down this road?

In this moment of raw grief and anger, we must plot a path forward. We must find ways to build bridges, listen and empathize—even when it is uncomfortable. And we must demand better of our leaders, holding them accountable by voting and pushing to reform the laws and institutions of our democracy. Working together, we have enormous power to realize change.

But this is also a time to turn the lens inward and consider our institution's own role in perpetuating unfair structures and systems. A university is not an ivory tower but an extension of society—a place dedicated to advancing knowledge for everyone's gain. Racism degrades our pursuit of true equality, liberty and justice, and it undermines our ability to create opportunity through teaching, research and service. Our university must become a better, more equitable place, and we can do more.

These local efforts may seem like small acts in the face of a national civil crisis, but they can catalyze powerful change. The University of Pittsburgh is a longstanding leader in our region. Yet, for all of our remarkable accomplishments, African Americans living within the Cathedral of Learning's shadow are still confronting an alarming opportunity gap. We can expand our efforts to translate our work into practice and spur a local renaissance in our surrounding neighborhoods and communities.

Reshaping our university to be more diverse, inclusive and just—while also expanding our reach and impact in promoting social justice—is a significant effort, and we will need to resource and sustain this transformation over time. Because of this, I am putting our nearly complete strategic planning process—which aims to chart Pitt's course over the next five years—on hold. This pause will give us time to incorporate specific strategies to strengthen our commitments to racial equity and justice. I will need your help in identifying the most promising initiatives in this final plan, and I hope you will participate.

To jumpstart this work, we are scheduling and planning a number of opportunities to convene virtually so that we can share ideas, experiences and expertise related to eliminating racism and injustice near and far. In the days ahead, we must continue to stand in solidarity as we work to forge a better, more equitable future for all.

Respectfully,

Patrick Gallagher

University of Pittsburgh – Office of the Provost

June 2, 2020

Dear Panther Nation,

These are dark and difficult days. In the midst of a global pandemic, unprecedented in any of our lifetimes, we are witnessing again the all too common horror of police brutality and racist attacks against African Americans. The killings of George Floyd, Ahmaud Arbery, Breonna Taylor, like so many before them, send the false and racist message that Black lives do not matter. We must work to right that wrong.

I am always concerned about the well-being of everyone in the Pitt community. But as our campus strives to reopen in this new era of wearing masks and keeping our distance in a time of turbulence, I am especially concerned about our students, faculty, and staff members of color. Please know that University leadership cares deeply about your health and safety. We stand together against racist violence and injustice.

Our mission of education and research offers a way forward through these deeply challenging times. As educator and activist Mary McLeod Bethune once wrote, "Knowledge is the prime need of the hour." When protests wane, it will be important to continue to intensify our critical understanding of the roots of racism, violence, and oppression. Just as our biomedical researchers are rushing to find a vaccine for the novel coronavirus, our social scientists and humanist scholars must continue their work to further our understanding, sharpen our critique, and offer solutions to longstanding racism, white supremacy, and police misconduct.

We are—and must be first and foremost—an inclusive, equitable, and caring community of scholars, learners, teachers, and colleagues. Working together in mutual recognition of the dignity and equal moral worth of each of us, we can overcome any scourge of the body or the soul. Let us work for justice that we may flourish in peace and health.

In solidarity,

Ann

Ann E. Cudd

Provost and Senior Vice Chancellor

University of San Francisco – Office of the President

An open letter to Black-identified students, faculty, staff, alumni, and their allies

Wed, Jun 10, 2020

Dear USF Community,

While the events of the last week have been painful and traumatic for so many of us, they have brought forward the devastating impacts of police violence against African Americans in this country. As campus leaders, it is important that we speak out against the relentless atrocities that we are bearing witness to that are unjust and inhumane.

Therefore, the leadership of the University of San Francisco condemns police brutality, institutionalized racism, white supremacy, and systemic social injustices that have led to the deaths of too many Black people in the U.S. and globally.

We grieve and stand with the family of Ahmaud Arbery who was murdered while jogging in Georgia by two white men.

We stand with Christian Cooper who was the victim of a white woman's attempt to use the police as a weapon against him as he was birdwatching in New York City's Central Park.

We stand with Breonna Taylor, an essential worker during this pandemic, who was killed in her home by police.

We stand with George Floyd, who was senselessly killed by a Minneapolis police officer while onlookers begged the officer to release the pressure from his neck and as Mr. Floyd spoke the same words as Eric Garner, who was similarly slain: "I can't breathe."

We affirm that Black Lives Matter, and we stand in solidarity with those who protest injustice and rise up against dehumanization. We affirm and embrace the tenets of racial justice taught by the Rev. Dr. Martin Luther King, Jr., and brought alive at USF through our Institute for Nonviolence and Social Justice.

We stand with the Black Student Union at the University of San Francisco in making this statement in response to their demands. We affirm and support their desire to lead USF to new ways of living, learning, and working together as a community.

We cannot forget that our commitment to living a "faith that does justice" is rooted in narratives of liberation of the oppressed. The institutionalized racism and white supremacy that pervades our culture is antithetical to the Jesuit values that define USF.

As members of the university's leadership, we will reflect on the times that we have not supported or actively responded to Black-identified students, faculty, and staff when they have engaged in anti-racist activism or called out racist policies and practices.

We know actions speak more loudly than words and that as a university we must embody the values we profess through concrete actions of solidarity for and with those resisting anti-Black violence in this moment.

We recognize that our Black colleagues, Black students, and Black alumni may have lived with high levels of uncertainty and anxiety at the hands of our silence, our complicity, and our exclusion. We have heard this, yet our responses need to be different. Our responses must be aligned with depth and significance of the reality Black people have long experienced. We pledge to listen more intently in the days, weeks, months, and years ahead — and to work to implement concrete change in our community.

We commit to become race-conscious and equity-minded in our leadership practice including our decision making, management oversight, and policy development.

We commit to doing the hard yet necessary work to uncover our own bias, prejudices, and unintentional yet complicit behaviors that harm Black people and hold us back in becoming allies individually and collectively.

We commit to always working with humility toward equity in our community, knowing that this is a constant self-reflective work in progress. We commit to our goal of working toward an even better and more productive understanding of how our values and our mission can be put into action to end anti-Black racism.

We promise to follow up with information on specific actions and plans. We will work with members of our community, and provide a timeframe for immediate actions this summer, throughout the fall semester, and beyond. We promise to involve and collaborate with our community of faculty, staff, students, and alumni in developing and communicating these specific actions.

In solidarity,

Paul J. Fitzgerald, S.J.

President

Tyrone H. Cannon

Interim Provost and Vice President, Academic Affairs

Margaret Wooding Baker

Dean, School of Nursing and Health Professions

Pamela Balls Organista

Interim Vice Provost and Special Assistant to the Provost

Opinder Bawa

Vice President, Information Technology and Chief Information Officer

Michael Beseda

Vice Provost, Strategic Enrollment Management

Erin Brigham

Chair, University Council for Jesuit Mission

Shawn P. Calhoun

Interim Dean, University Library

Marcelo F. Camperi

Dean, College of Arts and Sciences

Charlie Cross

Vice President, Business and Finance

Dominic L. Daher

Associate Vice President, Tax Compliance, Internal Audit, and Payroll Services

Donna Davis

General Counsel

Julie Dowd

Director, University Ministry

Susan Freiwald

Dean, School of Law

Timothy S. Godfrey, S.J.

Rector of the Jesuit Community

Jeff Hamrick

Vice Provost, Institutional Budget, Planning, and Analytics

Donald E. Heller

Vice President, Operations

David Kirmse

Associate Vice President and Director, Educational Technology Services

Shabnam Koirala-Azad

Dean, School of Education

Stacy Lewis

Associate Vice President, Finance and Treasury

Michael E. London

Associate Vice President, Facilities Management

Anneliese Mauch

Associate Vice President, Marketing

Lindsey McClenahan

Associate Vice President, Development

Shirley McGuire

Senior Vice President, Academic Affairs

Charles T. Moses

Dean, School of Management

Srini Navaneethan

Associate Vice President and Director, Technology Services

Neva T. Nguyen

Associate Vice President, Accounting and Business Services

Julie Orio

Vice President, Student Life

Martha Peugh-Wade

Associate Vice President, Compliance and Compensation

Ellen Ryder

Vice President, Marketing Communications

Mary Wardell-Ghirarduzzi

Vice Provost, Diversity Engagement and Community Outreach

Peter Wilch

Vice President, Development

University of Oklahoma – Office of the President

May 31, 2020

Ninety-nine years ago today, blood began to flow down Black Wall Street and the Tulsa Race Massacre ensued, marking one of the most tragic events in the history of our state and nation. And now, nearly a century later, we continue to live with the same violence and vitriol. The recent killings of Breonna Taylor, Ahmaud Arbery, and George Floyd are stark examples of black lives lost due to senseless brutality. We know that racism in all of its forms, explicit and implicit, is never more unfair than when it leads to the needless loss of a life. To become the country we know we can be, we must honestly address the issues that underlie these societal divisions and make real, systemic change. I urge our entire OU family to lend support, advocacy, and love to the marginalized black members of our own community. Together, we are stronger.

Joseph Harroz, Jr.
President

University of Washington – Office of the President (First Message)

May 30, 2020

[Lifting the veil: understanding the clarity this moment offers](#)

Ana Mari Cauce

*I'm terrified to go outside.
I don't know what people see when they look at me.*

*Do they see a strong, resilient, educated woman?
Do they see someone who is their ancestors' wildest dreams?
Do they see a woman who has friends and family they love?*

*I'm terrified to go outside.
I don't know what people see when they look at me.*

*Do you only see my skin color?
Do you only see the stereotypes others created for me?
Do you only see your fear?*

*I'm terrified to go outside.
I don't know what people see when they look at me.*

*My brothers and sisters are villainized for asking questions.
My brothers and sisters are detained for walking on a public street.
My brothers and sisters are killed for existing.*

*I'm terrified to go outside.
I don't know what people see when they look at me.*

*I wonder when I will be harassed for existing.
I wonder when the police will be called to my door.
I wonder when I will be the one mourned.*

I'm terrified to go outside.

– Laura Cañate, MBA '18

The last few weeks and months have been a time of jarring contrasts. Community members donating masks sewn by hand to protect essential workers, while mask-free revelers flout distancing mandates at pools and beaches. Groups of armed white demonstrators march against stay-at-home orders at state capitols with impunity, while for Black Americans the

simple act of walking down the street, jogging or birdwatching can be fraught with danger, and even end in death. Too many are left to wonder, as does UW MBA alumna Laura Cañate, '18, "when I will be the one mourned."

Many of us have seen those compelling "before and after" pandemic pictures of cityscapes around the world. The before pictures show buildings shrouded by pollution while the after pictures reveal majestic mountains or vast stretches of squalid, overcrowded houses in the background. It's like a veil has been lifted allowing us to see more clearly what was there all along.

Periods of upheaval and crisis both test and reveal our character, as individuals, communities and nations. Over the last few weeks and months, I've written about the courage and creativity of so many in our community. I've never been prouder of our faculty, students and staff and I am confident that we can and will continue to learn and grow together, building toward a healthier future for all.

But first, we must seize the clarity this moment offers. Painful though it may be, we must face up to the inequities this pandemic has laid bare, and the ugliness that it has revealed. We ARE all in this together, I wear a mask not to protect me, but to protect you. And it is also unquestionably true, that we are not all on equal footing. There are class and race differences not only in who can work from home, and who must venture out, but in who has kept their job and who hasn't. While low-income and communities of color are more apt to work at jobs that require them to be there in person, these same jobs are less likely to come with health care or sick leave. These communities are more apt to be in neighborhoods characterized by overcrowding and with less access to healthy food choices and recreational activities, conditions that no doubt play a role in the fact that people of color are more apt to suffer complications and even death from COVID-19.

These structural inequities, and the institutional racism that they reflect, create and amplify the conditions that led to the appalling ugliness that we've seen in the last few days and weeks — laid bare once again by ubiquity of cellphone cameras. The post-pandemic goal should not be to go back to the way it was. We must do better. As we enter into a period where a new vigilance around hygiene and closeness will become habitual, and where we measure the consequences of our individual actions not just by their effect on our own health, but on how they might affect our family and friends, let's create a "new normal" where attention to issues of equity becomes habitual as well. In this community, in our community, we can and we will continue our work to address issues of equity, racism and bias. The veil has been lifted. We cannot give up – or go back.

Laura, I see you, I hear you. I know the smart, strong, sensitive woman that you are. I know your pain. My brother has been murdered next to yours, leaving a hole in my heart and life that can never be filled. And to you and all Black students, faculty and staff, while I can only imagine what it's like to walk in your shoes because my light skin protects me from your terror, I can and will walk with you.

George Floyd, Ahmaud Arbery, Breonna Taylor — say their names, see their faces, hear their cries. Weep, then act.

University of Washington – Office of the President (Second Message)

[We honor Juneteenth and commit to the work ahead](#)

Ana Mari Cauce

Resources

[Juneteenth: The growth of an African American holiday \(1865- \)](#)
BlackPast.org

[Anti-racism resources](#)

The UW Race & Equity Initiative

[Juneteenth Celebration](#)

National Museum of African American History & Culture

Today, people across our nation are commemorating Juneteenth, the day in 1865 on which enslaved people in Texas learned that the Civil War and their enslavement were at an end, more than two years after the Emancipation Proclamation became law. Juneteenth has long been celebrated as an Independence Day in the Black community, and Professor Emeritus Quintard Taylor has written a [history of the day and its significance](#). As a University, we are proud to join in recognizing the significance – both historic and ongoing – of a day celebrating Black liberation.

Our nation is in the midst of a new reckoning – long overdue and far from complete – with the deeply-rooted racism that manifests in both blatant and insidious ways.

Commemorating Juneteenth is one step towards fully acknowledging the human lives and labor that were stolen in the making of America. We must confront that painful truth and listen to those who carry the legacy of their enslaved forebears if we have any hope of a renewal that truly honors the values of equity, justice and freedom.

The great American novelist Ralph Ellison wrote in his posthumously-published novel, “Juneteenth,” that, “It’s the little things that find us out, the little things we refuse to do in order to avoid doing the big things that can save us.” Today we celebrate a day in the history of Black liberation that occurred 155 years ago amidst painful proof all around us of how far short we still are from that goal.

Tomorrow, and in the days, weeks and years to come, we commit to the big things, the hard work, and the actions that will lead to meaningful, lasting change.

University of California, Berkeley School of Law – Office of the Dean to Alumni

June 1, 2020

Dear Berkeley Law Alumni,

I hope that this message finds you and your loved ones healthy and safe. I know that the last week has been a particularly difficult one. The death toll in the United States from COVID-19 exceeded 100,000. We learned that 40 million people have lost their jobs. We saw the horrifying death of yet another unarmed African-American man, George Floyd, at the hands of a Minneapolis police officer. We have witnessed violence in cities across the country. The words of Dr. Martin Luther King, Jr., in his Letter from a Birmingham Jail, are so apt: “Moreover, I am cognizant of the interrelatedness of all communities and states. I cannot sit idly by in Atlanta and not be concerned about what happens in Birmingham. Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly.”

We, as a Law School, have a special role and responsibility to play in ensuring justice. We must loudly condemn the racism that is reflected in the much greater toll of COVID-19 on communities of color and the continued police brutality and violence directed at African-Americans. We must express solidarity with our students, staff, faculty, and alumni of color for whom this is especially difficult. We must speak out against the great economic inequalities, especially along racial lines, in our society. We must provide education on these issues within our Law School and to the broader community. We must work hard for solutions, through the law and the legal system, to these deep-seated problems.

Our knowledge, our tools, and our privilege impose on us an obligation to study and learn about all of this, but also to act. We are the profession responsible for justice. And we must echo the words of Dr. Martin Luther King, Jr., “We will not be satisfied until justice rolls down like waters and righteousness like a mighty stream.”

Especially at this very difficult time, I hope we can draw strength from our community at Berkeley Law and support each other in every possible way.

Warm regards,

Erwin

University of California, Berkeley – Office of the Chancellor

[Chancellor Carol Christ on reimagining public safety](#)

JUNE 18, 2020

Chancellor Carol Christ sent the following message to the campus community on Thursday:

I have been profoundly affected by what recent events have revealed about the state of race relations in our country and the indisputable evidence those events provide of police

brutality. I hear the pain, anger, exhaustion, and calls for accountability that members of our community have shared with me in the many letters that I have received, and the many conversations I have had in recent weeks.

I agree with and support the efforts of individuals and organizations to accelerate and strengthen efforts to reexamine the role of police in society and reimagine alternative systems of community safety. Elements of our country's law enforcement culture dehumanize some of the very people whose safety and wellness police officers are sworn to protect, especially the Black community. Here, on campus, we know and have acknowledged that we can and must do better to find new approaches to policing and community safety.

I am writing now to share some initial steps that I have decided to take to achieve these goals. I have arrived at these decisions after careful consideration of statements from members of the community and conversations with campus administrators, faculty, students and staff, and with the leadership of the Independent Advisory Board on Police Accountability and Community Safety.

- Joining many police departments across the country following the death of George Floyd, UCPD has banned the use of carotid holds. We will work with the police and the community to identify additional policy changes to ensure that our use of force policies are as restrictive as possible within the context of University of California policy and the law. We want to shape our policies to fit our principles of community.
- We acknowledge the harm that can be done by a militarized police force. In response to calls for demilitarization, we will review our tools and equipment to ensure that they are sufficient, but not excessive, for ensuring community safety.
- We acknowledge that, over the years, the scope of law enforcement has grown, and it is time to re-assess it. We will focus the scope of police responsibilities on law enforcement, identifying opportunities to move responsibilities currently housed in the police department to other campus units, beginning with emergency management, Live Scan fingerprinting, access to buildings, and compliance with the crime reporting and transparency requirements of the Clery Act.
- We will create a team of mental health professionals to serve as first responders in wellness checks and mental health emergencies in an effort to reduce the role of

armed officers in non-criminal calls.

- In order to make Sproul Hall an even more student-focused location, we will identify a site to which we will re-locate the police department. We recognize that this area, so close to the front door and heart of the campus, can be made more welcoming.

We can make some of these changes very quickly; others—such as the first responder program for wellness checks and mental health emergencies and the re-location of the department—will take a longer planning period during which we will work both with the Independent Advisory Board and with the Police Department.

I expect a report from the Independent Advisory Board at the end of the month that will contain further short and long term recommendations. I am committed to working with the IAB to identify new alternatives for a system of community safety that reduces the need for law enforcement. In determining our actions, we will work with members of the Black community, in particular Black students, to ensure that those in our community who are most affected by societal inequities, including structural racism and anti-Blackness, remain at the center of our conversations regarding police accountability and community safety.

Tomorrow is Juneteenth, the commemoration of the ending of slavery in the United States, and a call to action in determining how together we create a more just and equal society. My Cabinet and I know that the time has passed for incrementalism. The onus is on us. Our words must continue to result in action, and the campus administration, along with UCPD's leadership and officers, must live up to these commitments. We will keep the campus community updated on our progress. We cannot rest until we are all satisfied that our institution and its constituent parts are free of racism, bias, and discrimination.

University of California, Davis – Office of the Chancellor

[Chancellor's Statement on George Floyd](#)

May 28, 2020

Posted by Gary S. May

To the UC Davis Community:

“I can’t breathe.” These were the last words uttered by Eric Garner as he was being murdered on Staten Island in 2014.

“I can’t breathe.” These were among the last words spoken by George Floyd as he suffered the same fate under hauntingly similar circumstances in Minneapolis on Monday evening.

In 2014, I tried to explain the Garner incident to my daughters. Yesterday, I tried to explain the Floyd incident to myself. In both cases, I fell short. Murder captured on video defies explanation.

Needless to say, these tragedies hit my family and me hard. I know it’s touched a deep nerve with many of you as well. You have reached out to express your support, concern, sadness and anger, and I appreciate it. To be honest, it’s been difficult for me to know how to address this because it is so personal.

I lived in Georgia for nearly 30 years, where Ahmaud Arbery was hunted and killed. George Floyd could have been any African American man, including me. Beyond the constant barrage of fear of the negative consequences of birding while black, shopping while black, cooking out while black, exercising while black — it is just exhausting. And I’m tired.

I can’t claim to speak for all African Americans or all people of color. And to ask me or others like me to do so is a burden others don’t have to carry. So I have thought a lot about how America got here, so long ago, and why we haven’t made as much progress as we often claim.

The events of this week also cause me to believe even more strongly, if that’s possible, in building an inclusive environment that recognizes and respects people of all backgrounds

and experiences. I remain committed to that and hope you will do what you can to eliminate racism, sexism, and other negative influences on our progression as a nation.

Perhaps higher education can be that positive influence on lives beyond an education. Perhaps here we can create a way forward. Perhaps here we can breathe.

Sincerely,

Gary S. May
Chancellor

University of California, Irvine – Office of Equity, Diversity and Inclusion to Employees

May 28, 2020

Dear colleagues,

“We are in this together” has become a common phrase as we confront this unprecedented pandemic. The sentiment captures the genuine appreciation for the courage of first responders and essential workers whom we rely on to keep our communities running. It also acknowledges the hard realities of sickness, death and the growing economic damage that individuals, families and communities are experiencing.

The persistence of anti-Black racism belies this sentiment. Just this week in New York City, Amy Cooper, a white woman, falsely reported to the police that Christian Cooper, a Black man, was threatening her in Central Park. On Monday, George Floyd, a Black man, died in the custody of Minneapolis police. In February, Ahmaud Arbery, a Black man, was killed while jogging in Glynn County Georgia.

None of these examples of racism were caused by COVID-19, but they do pose the question “Are we really in this together?” Drawing on the well-established stereotype of the dangerous Black male, Amy Cooper attempted to use the police to intimidate Christian Cooper *even though it was she who was not following the law*. This encounter reminded me of the lecture of Dr. Yusef Salaam, one of the Exonerated Five, during the campus Joseph P. White Lecture just this past January. Dr. Salaam was one of five young men of color who were wrongfully arrested by the police, charged by the District Attorney and subsequently convicted by a jury of participating in the sexual assault of a white jogger in Central Park in 1989. Christian Cooper’s only presumption of innocence was the fact that he recorded his encounter.

The recordings associated with the deaths of George Floyd and Ahmaud Arbery documented their terrifying final moments of life as Black men in the United States. The recordings did not save them. At most, they reveal the lethality of anti-Black stereotypes. George Floyd plaintively requested air and water while one Minneapolis Police Officer crushed his windpipe and others looked on. The violent denial of even these basic conditions of life recalled the 2014 death of Eric Garner in Staten Island as the result of a chokehold by a New York police officer. In a neighborhood in Georgia, the death of Ahmaud Arbery by individuals who took the law into their own hands calls to mind Trayvon Martin. While visiting his relatives in Sanford, Florida in February 2012, George Zimmerman shot Trayvon Martin to death citing self-defense. Trayvon was unarmed. So was Ahmaud.

These recent incidents of anti-Black racism add to the existing burden of fear. As UCI Professor of Sociology Sabrina Strings noted in a recent essay in *The New York Times*, the disproportionate impact of COVID-19 related sickness and death on Black communities highlights the long-term effects of structural racism in the nation’s health care system, ranging from access and treatment to outcomes. Still, it is important to note that the novel coronavirus did not discriminate against Christian Cooper nor kill George Floyd and Ahmaud Arbery, but it was ordinary people who decided that their lives did not matter.

These are indeed costly lessons at the expense of Black people in the United States. They require each of us to confront anti-Black racism and embrace inclusive excellence. These are inter-related choices. It is not enough to expect equity for yourself without advocating for others. It is not enough to support diversity without learning about the communities that we serve. It is not enough to practice inclusion and resist building bridges of dialogue. And it is not enough to honor free speech without using it to defend inclusive excellence for all.

#ActForInclusion

Sincerely,

Douglas M. Haynes, Ph.D.

Vice Chancellor for Equity, Diversity, and Inclusion

Chief Diversity Officer, University of California

Director, ADVANCE Program

Professor of History, Humanities

University of California, Irvine – Office of the Chancellor

In Support of the African American Community

May 31, 2020

From UCI Leadership

Dear UCI Community:

We watched with shock and horror the video of a white policeman callously, even casually, kneeling on the neck of an unarmed and unresisting black man until that man was dead, while other policemen stood by and watched. This brutal and racist act was like something out of Mississippi during Jim Crow, out of the past we don't acknowledge enough, but it wasn't. It is our reality, in the here and now, a reality that reflects the harsh, brutal, terrible, ongoing legacy of America's original sin.

We empathize with the pain, sadness, and anger that many Black students, employees, and alumni understandably are feeling. Please reach out to any of us if we can help you during this extraordinary time.

The unrest that is roiling our country, from coast to coast, is a profoundly distressing statement of the crisis of our society. At the core of this crisis is the reality of anti-Black racism in the United States. The death of George Floyd was not isolated. Breonna Taylor, a first responder, died in a hail of gunfire in her Louisville home in March. Tony McDade, a Black trans-masculine person, was shot and killed by Tallahassee police. Ahmaud Arbery

in Georgia was hunted down and murdered by vigilantes. His story is all too familiar. Unarmed, Trayvon Martin was killed by George Zimmerman in 2012. Their crime: jogging and walking while Black. This sickening and outrageous roll call goes on and on.

The response to these and other unjustified deaths reflects a profound and justified sense of grievance and frustration with policing and our justice system. The unrest that we are witnessing is no less about the persistence of systematic oppression and exclusion in educational opportunity, participation in the economy, access to health care, and all areas of social life essential to social justice and human well being.

As Vice Chancellor Haynes noted in his message last Thursday, the experience of anti-Blackness belies the notion that “We are all in this together.”

But if we are to survive, as a nation, as a society, we *must* be in this together.

Here at UCI, an institution devoted to the betterment of the world, our Inclusive Excellence Action Plan focuses on promoting a campus culture defined by community, thriving, and wellness. That is not enough. We can and must do more. All of us, collectively, must confront the distinctive, fundamental reality of anti-Blackness. We must also look forward and explore what we can do—in our practices, our teaching, our research, our community engagement, our interpersonal interactions—to mitigate the pervasive and systemic injustices and brutalities of anti-Blackness.

To this end, Vice Chancellor Haynes will develop and launch by fall 2020 a wide-ranging initiative. With input from campus stakeholders and community, this initiative will ensure that our campus community is educated about anti-Blackness, takes steps to dismantle anti-Black sentiment, enhances scholarly expertise and research, promotes the intellectual and cultural capital of Black communities, transforms the professoriate and knowledge workforce of the future, and identifies other ways we can rise to the serious challenges confronting all of us.

We stand in unity with the African-American community to deepen everyone’s understanding so that we make this world a better place, for today and for future generations. To do this work we must be in this together.

Let there be light for us all,

Chancellor Howard Gillman

Interim Provost Hal Stern

Vice Chancellor, Student Affairs Willie Banks

Vice Chancellor for Equity, Diversity and Inclusion Douglas Haynes

UCI Chief of Police Liz Griffin

University of California, Irvine – Office of Student Life & Leadership

June 3, 2020

Correction:

In the email sent out yesterday, the term anti-Blackness was used in a way that was contradictory to its previous uses. The intent was to commit to education about and addressing anti-Blackness. In our haste to put out a message to the community, we failed to identify the misuse of the term in the last sentence as it should not have been used in conjunction with anti-racism.

Below is a corrected version.

Dear UCI Students,

Black Lives Matter.

We are reminded once again of the importance of speaking, and more importantly, living these words. The senseless killings of George Floyd, Breonna Taylor, Tony McDade, Ahmaud Arbery, and the incalculably long list of other Black individuals who have had their lives taken from them are the inevitable conclusion of anti-Blackness at the very core of this nation since its inception.

Faced with these tragedies, we must commit ourselves to doing more to address the systems that foster hate and violence against marginalized and vulnerable communities. The Centers that make up Student Life & Leadership (SLL) are bound by a commitment to anti-racist and social justice work. We choose to work at UCI and in SLL because we hold the values of equity and justice close to us.

To our students, the units of Student Life & Leadership stand prepared to continue being change agents and cultivating student leadership while addressing challenges. In doing so, we commit to the following:

- We commit to reimagine and re-examine the mission and goal statements of all of our departments this summer, to ensure we create a truly anti-racist organization, one where we put justice at the forefront of all that we do.
- We will share with you the steps that we have taken to educate and address issues of anti-Blackness, oppression and injustice on an on-going basis.

It is clear that the nation is suffering. In particular, the Black community is impacted by too many occurrences of hate and violence. Anti-racism work needs to occur not just in allyship but also in our actions. [NOTE: Previously read “Anti-Blackness and anti-racism work needs to occur not just in allyship but also in our actions.”] Please join us in this work.

In Community,

Rameen Talesh, Ed.D.

Assistant Vice Chancellor, Student Life & Leadership
Dean of Students

And all departments representing Student Life & Leadership, specifically:
Campus Organizations & Volunteer Programs
Center for Black Cultures, Resources & Research
Center for Student Leadership
Cross-Cultural Center
Dean of Students
DREAM Center

FRESH Basic Needs Hub
International Center
Latinx Resource Center
Lesbian Gay Bisexual Transgender Resource Center
Sorority & Fraternity Life
Student Outreach & Retention Center
Veteran Services Center
Womxn's Hub
Academic Integrity & Student Conduct

University of California, San Diego – Office of the Chancellor

[May 29, 2020](#)

Statement on George Floyd, Breonna Taylor and Ahmaud Arbery

Today our hearts are burdened, our minds are searching, and our spirits are processing a mix of disbelief, anger and sadness. The news of George Floyd's death in Minneapolis on Monday night and the disturbing video of his final moments has shocked the world. Taken in context with the recent killings of Breonna Taylor (by police in her own home) and Ahmaud Arbery (by neighbors while jogging), our black community members, in particular, are outraged, traumatized, fearful and in profound pain.

Grief and concern in their purest forms have been made even more poignant during this time of great uncertainty due to the global public health crisis. The coronavirus pandemic has magnified the long history of racism in our country, ongoing inequity, and the status quo of the dehumanization of our fellow Black Americans.

How do we react? What do we do? Where do we start?

We begin by extending our sincere, heartfelt sympathies to the loved ones of George Floyd, Breonna Taylor and Ahmaud Arbery. We join in mourning their unspeakably tragic and untimely deaths. We stand in solidarity with our black family, friends and neighbors in their time of need and help them shoulder their everyday lives so that they have the necessary time to mourn and process the deeper meanings of these losses. And most importantly, no matter how painful, difficult or uncomfortable, we must review these

events with full transparency and recognize there are systemic problems in our society that desperately need our attention, time and energy to remedy.

We must recognize the violation of human rights and the devastating effects that systemic racism, oppression and violence have on the safety, security and health of communities of color. We cannot let these acts be normalized or allow ourselves to become numb to them. The University of California San Diego unequivocally condemns the disproportionate use of excessive force by some police in communities of color.

We also denounce vigilante acts that terrorize members of the community based upon race, ethnicity, country of origin, religion, disability, gender, gender identity, or sexual orientation. We as a community must not and will not tolerate acts of hate, bias or violence. We are committed to doing what can be done within our institution to make sure everyone feels that they belong and that they matter. This should be our commitment to ourselves and to each other.

Where do we go from here?

In the coming weeks, our Vice Chancellor for Equity, Diversity, and Inclusion has planned community conversations to provide spaces for healing and identifying ways to be agents of change in this moment. Details are forthcoming and will be communicated via campus notice.

We know that statements such as these do not resolve the intractable issues we face as a country. We know it does not even begin to heal the hurt and trauma caused by structural and systemic racism and discrimination. Collectively, let us continue to work together for a more just, equitable and humane society in our service, activism, pedagogy, and community and collaborative efforts.

Pradeep K. Khosla
Chancellor

Elizabeth H. Simmons
Executive Vice Chancellor

Maripat Corr

Chair, San Diego Divisional Academic Senate

Steven Constable

Vice Chair, San Diego Divisional Academic Senate

David A. Brenner

Vice Chancellor for Health Sciences

Margaret S. Leinen

Vice Chancellor for Marine Sciences

Sandra A. Brown

Vice Chancellor for Research

Gary C. Matthews

Vice Chancellor for Resource Management and Planning

Pierre Ouillet

Vice Chancellor and Chief Financial Officer

Becky R. Petitt

Vice Chancellor for Equity, Diversity, and Inclusion

Alysson Satterlund

Vice Chancellor for Student Affairs

Judy Bruner

Chief Ethics and Compliance Officer

Anne L. Buckley

Chief Communications and Marketing Officer

Vince Kellen

Chief Information Officer

Patty Maysent

Chief Executive Officer for UC San Diego Health

Daniel W. Park

Chief Campus Counsel

Nancy Resnick

Chief Human Resource Officer

David S. Rose

Chief of Police

Michael Trigilio

Chair of the Committee on Diversity and Equity

San Diego Divisional Academic Senate

University of California, Santa Barbara – Office of the Chancellor

<https://chancellor.ucsb.edu/memos/2020-05-30-message-chancellor-yang>

May 29, 2020

Dear Members of Our Campus Community,

The images of George Floyd shake us deeply to our core, as do the recent killings of Ahmaud Arbery, Breonna Taylor, and Tony McDade. Our hearts are heavy and we are profoundly saddened and outraged. We are yet again, as a university community and as a country, confronted by acts of injustice that are beyond measure.

On behalf of the UC Santa Barbara community, we offer our sincere and heartfelt condolences to the families of George Floyd, Ahmaud Arbery, Breonna Taylor, and Tony McDade. But words have little meaning unless we also recognize the devastating effects of racism and discrimination on our country. In an earlier message to our campus community from the Office of Black Student Development, we are reminded that our UC Santa Barbara [Principles of Community](#) “are not just a value statement, but a call to action to enact inclusion daily and to stand up to injustice.”

We share the anguish, outrage, and grief of our black community. We stand together in solidarity against hate and injustice.

We know that many in our campus community also are affected by the recent events, and we want to express our care, concern, and support, and to remind you of resources that may be of help.

Counseling & Psychological Services (CAPS). Counselors are available 24 hours a day, seven days a week.

Academic & Staff Assistance Program (ASAP)

Office of Black Student Development (OBSD)

Sincerely,

Henry T. Yang
Chancellor

UCLA Anderson School of Management – Office of the Dean

<https://www.anderson.ucla.edu/about/about-our-dean#updates>

Friday 5/29/2020 9:30 p.m.

Dear Anderson Community,

This update will not be about COVID-19. Given recent events, I ask you to join me in focusing on a different danger to our community and the nation: Racial injustice.

As I write this, protests continue to erupt across the country over the death of George Floyd and other killings of African-Americans including Breonna Taylor and Ahmaud Arbery.

This horrific and frightening issue is important for all of us. As we make our way forward, it is more important than ever to show care for one another, especially for the members of our community who identify closely with the victims and their experiences.

UCLA and UCLA Anderson hold basic values and principles as a community that reject racism and violence and uphold respect for all, appreciation of diversity and a responsibility to address historical and divisive biases through education, research and dialog.

We are looking forward to working with student leaders and campus partners to address these instances of racial injustice, violence against African-American and other segments of our population, and to identify the actions to drive needed change.

As part of that effort, I'd like to share this message from Gaelen LeMelle-Brown, one of our full-time MBA students and a Consortium Fellow.

In this moment, learning from Gaelen and the BBSA presidents is a privilege for our entire community, and one we want to embrace with gratitude.

Great institutions are made so by their communities, and we seek to bring people to Anderson from a diversity of backgrounds precisely because we know that doing so is how institutions can keep learning and evolving to better serve our global society.

As a school dedicated to advancing principled leadership, we must stand together to promote equality and protect the civil rights of all.

Best,

Dean Antonio Bernardo

Dean and John E. Anderson Chair in Management

UCLA Anderson School of Management – Office of Alumni Relations

Anderson Alumni Community:

During a time when the pain of ongoing racial injustice, compounded with the impact of the Coronavirus pandemic, is dominating our attention—we recognize that many in our UCLA Anderson community may be feeling overwhelmed and experiencing anger, fear and sadness. Some of this frustration has been expressed through dynamic and mostly constructive conversations on our alumni channels about Black Lives Matter as well as the incidents that led to the current review of Anderson Lecturer Gordon Klein's actions.

At UCLA and UCLA Anderson, we hold basic values and principles as a community that reject racism and violence and uphold respect for all, appreciation of diversity and a responsibility to address historical and divisive biases through education, research and dialog. Read Dean Bernardo's [Racial Injustice Community Update](#) from May 29, 2020.

With the goal of fostering lifelong learning for our alumni community, we have curated a selection of resources shared recently by Anderson faculty to increase understanding of what systemic racism is and how to respond constructively to anger.

Understanding Systemic Racism

Recommended by: Professor Miguel Unzueta, Senior Associate Dean of MBA Programs

Learn more and/or familiarize yourself with systemic racism:

- A short, animated [video](#) explaining how systemic racism operates
- The National Museum of African-American History and Culture's [primer](#) on structural racism
- A recent Black Lives Matter [FAQ](#)

Responding to Anger in Dialogue

Recommended by: Adjunct Assistant Professor Heather Caruso, Assistant Dean, Equity, Diversity and Inclusion

"We may be stunned into silence, frustrated into exiting the conversation or even provoked into returning the anger. How can we respond more constructively?"

Consider the speaker's motives "Maybe the speaker seeks to ignite an apathetic discussion or to better convey the emotional depths of their experiences."

Consider whether the speaker has sufficient bandwidth to express other emotions "Have they felt belittled, ignored, or misunderstood for so long that pent-up anger must erupt?"

Consider the impacts of anger on others, not just on yourself "And what do I do if I find myself or others feeling turned off or shouted down by the expressions of anger?"

- » [Read full list](#) of response recommendations.
- » [Read article](#) on *What You Can Do*.
- » Learn about the [ECHO approach](#).

Moving Forward Together

Partnered with our Alumni Network leaders, the Office of Alumni Relations will be offering more programming and opportunities to advance the conversation about the multi-faceted dynamics of racial inequality. Watch a recent alumni discussion on Deadly Racism: What We Can Do to Make a Change. Share your ideas for what the alumni network can do to be part of the change with Jill Baldauf ('79, '81), Associate Dean, Alumni Relations.

As we move forward, let's keep in mind that members of our Anderson community are and will continue to be disparately affected by the historical context and current impact of recent events. **When connecting with fellow community members who express differing views, we strongly encourage all to listen, then respond with compassion and respect in order to cultivate productive dialogue.**

We share the unique experience of being alumni of a top, business management school— together we can drive the needed change to promote equality and protect the civil rights of all.

Best Regards,

Office of Alumni Relations
UCLA Anderson

UCLA Anderson School of Management Alumni Network – Board of Directors

Anderson Alumni:

Like you, I am caught up in the challenging and tragic events that have defined 2020, most recently the horrific death of George Floyd, and the visceral response that has since ensued.

I serve as president of the UCLA Anderson Alumni Network. I am not an orator, so I won't be able to come with any better way of pledging my determination to ensure equality, justice and respect for all than what has been shared by Chancellor Block and Dean Bernardo. **Please know I hear you; I recognize your pain and I am determined to use this platform in support of the hard work that remains ahead.**

Your UCLA Anderson Alumni Network leadership team is here to support you as well. We are open to hearing your ideas about how we can leverage this amazing network to create discussion forums, support lifelong learning on key issues and help make sustainable change.

To start, we encourage you to join us this Friday as I moderate a special Friday Faculty Chat conversation with a group of alumni and faculty leaders. We will take steps to understand systemic racism, question underlying assumptions and principles, and provide a safe forum to ask questions, get resources and identify actions we can collectively take.

In the meantime, I humbly ask of you to be mindful, empathetic and respectful to the alumni community and world at large. Everyone responds to and is impacted differently by crisis, whether it's COVID-19 or the events surrounding racial injustice. Reach out to check in with alumni peers and respond to students looking for advice. Pause before hitting "Reply All" to an e-mail offering information or resources in support of our efforts to face these issues. Remember the Golden Rule, even when someone's opinions may not mirror yours.

Be safe. Be well. Be the change. Be Bruins.

Sincerely,

Jonathan Schreter ('00)
President, UCLA Anderson Alumni Network

University of California, Los Angeles – Office of the Chancellor (First Message)

Juneteenth: A Day for Contemplation

Campus Update

To the Campus Community:

On June 19, 1865, enslaved Black people in Texas finally found out that they had been freed from bondage. President Lincoln had signed the Emancipation Proclamation a full two years earlier, but Texas slaveholders had hidden that fact from the people they kept in chains. Generations of Black Americans have since joyously celebrated the anniversary of that liberation as Juneteenth.

Now, 155 years after what was supposed to be that final emancipation, we have again been reminded that the work of liberation is far from finished. We have seen how dangerous it is for Black Americans even to go jogging, or bird-watching, or simply to be in their own homes. We have again seen how many Black Americans struggle to breathe, to vote, or simply to live in a country where, too often, Black lives do not matter.

So, this Juneteenth is a time for us to do more than celebrate. We hope you use tomorrow as an opportunity to think deeply about the ways in which racism persists and to recommit to the urgent work that we all must do to ensure true liberation. At UCLA, we are taking a hard look at what we can do better, discussing concrete actions with campus stakeholders and planning to announce next steps soon. We also encourage you to visit UCLA's Equity, Diversity and Inclusion Office website, which includes ways you can acknowledge Juneteenth and learn more about how to actively engage in the work for racial justice.

UCLA alumnus Kareem Abdul-Jabbar has powerfully observed that "Racism in America is like dust in the air. It seems invisible — even if you're choking on it — until you let the sun in. Then you see it's everywhere. As long as we keep shining that light, we have a chance of cleaning it wherever it lands." Shining that light — and doing the real work of change — is

never easy. It requires honest reflection, moral courage and purposeful action. That is the price we must pay for the world we want.

Like the dust Kareem describes, racism permeates every sector of our society, from education to employment, from housing to health care, from board rooms to court rooms. Racial justice is a goal that must compel every one of us. None of us can be all we want to be until ALL of us can be all we want to be. Therefore, on this Juneteenth, we ask every Bruin to ask themselves how they can do more to combat racism in all its forms, to end anti-Black bias especially and to achieve racial equity, inclusion and justice for all. Please be assured UCLA is doing the same.

Sincerely,

Gene D. Block

Chancellor

Emily A. Carter

Executive Vice Chancellor and Provost

University of California, Los Angeles – Office of the Chancellor (Second Message)
Rising to the Challenge

Tuesday, June 30, 2020

To the Campus Community:

The ongoing principled protests around the nation — and around the world — calling for racial justice have been inspiring and humbling. In this moment we rightfully have been moved to ask what more we can do to make UCLA a community where all will know that Black lives, Black intellects, Black aspirations and Black experiences matter. In recent weeks, we have heard concerns and suggestions from our faculty, students, staff, alumni and others.

In two letters of response sent to concerned faculty on June 18 and June 26, we proposed the following actions that we want to share with all of you now. We hope the following steps will ensure lasting change that will have a positive impact on our campus:

- **We will appoint a special faculty advisor** in the chancellor's office to advise on issues of concern to Black faculty, staff and students. We will ask stakeholders on campus to nominate candidates and will have the position filled by the end of summer.
- **We will create a Black Student Resource Center on campus** that will add to existing spaces. UCLA will provide funding this coming academic year to establish programs and staffing in the center. We have begun the process to identify the best location options for the Black Student Resource Center in the center of campus. Importantly, this critical space for students will include access to and collaboration with faculty and key Student Affairs staff. We will be meeting and working with student leaders from the Afrikan Student Union and Black Graduate Student Association to review these options.
- **We will expand the intellectual community devoted to Black life and racial equity issues across the entire campus.** We will work closely with the leadership of the Ralph J. Bunche Center and the Department of African American Studies in implementing programs to expand the ranks of graduate students, postdoctoral fellows and faculty, as described below. We will invest in scholarship across the career arc as follows:
 - **We will provide 10 summer graduate fellowship awards each year** beginning in 2021 for research, teaching and service related to Black life. Prospective and current graduate students from across all disciplines will be encouraged to apply this coming academic year. The program commitment is for five years, with potential renewal of the program upon review.
 - **We will create a postdoctoral community focused on Black experience.** Five postdoctoral positions, each renewable for a second year, will be funded for five years starting in 2021, with potential renewal of the program upon review.
 - **We will recruit 10 additional faculty members** over the next five years whose scholarly work — teaching, mentoring and/or research — addresses issues of Black experience. These faculty lines will reside in the Bunche Center with appointments equally balanced between North and South campus departments and programs.

- **We will allocate a dedicated staff member in External Affairs to provide development support** focused on issues related to Black life. In collaboration with academic leadership, we will craft multiyear fundraising goals and advance this agenda with leadership prospects, donors, volunteer boards and local and national foundations as a post-Centennial Campaign fundraising priority.

We also want to ensure that our campus offers the scholarship, environment and resources necessary to more broadly support and promote racial justice in our community and beyond. To that end, we are also committed to the following actions:

- **We will commit \$250,000 for seed research grants** on racial inequities and racial justice, including campus climate issues, each year for five years, with potential renewal of the program upon review. A committee will be assembled by the Office of the Vice Chancellor for Research and Creative Activities to outline the project description and eligibility criteria, followed by a call for proposals during the upcoming academic year.
- **We will commit to establishing a group similar to the current equity advisors** in academic units that will represent administrative units on campus and in UCLA Health. The group's mission will be to improve climate for staff and to advise on broader diversity and inclusion education.
- **We will allocate a dedicated staff member in Strategic Communications to amplify the voices of faculty, staff and students of color** and others whose work involves challenges to racism and structural inequality. We will vigorously look for opportunities to highlight and lift up the powerful work and compelling stories that need to be heard.
- **We will bolster the leadership roles that the ethnic studies centers play in the life of UCLA.** The Ralph J. Bunche Center for African American Studies, the American Indian Studies Center, the Asian American Studies Center and the Chicano Studies Research Center, which are housed in the Institute for American Cultures, have long been rightly recognized as intellectual leaders in the broader community. We will make sure they are equally recognized in the UCLA community as well. We will also ensure scholars within the ethnic studies centers, along with others who have essential expertise, will have representation and a leadership role in these specific efforts.
- **We will comprehensively identify opportunities on campus for additional recognition of Bruins of color** so that our built environment, landscape and programs embrace the diversity of the Bruin community.

- **We will expand the role of the Public Safety Advisory Council that is already in the process of being created**, and ensure that its members represent a diverse cross section of voices on our campus, including our own faculty experts. As a first set of tasks, the new council's work will include reviewing our relationships with external police forces and examining the responsibilities resting with our UC police force to see what work may appropriately be taken on by others and what must stay with UCPD to ensure campus safety. We commit to continuing our improvement in policing, both on campus and off, including how we can further address issues like racial bias and racial profiling, effective de-escalation techniques, data transparency and other pressing racial equity matters to ensure that we protect the safety of all in our community, including Black Bruins and other Bruins of color.
- **UCLA will employ trained mental health professionals who can respond to mental health emergencies, either to support police officers on these calls or — if appropriate — to respond in place of officers.** This approach has worked successfully in other communities and we expect it will better serve our campus, allowing police to focus on their public safety mission.
- **UCLA PD already has banned use of carotid holds, a practice not used in more than 15 years. We will work with the police and the campus community to identify additional use of force policy changes** to ensure that our policies conform to our principles of serving our community.

Our work to fight racism will not end with these steps. More changes will be coming to challenge the structural racism that exists in our education system, from kindergarten through graduate school, including at institutions like UCLA.

Every sector of UCLA should be combating racism and promoting racial justice. This is why we are especially enthusiastic about exploring a suggestion to use the Grand Challenge model — to solve large societal problems in partnership with local communities, along with students, faculty, staff and alumni — to achieve transformative change in society. We think there is great potential in taking up racial inequality and racial justice as a Grand Challenge that organizes and harnesses the intellectual energy of the campus around the common goal of helping solve one of society's biggest problems.

More changes will be coming. Our deans are actively exploring how to improve their schools' efforts around equity, diversity and inclusion. We will reach out to Staff Assembly leadership and others to better understand the concerns of staff members of color and how we can ensure a supportive professional environment for all, including through new initiatives to benefit staff. We will also build upon UCLA Enrollment Management's efforts to recruit a diverse student body. And we are very pleased that the UC Regents

unanimously support legislation that would overturn Prop. 209, which has hindered our aspirations to create a more diverse campus.

The above actions are a starting point for the transformative change needed to get us to that place of true equality, where we will honor our deepest values and fulfill our highest aspirations.

At this historic moment, every institution is being challenged to help create a society that is genuinely just and truly equitable, and that values the lives of all its people. With the partnership of our Bruin community, UCLA **will** rise to that challenge.

Sincerely,

Gene D. Block

Chancellor

Emily A. Carter

Executive Vice Chancellor and Provost

University of Connecticut – Office of the President

Dear UConn Community,

Recent events have called national attention yet again to the destructive power of prejudice and racism. The death of George Floyd in police custody in Minneapolis serves as our most recent example. We are disgusted by the images we have seen capturing the unconscionable acts that caused his death. Demonstrations across the country make clear that communities are hurting and frustrated by repeated acts of violence against their neighbors, friends, and families. These events have saddened and angered so many on a

deeply personal level, with the burden of fear for one's own and their family's safety placed squarely upon African-Americans.

Unfortunately, this is just one of many examples of the pain caused by systemic injustices that are present every day. Take, for example, the disproportionate rates of death by COVID-19 among African-American, Latinx, and Indigenous peoples, or the discriminatory acts targeting individuals of Asian descent and foreign nationals from many countries in this pandemic. This adds to the already vulnerable experience of so many in our community, including but not limited to DACA students who are unsure about their future; individuals with disabilities who can feel invisible; LGBTQ+ individuals experiencing verbal and physical acts of violence; individuals subjected to intolerance based on their religious identity and beliefs; and people of color who are forced to constantly question if they can engage safely in routine activities like jogging or bird watching.

These events underscore the critical importance of our infusing diversity, equity, and inclusion (DEI) in everything we do every single day. Not with mantra and platitudes, but with clearly articulated and tangible action that is supported by the University with budget and action. As scholars, educators, and colleagues, we are uniquely positioned to reflect, learn, and act.

We are committed to this work as UConn moves forward from some of its own recent struggles. We have a crucial new partner in these efforts with the recent hire of Dr. Frank Tuitt as our new Vice President and Chief Diversity Officer. We are all eager to work with him to sustain a culture that understands, respects, and appreciates differences, but also one that readily acknowledges our shortcomings and holds ourselves accountable for measurable progress at all times.

As he looks ahead to this new role, Frank shared the following: "I strongly believe that institutions like UConn should be at the center of creating spaces for students, faculty, and staff to imagine and invent ways to build more inclusive, affirming, and equitable institutions, organizations, and communities, and I look forward to doing my part to contribute to that collective effort."

We have communicated closely with him over the past several days, and we all will benefit from his leadership and expertise.

We have the opportunity to engage our entire community in the work that is needed, building upon continued advocacy and efforts of concerned faculty, staff, and administrators at UConn in collaboration with our cultural centers and our amazing undergraduate and graduate students who are willing to speak clearly and directly about their experiences. Change cannot be carried out by one person or one office alone. Too often the labor of this work is disproportionately undertaken by our most vulnerable, impacting their career progression, as well as their mental health and overall satisfaction with their work experience. This is a time when we can build momentum to share the responsibility across our entire community at our Storrs, UConn Health, Avery Point, Hartford, Stamford, Waterbury, and law school campuses.

We also have been extremely fortunate to benefit from the stewardship of Interim Chief Diversity Officer Dana Wilder. Building on strengths of the Office for Diversity and Inclusion, we are positioned as a national leader and a place where people of all identities feel they have a genuine opportunity for success and belonging. We encourage each of you to explore their website, which includes multiple resources including trainings and guides as well as information on events and cultural centers sponsored by their office.

There are no simple solutions or easy answers to solve the issues of injustice and prejudice in society and at our University. Of all of the various parts of our experience as administrators, this is the one area where we both feel like we have not done enough or met our own expectations. We do not experience that feeling as despair, but instead as a motivator to understand and accept our own privilege and the responsibilities that it brings to do more. We encourage our community to hold our entire leadership team accountable as we carry out that vital work together.

The challenge now is to remember this moment even if it fades from the headlines and to continue to strive for a society and a UConn that allows all to live safely and welcomed.

Sincerely,

Tom and Carl

Tom Katsouleas

President

Carl Lejuez

Provost and Executive Vice President for Academic Affairs

University of Florida College of Liberal Arts and Sciences – Office of the Dean

Dear CLAS Friends,

Last week I reached out to our faculty, students and staff to share my thoughts on the protests and the continued struggle for racial equality gripping our nation. I wanted to share the message with you, our greater CLAS community, as we all work to contribute to the conversation with meaningful actions. The subject of the message was “Racial justice and the power of education.”

The senseless deaths of George Floyd, Breonna Taylor, and Ahmaud Arbery in the space of less than three months have brought deep anger, pain, and sadness to our community. Our nation reels at these latest examples of violence against black Americans, tearing at the fabric of society.

Racial prejudice and oppression have a long history. In our time it has been a disturbing and relentless fact of life. African-American students, faculty, and staff of our college, and their families, must too often live with the undercurrent of fear that arises from a history of violence that has struck down so many. Although we are right to all be proud of our collective accomplishments as an institution, we cannot be satisfied until that fear is vanquished in our community and across the nation. Supporting progress to that end must be a key mission of our institution and higher education.

As I considered how to enlist our college in the pursuit of that goal, I have received dozens of messages from colleagues, businesses, and organizations that pledge their efforts to build a more just and equitable future. Last week we received an especially heartening letter from the Florida State University System Board of Governors chair, vice chair, and chancellor. I include this excerpt here:

“...it is time for the State University System, including students, faculty, staff, and alumni, to actively engage in finding solutions to peacefully eliminate racism and discrimination. This will be a critical mission of our twelve state universities, as it is our duty as societal leaders to

help end prejudice and to promote social justice for all.

Our universities will draw upon the wisdom and leadership of our students, faculty, and staff to strengthen our campus communities and our State. Together, we must move forward with greater resolve to battle racism and systemic inequities wherever they exist."

As members of an academic community committed to educating our students to be broad-minded members of a free and just society, we can most effectively respond in this moment by harnessing the power of education. No one discipline or major is sufficient to fulfill this mission. I would therefore ask each of you to consider how you might use your place in the classroom, in your work environment, and in your research to contribute to a broader understanding and appreciation of these issues.

Furthermore, we must all be committed to helping and supporting our students as they engage with these profound social issues. Twenty years ago, The Kellogg Foundation report *Leadership Reconsidered: Engaging Higher Education in Social Change* presciently noted that, "To cope effectively and creatively with these emerging national and world trends, future leaders will not only need to possess new knowledge and skills, but will also be called upon to display a high level of emotional and spiritual wisdom and maturity." The authors of the report had no inkling of the world-shaking events that our students would face in the 21st century, but their words ring true today.

To get us started, I will advance a simple concept. Our college should continue to make outstanding courses available for our entering students that highlight the history of racial injustice in the United States, introduce critical analyses of race and racism, and explore issues surrounding social justice in ways that challenge students' deeply held assumptions about themselves and society. As they do now, a growing commitment to these areas of teaching can emerge across our college: in the offerings of the Quest program, in our general education curriculum, in our interdisciplinary centers, and in the course catalogs of our departments. I envision our African American Studies Program, after 50 years as an impactful presence on campus, emerging as an academic department following substantial investments in new faculty by our college and university.

Fostering dialog on these issues in the classroom is not easy, but few faculties are better equipped for the challenge than our own. Indeed, I hope the day arrives soon in which such courses become a common part of every UF education. The act of learning is in and of itself a change agent — a powerful tool that can help to transform the thinking of a country.

I look forward to hearing about your thoughts and ideas in the year ahead. Please stay safe.

Sincerely,

David Richardson
Dean, College of Liberal Arts and Sciences

University of Georgia Graduate School – Office of the Dean

June 5, 2020

Dear UGA Graduate Students and Graduate Education Community,

I write with a heavy heart to express my sadness, pain and frustration over the tragic events of the past weeks. I also write to express my solidarity with you as we process and respond to these tragedies that challenge our sense of justice and equality. Like you, I watched in horror and then dismay as Mr. George Floyd was killed while in the custody of police officers. This comes on the heels of the killings of Mr. Ahmaud Arbery, Ms. Breonna Taylor and far too many others. To continue to ascribe these tragic deaths to the actions of few bad actors ignores the historical and systemic racism in our society and allows us to avoid the hard and painful conversations that must occur before we can make substantive and positive changes.

The spate of protests sweeping the nation is indicative of the accumulated frustration disproportionately experienced by some members of our society, especially those who are traditionally marginalized. By all means, express your frustrations by protesting and advocating for change as allowed for by our First Amendment rights. But your actions should not end there; I encourage you to have deep and honest conversations with your colleagues and neighbors about how the events of the past days, and systemic racism in general, have affected you and your communities. Genuine and constructive conversations are critical to the continuing struggle for justice and equality.

I also encourage everyone to become actively engaged in local governance, whether it be in Athens or your hometown. Vote for and support local political leaders who espouse the values that are aligned with yours and become advocates for those among us who do not have a voice. Find the most effective way to be a good ally to your colleagues, for example ask those who are underrepresented minorities how you can help them. Be respectful and patient and realize that, at this time, they may not want to engage. But if they do engage, listen carefully. Finally, remember that kindness, humility, and empathy are critically important for us to truly advance.

As we move forward, the Graduate School stands ready to support our community and to promote the reforms that are needed on our campus and in our society. In the immediate future, we will expand our efforts to facilitate and promote meaningful dialogue around race and equity, and we will continue to be a resource for our graduate education community.

Despite the turmoil that surrounds us in this moment, I maintain hope for a better tomorrow. My hope is buoyed by our wonderful and engaged graduate students and dedicated faculty and staff. Graduate students are the leaders of tomorrow, and I challenge you to be positive change agents for the future that you seek.

While the Graduate School remains physically closed during the COVID-19 pandemic, our staff members are accessible by phone or email. Please feel free to contact us if there is anything thing we can do to assist you during these difficult times.

Sincerely,

Ron Walcott
Interim Dean

University of Georgia – Office of the President

June 1, 2020

Dear UGA Community,

I want to start by saying directly to each of you, I condemn racism in all of its forms. The senseless acts of violence and hate that are taking place across our country have no place in our society. To our black students, faculty, staff, and alumni, I want you to know that I stand with you. The killings of George Floyd, Breonna Taylor, and Ahmaud Arbery, along with too many others, have caused grief and adversely affected our lives and the lives of those we care about in significant ways.

As these events have unfolded, I have worked with members of my administration to identify steps we can take to ensure that this institution is one where people are truly safe and supported. I want our University community to know that campus resources are available to support you. I encourage you to utilize them as needed to prioritize your wellbeing.

Again, I want to reinforce my firm belief that racism has no place in our society. During my

presidency I have committed to working to create a UGA that is better tomorrow than it was yesterday. I know we don't always get it right, and mistakes are made. However, together, we must continue to move this work forward in a constructive manner despite all the challenges. In the days ahead, let us move forward in seeking racial justice by engaging in thoughtful listening and constructive dialogue, showing care and understanding, and by demonstrating our ongoing commitment to do better while working together for a more united and just world.

Jere W. Morehead
President

University of Massachusetts – Office of the Chancellor

Chancellor Subbaswamy

May 29, 2020

Dear Campus Community,

It is with a heavy heart that I write to you today.

As we cope with the COVID-19 pandemic and what has been described repeatedly as an unprecedented situation, we are confronted with the latest in a long line of deeply troubling acts of racial violence for which, sadly, there is an overabundance of precedent.

The killing of George Floyd by a Minneapolis police officer is emblematic of the institutional racism that is pervasive in our society. Mr. Floyd's death, along with that of Ahmaud Arbery at the hands of a father and son in Georgia, and the killing of Breonna Taylor by police in her Louisville, Kentucky, home, reveal a malignancy in our society that must be acknowledged and rooted out. How can it be in 21st century America that a black man cannot even engage in the act of birdwatching in Central Park without facing the threat that his mere presence would result in a call to police? It is chilling to think how close Christian

Cooper could have come to joining the ranks of Eric Garner, Michael Brown and so many others before them.

This week's events in Minneapolis remind us just how far our country is from achieving anything close to equity and justice for all. We live in a time when intolerance, bigotry and xenophobia have become mainstream, even at the highest levels of our government. That is why it is so important that we stand united and reject racism and bigotry in all its forms. Although we acknowledge that our community is far from perfect, we must always strive to be better, to foster a community that is grounded in the concept of dignity and respect for all.

Sincerely,

Kumble R. Subbaswamy

Chancellor

**

Interim Vice Chancellor Nefertiti Walker, Chief Diversity Officer

June 3, 2020

Dear Campus Community,

Today, I write to you with a range of emotions. Fear for protesters, some of whom encounter fierce violence. Disappointment in our country for not reckoning with our intimate relationship with anti-Black racism. Frustrated at our institutions for failing to undo the institutionalized racism that we know to be true.

For years, Black people and allies have been pleading for the end of racism and the violence that follows. Most recently, we cried out for change after the lost lives of Trayvon Martin, Tamir Rice, Michael Brown, Philando Castile, Eric Garner and Sandra Bland, and more recently Ahmaud Arbery, Breonna Taylor and George Floyd. This list is not conclusive. This

list is void of many lives lost to anti-Black racism, and countless other lives devastated by the omnipresence of our nation's most pervasive disease, racism.

We have been repeatedly challenged by this violence and by other disturbing acts – increased anti-Asian racism, growing xenophobia and escalating anti-Semitic attacks. This cannot, and will not, be our normal at UMass. We are hopeful and encouraged by the work we have been doing to combat racism and will continue to work tirelessly to undo it in our community.

To that point, we are immediately getting to work with the following:

Respectful Workplace Training Series. In collaboration with the Office of Equity and Inclusion, Workplace Learning & Development and The Partnership for Worker Education, the purpose is to educate staff about resources available and supervisors (including faculty) on their responsibilities to ensure a university work environment grounded in anti-racism, respect and inclusion.

Critical Incident Team. We are developing a triage team to respond consistently to critical campus issues and lead with humanity. More details to follow.

Campus Academy Initiative. The University of Massachusetts Police Department is applying for a team of campus and student leaders (including UMPD representation) to attend a three-day Campus Academy Initiative workshop in August 2020, offered by the Divided Community Project. The aim of the program is to immerse campus leaders in a curriculum aimed at strengthening and expanding campus-specific conflict-resolution capacity and practices. UMPD is committed to participating, as part of our community, in any training, seminar or effort to increase levels of understanding, prevention and responsiveness to critical issues like the ones we continue to see play out across our country.

Increased Data-driven Climate Assessments. We know that within our UMass community, we have micro cultures where people live—in their academic departments, classrooms and residence halls. We need to better understand these climates. Therefore, we will launch a series of assessments to measure and better understand the micro cultures that often impact our community most. This data will then be aggregated and live on the www.umass.edu/diversity website, providing transparency and the ability to inform the actions of the newly formed councils and task force below.

The Diversity, Equity and Inclusion Leadership Council. This council will convene immediately and be charged by the Chancellor and chaired by the Vice Chancellor for Diversity, Equity and Inclusion. This group will meet regularly to assess, evaluate and advise about the university's DEI policies and practices. Their meeting minutes will be uploaded to: www.umass.edu/diversity.

The DEI Student Council. This will be co-chaired by the Senior Director of DEI and the Assistant Chancellor of Advocacy, Inclusion and Support Programs. This group will meet with student DEI representatives to discuss and advance the most pressing student DEI issues. Similarly, their meeting minutes will be uploaded to: www.umass.edu/diversity.

The Task Force for Anti-racism. In response to the most recent anti-Black violence as well as the increase of other types of racism nationally, this group will be a collection of faculty, staff and students who will work to undo institutional racism in our community. They will be chaired or co-chaired by a combination of faculty, staff and students. More details to follow.

Finally, we will work with each major business unit on campus to set goals related to diversity (representation/under-representation), equity (access and opportunity), and inclusion (feeling welcome and sense of belonging). Leaders will be responsible for setting a culture of inclusion for all people in their area. Therefore, we will set and seek to meet DEI goals as they align with our campus strategic goal of inclusive excellence.

We encourage our students, staff and faculty to exercise their right to speak against the injustice they see in our society, and we implore you to join us in being part of the solutions. These resources will guide and support you in your quest for equity.

Racism, in its many forms, did not emerge overnight or in the past week. It has matured for hundreds of years. Therefore, it will take time and deliberate effort to confront. It will require intentional goal setting, data-informed decision making, and anti-racist action, to truly achieve our goal of inclusive excellence.

Sincerely,

Nefertiti A. Walker, Ph.D.

Interim Vice Chancellor for Diversity, Equity and Inclusion

Chief Diversity Officer

University of North Carolina, Chapel Hill – Office of the President (First Message)

Message from campus leaders on events in Minneapolis

Carolina is committed to fostering an environment whereby the personal rights, lives and dignity of every member of our community matters.

Posted by University Communications, Saturday, May 30th, 2020

Like so many of you, we have seen the recent events in Minneapolis where George Floyd, an unarmed Black man, died while in the custody of police officers. We denounce the actions of the police officers and support the decision to hold those responsible accountable.

This incident comes on the heels of similar acts of violence against Black people across the country. As we struggle to comprehend these events, we share your sadness, grief and frustration, and recognize the pain the recurrence of such senseless acts of violence and racism causes for so many members of our community. We add our voices to those calling for transparency and accountability.

We are committed to fostering an environment whereby the personal rights, lives and dignity of every member of our university community matters. The events of this week underscore the important work of our Campus Safety Commission, and we are grateful for their continued efforts and collaborations with campus leadership.

As we build our community together, even while many of us are apart, we hope that we all take some time to check in on each other. Next week, the University Office for Diversity and

Inclusion, which seeks to unite our Carolina community and foster a sense of belonging and safety for all, will offer a space on its website for #YourVoiceMatters, where you may share your thoughts, perspectives and feelings anonymously. We hope you will participate.

We recognize the stress these events cause members of our community, especially the Black community, and encourage anyone needing help to utilize the following available resources. For students, you can contact the Office of the Dean of Students or Counseling and Psychological Services. The Employee Assistance Program is available for faculty and staff.

In solidarity and with unwavering resolve,

Kevin M. Guskiewicz
Chancellor

Robert A. Blouin
Executive Vice Chancellor and Provost

Sibby Anderson Thompkins
Special Assistant to the Chancellor and Provost
Interim Chief Diversity Officer

George Battle
Vice Chancellor for Institutional Integrity and Risk Management

David Perry
Associate Vice Chancellor and Chief of UNC Police

University of North Carolina, Chapel Hill – Office of the President (Second Message)

Dear Carolina Community,

Many of you have reached out to us during the past week, and we share your outrage over the horrific violence against African American and Black people and the urgency for real and immediate change. Since we last wrote to you, our country has come together in unprecedented ways to respond to the hurt, anger and pain overwhelmingly felt by Black people and to call for action. Peaceful protests and campaigns have opened new dialogues, including national conversations about structural racism and social justice.

Yet, painful issues surrounding race and racism continue to plague our country and our University, and we know that we have much work to do. We have been speaking with Black students, faculty and community leadership, as well as many others from campus. We are listening. We have heard the raw emotions about injustices suffered by our African American and Black colleagues for far too long.

We will be agents of change at Carolina, and it will start with us. We acknowledge that Carolina has moved too slowly to enact change throughout its history. We haven't done enough to align our actions with our aspirations to be a fully inclusive campus community. While we must continue to listen and learn, we must also move forward with a greater sense of urgency, purpose and action, starting today.

In January, we announced that the first strategic priority in Carolina Next: Innovations for Public Good is "Build Our Community Together," which focuses on prioritizing diversity, equity and inclusion, and investing in policies, systems and infrastructure that promote belonging, accountability and transparency throughout the University community. We were deliberate and intentional in making this our first and top priority, and in December, we committed to investing and financially supporting this important work. We must put real action and financial support behind our words if we are to truly be the leading global public research university we aspire to be.

Today, we want to inform you of the actions we are taking to support campus-wide dialogue, healing and structural change.

- Over the last year, we have been diligently developing a campus-wide diversity, equity and inclusion network that was informed by the community building forums held last fall. As part of that effort, we have embedded diversity officers in schools and units across campus to help us implement the strategic opportunities identified in Carolina Next.

- In May, we formalized this infrastructure by charging our inaugural Diversity, Equity and Inclusion Council, comprised of diversity officers from our schools and units, to serve as a permanent advisory board to the Chief Diversity Officer and the senior leadership team. This Council reports directly to the Chief Diversity Officer and will explore equity models for structural change at Carolina. The Council will also examine University policies, practices and infrastructure to bring about structural change and develop measurable actions with key performance indicators to evaluate our progress.
- Over the next academic year, the University will implement campus climate surveys and develop metrics and benchmarks for annually tracking and reporting of diversity, equity and inclusion efforts across schools and units.
- This summer, the University Office of Diversity and Inclusion will host Racial Equity Institute training for senior leaders, including vice chancellors, vice provosts and deans. More than 3,000 people in our community have already completed this informative and engaging workshop.
- This fall we will implement an online diversity, equity and inclusion training, similar to our required Title IX awareness and violence prevention training, for every person in our community to learn new concepts, broaden perspectives and allow us to work from a common set of terms.
- We are pleased that the Sonja Haynes Stone Center, in acknowledging with us that space is important, has donated an area in their building that will be dedicated for use by African American students and their organizations to gather and hold meetings and events.
- We have asked every dean and every division and department head to revisit their hiring practices, to the fullest extent possible under the law, so that we may welcome and sustain a workforce that can meet the needs of our diverse student body and our state.
- Starting this fall, the Office of Institutional Research and Assessment will develop contemporary instruments and establish metrics and benchmarks to annually track diversity, equity and inclusion efforts across schools and units.
- In the wake of COVID-19, the leadership team adopted an evidence-based diversity, equity and inclusion crisis action strategy to ensure that we are asking culturally

relevant questions to avoid unconscious bias in our decision-making, supporting diverse communities, applying inclusive and accessible online learning pedagogy and communicating thoughtfully and inclusively.

- We know that our students, faculty and staff need to support each other now more than ever, and the University Office of Diversity and Inclusion, in collaboration with campus partners, will offer virtual community sessions to provide space for open and honest conversation. Many schools and units, including the School of Medicine, Gillings School of Global Public Health, the Graduate School, Carolina Black Caucus, and others have already started offering these sessions, and we thank them for providing opportunities for this important dialogue.
- In July, we will launch a leadership advancement program for tenured and tenure-track underrepresented faculty to provide career development skills, operational competencies and professional networking opportunities to encourage and promote career advancement at Carolina.

This work builds on important efforts already underway by the Commission on History, Race and a Way Forward, the Campus Safety Commission and the Student Learning to Advance Truth and Equity, that focuses on history, race, reckoning and the American South. The action steps listed above are just the start of our commitment to you, and we will provide regular updates and announce other initiatives in the weeks and months ahead.

We stand in solidarity with our faculty, students, staff and alumni in denouncing systemic racism, hate speech and white supremacy. And we will continue to listen, engage and demonstrate through actions our commitment to build a lasting culture of respect, inclusivity and belonging among our community.

Sincerely,

Kevin M. Guskiewicz
Chancellor

Robert A. Blouin
Executive Vice Chancellor and Provost

Sibby Anderson-Thompkins
Interim Chief Diversity Officer

Union County College – Office of the President

6/1/2020

Dear Union County College Community,

I wanted to take a moment to share some thoughts about recent events. Like many of you, I have been deeply disturbed by the murder of George Floyd. As well as the recent murders of Breonna Taylor and Ahmaud Arbery. I am hesitant to start listing names because I cannot name them all. For those we have heard about in the media, there are countless more.

Racial injustice has no place in our society. But there is hard work to be done to dismantle the systems that have allowed prejudices to flourish. In the words of Desmond Tutu, "If you are neutral in situations of injustice, you have chosen the side of the oppressor." We all have an obligation to speak up. Those of us with privilege, in positions of power, must actively participate. It is more than taking a stand against racism. We must unify. In my heart, I believe far more of us believe in racial equity. Now is the time to prove that. Addressing racial injustice is not a burden on the black community alone. We are all in this together.

For God's sake, we are all human beings.

While these incidents are sobering, I have been inspired by incredible displays of leadership and peaceful demonstrations. I do not condone the destruction of property. I understand the frustration and anger, but violence is never the answer. It is my sincere hope that we find positive outlets for these feelings. Peaceful marches and demonstrations may just be the start. Volunteer in your community. Find an interest you have and use it for the greater good. Register to vote and exert your power on Election Day.

Union County College is a diverse and welcoming community. It is my sincere hope that each of you feel safe when you are on campus, participating in your classes, or engaging in extracurricular activities. I know we are not perfect, and we must always take the opportunity to learn and do better. We will continue to strive to be a more inclusive environment. But know this: Hate has no home at Union County College. It did not before, and it does not now.

As a college, we have a unique opportunity. Education is power. Students, you are the next generation who will change society for the better. Our future depends on it. I was born during the civil rights movement. I was inspired by leaders like Robert F. Kennedy who touted the hope of a more just tomorrow. Amongst you are future elected officials, police officers, and teachers. You will have a direct impact on the kind of community we become based on your values and leadership. Senator Cory Booker often quotes an African Proverb, "If you want to go fast, go alone. If you want to go far, go together." We must work together to facilitate change.

Every person in our Union County College community is precious. Know that we are here for you and we see you and we value you.

Sincerely,

Dr. Margaret M. McMenamin

President

SUNY University at Buffalo – Office of the President

Dear university community,

At the University at Buffalo, we believe that intolerance, hatred and institutional racism have no place in our community or our nation. That is precisely why our university—in principle and in practice—has deliberately cultivated a diverse, inclusive community grounded in respect for each other's humanity.

As a university community, we are deeply saddened by the lives senselessly taken in

Minneapolis, Atlanta and Louisville. As we watch neighborhoods and cities consumed by destruction and chaos, we mourn peacefully but not passively.

Instead, with unwavering compassion, let us lift our voices together and, as one, pledge that all people—regardless of race or gender—be afforded a life of liberty, equality, opportunity and dignity.

Sincerely,
Satish K. Tripathi
President

University of Minnesota, Twin Cities – Office of the President (First Message)

Update from the President on the death of Minneapolis resident George Floyd

May 27, 2020 — Sent Systemwide

Dear students, faculty, and staff,

Our hearts are broken after watching the appalling video capturing the actions of Minneapolis Police Department (MPD) officers against George Floyd leading to his tragic death. As a community, we are outraged and grief-stricken. I do not have the words to fully express my pain and anger and I know that many in our community share those feelings, but also fear for their own safety. This will not stand. Today I am announcing two immediate changes regarding our relationship with MPD. First, I have directed Senior Vice President Brian Burnett to no longer contract with the Minneapolis Police Department for additional law enforcement support needed for large events, such as football games, concerts, and ceremonies. Second, I have directed University Police Chief Matt Clark to no longer use the Minneapolis Police Department when specialized services are needed for University events, such as K-9 Explosive detection units. We have a responsibility to uphold our values and a duty to honor them. We will limit our collaboration with the MPD to joint patrols and investigations that directly enhance the safety of our community or that allow us to investigate and apprehend those who put our students, faculty, and staff at risk. I write to you to express our overwhelming sadness, and our demands for accountability and justice. Our campuses and facilities are a part of the communities in which they reside. University students, staff, and faculty are day-to-day participants in the life of every

community in this state, and we must act when our neighbors are harmed and in pain. My heart is heavy and my thoughts are with the loved ones and friends of George Floyd.

Let our voices be heard and please take care,

Joan Gabel

University of Minnesota, Twin Cities – Office of the President (Second Message)

June 3 — Update from the President

June 3, 2020 — Sent Systemwide

Dear students, faculty, and staff, Last week, I wrote to you with sadness and outrage over George Floyd's murder. Our community is continuing to process his death and the resulting protests and calls for action. I am hopeful that we can raise our voices and advocate together for accountability and justice. We must also support our community members who have been hurting for far too long. We see you and we support you. Over the last few months, we have been asking you to stay healthy and safe, but those words have taken on a new dimension in recent days. We know these words are not enough given the incredible loss our community has endured. We are in mourning. We share in the grief and pain, as well as in the responsibility to do more and do better. In the hard days to come, we recognize that wounds take a long time to heal, but in the face of tragedy, we are committed to honoring our community and to ensuring that every member of our University family feels safe and supported. We are asking ourselves what we can do — immediately and moving forward — to advocate for and support our community. I want to thank and celebrate so many of you who are already actively serving. Whether it is those in our own Community University Health Care Center holding a food drive, or our students and alumni cleaning up damaged neighborhoods, or individuals quietly donating to a local organization or cause, Fred Rogers' advice in crises to "look for the helpers" is visible and appreciated. If you are seeking ways to be part of the solution, our Office for Equity and Diversity offers some good places to start. The University of Minnesota Alumni Association, in partnership with the Black Alumni Network and the Multicultural Alumni Network, has also listed several organizations that need assistance, whether through your time, expertise, or financial contributions.

George Floyd Memorial Service — June 4

Tomorrow, June 4, I'm closing the University at noon for all employees except for those who are identified as essential out of respect for the planned memorial service for George

Floyd. I encourage all of us to reflect on and honor the memory of Mr. Floyd's life. His death, tragic and unnecessary, reminds us that our lives are lived well when they are lived in service to each other. We have no greater purpose than a commitment to be good to each other, to be good to ourselves, and through those acts to create a just world. So I ask you to commit to kindness. Commit to justice. Commit to community. We share our lives with those around us and we are enriched, immeasurably, by the relationships we form, the experiences we have, and the justice we can create. Let our voices be heard and please take care.

With warmest wishes,

Joan Gabel

University of Nevada, Reno – Office of the President

Dear Colleague,

In recent weeks we have listened to the anger and frustration expressed by our Black students, faculty and staff over ongoing police brutality and the systemic racism that lives on in our society. As we listened, we came to recognize the pain caused by each death of a Black person at the hands of police. The meaning of "Black Lives Matter" has never been clearer as people around the world speak up in the name of humanity and speak out against bigotry and hate.

These words are not enough. Today, this University stands in solidarity with its Black student leaders who have brought forward several action items in the "Listen to Us" platform that will make us a better institution for Black students, faculty and staff. Campus leaders of the President's Council and Council of Deans unanimously support the actions recommended in the "Listen to Us" platform. The University will take these immediate actions to address the impact of racism on campus:

- A public review of our policing standards, training and protocols to ensure community safety, equity and compliance with justice values.
- A public review of the African Diaspora Program, which replaced the Black Cooperative Program, to ensure Black student needs are being met.
- Bring thoughtful and prominent recognition celebrating Colin Kaepernick and those Black social justice pioneers who came before him on our campus.
- Explore test score alternatives for use in first year math and English course placement and institutional scholarship criteria.
- Support the establishment of an undergraduate and graduate trustee position.
- Pursue the establishment of a living learning community in the residence halls focused on Black culture.
- Continue and expand cultural competency education across campus.

This University is proud of the courageous voices these students have brought to an injustice that has gone on for far too long. It is important to confront our past and seek to build a more equitable and just community for Black students.

In solidarity,

Marc A. Johnson
President

Kevin Carman
Executive Vice President and Provost

Shannon Ellis
Vice President, Student Services

Vic Redding
Vice President, Administration and Finance

Mridul Gautam
Vice President, Research and Innovation

Todd Renwick
Assistant Vice President and Chief of Police

Lynda Buhlig
Vice President, Development and Alumni Relations

Thomas Schwenk
Vice President, Health Sciences and Dean, UNR School of Medicine

Eloisa Gordon Mora
University Diversity and Inclusion Officer

Heidi Gansert
Executive Director, External Relations

Kerri Garcia Hendricks
Executive Director, Marketing & Communications

Doug Knuth
Director, Intercollegiate Athletics

Brian Frost
Chair, Faculty Senate

Mary Dugan
General Counsel

Patricia Richard
Chief of Staff

Shawn Norman
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University of Oregon – Office of the President (First Message)

June 10, 2020

Dear University of Oregon community,

The recent, tragic death of George Floyd at the hands of white policemen, coming soon after a spate of other senseless murders of black men and women, has refocused our attention on the racism that affects our black community. Racial disparities touch virtually all aspects of American life, from infant mortality rates, access to health care, residential and educational opportunities, incarceration rates, employment, and life expectancy. The recent COVID-19 pandemic makes clear to all of us once again the disproportionate burden facing our communities of color as reflected in rates of illness and death. The protests in cities

throughout the nation, including in Eugene, show the pain many are feeling and the desire for us to be a nation that must do more, that must do better, and that must adopt new approaches to equity.

Almost five years ago, following the death of Michael Brown in Ferguson, Missouri, the Black Student Task Force presented a series of 13 demands to me, which included the denaming of Deady and Dunn halls. Following the preparation and dissemination of a detailed report by three eminent historians on Matthew Deady and Frederick Dunn and a remarkable period of consultation with the entire community that elicited over 1,000 written comments, I recommended to the Board of Trustees that it take the name off Dunn Hall. I did not recommend denaming Deady Hall. Subsequently, the board voted unanimously to dename Dunn Hall and later, after a consultative process, to rename the building in honor of DeNorval Unthank Jr., a distinguished black alumnus and prominent architect.

Three-and-one-half years later, the Board of Trustees is holding a meeting before the end of June to consider whether to rename Deady Hall. Specific details about the time and date of the board meeting will be announced as soon as possible. I have sent a recommendation to the board for their consideration. I recommend that the name be removed.

The Principles of Denaming

In a communication to the community dated September 1, 2016, with respect to Dunn and Deady halls, I stated a set of principles that would guide my decision about whether to recommend to the Board of Trustees that a building be denamed. Those principles were as follows:

- Bigotry and racism have no place in our society or our university. Each of us must value each other based on individual merit and not the color of our skin, the social status of our parents, our gender, sexual orientation, gender identity, religion, or physical or mental ability.
- It is vital that all students at the University of Oregon feel valued and included as part of this institution. This is true for every member of our community, but particular attention needs to be paid to members of groups who often feel isolated and alienated as a result of their chronic underrepresentation on campus and the legacy of racism in this state and nation.

- We must be careful not to obscure our history regardless of whether we like what we find when we study it. The only way we can understand our present and prevent injustice from repeating itself is to study our history and learn from our past.
- The process of naming or denaming a building has symbolic value. But symbols are less important than actions that affect the material circumstances of members of our community.
- Naming a building and denaming a building are not identical actions and should be governed by separate decision-making processes and considerations.
- Naming a building honors an individual either for exceptional contributions to the university and our society or for exceptional generosity. While extremely meaningful, naming a building occurs regularly and is usually done contemporaneously with, or shortly after, the life of the person for whom a building is named. The very purpose of naming is to establish a durable honor that stands the test of time.
- Denaming a building, on the other hand, is an extraordinary event and should only occur in very limited circumstances. Many decades may have passed since the person whose name is on a building was alive, and information will typically be less complete than in a naming decision. Contemporary decision-makers will often be limited in their ability to evaluate the behavior of people who lived in circumstances and with cultural mores very different from our own. Denaming is also an act associated with ignominy and the destruction of reputation. We should normally be careful when we do this, particularly because the person involved will seldom be available to defend himself or herself.
- Finally, denaming threatens to obscure history and hide the ugliness of our past, which is contrary to our institution's values of promoting lifelong learning and sharing knowledge. Therefore, the presumption should be against denaming a building except in extraordinarily egregious circumstances.

In my January 25, 2017, decision not to recommend the denaming of Deady Hall I reasoned that, although Deady “held racist views which I find abhorrent and contrary to the principles of our university,” historians found he had undergone a “metamorphosis” as evidenced by his support of the Fourteenth and Fifteenth Amendments after the Civil War and acts to protect the rights of Chinese immigrants. Ultimately, I determined that despite the heinous nature of Deady’s views on race, his other “positive acts” and his noteworthy historical importance to the nation, state, and university were of such distinction that it did not merit overturning the presumption against taking his name off the building. You can read my entire recommendation [here](#).

What has changed since then to cause me to reverse my original decision? Everything and, unfortunately, very little. The repeated and senseless murders of George Floyd, Breonna Taylor, Ahmaud Arbery, and Laquan McDonald—just to name a few—have pushed us over a tipping point. In addition, the accelerating level of racial inequality in our society, and the disproportionate impact of COVID-19 on communities of color, met with indifference by some of our nation's leaders, have all raised the cost of silence. As our own Trustee Andrew Colas so eloquently stated, if Deady were alive today, then he would surely understand “the need to step aside and let somebody else's name be on that building for the sake of our university.”

In my 2016 statement of principles I wrote, “[i]t is vital that all students at the University of Oregon feel valued and included as part of this institution. This is true for every member of our community, but particular attention needs to be paid to members of groups who often feel isolated and alienated as a result of their chronic underrepresentation on campus and the legacy of racism in this state and nation.” It is now apparent to me that, as long as Matthew Deady's name remains in a place of honor on our campus, our students of color will feel that they are not valued; that this institution is not their institution.

Trustee action to remove Matthew Deady's name from our oldest and arguably most prominent building will send a clear message to our black students as well as our entire community that racism has no place in our academic community and that their welfare, inclusion, and success is central to our mission.

I am mindful of another principle that could be weakened by a vote of the board to remove Deady's name from Deady Hall—that we should learn from history and not cover it up. We all need to be reminded that racism is insidious because it is embedded not just within the villains of history but in many of us, even those of us who go on to do great things like found a university or become federal court judges. We need to make sure that future generations know who Matthew Deady was— a man who did great good for our state and our university, but a man who also supported causes and ideologies that were abhorrent. To achieve that goal, I will work with our faculty to create an appropriate learning experience on campus to describe Judge Deady and his legacy.

I am under no illusions that my decision to recommend renaming Deady Hall will be greeted with unanimous acclaim. People of good will may weigh the criteria differently from me and/or feel that my recommendation shows insufficient regard for the preservation of history as a vehicle for future generations to avoid the mistakes of the past. In my view, we should respect those views even if we disagree with them.

Finally, I also want to note that we will take this moment to rethink other monuments on campus. Last year, we created the Committee on Recognizing our Diverse History and charged members with, among other things, looking at campus buildings, statues, or artwork and determining whether additional historical context needed to be added to explain the names or items. I did not, however, charge the committee with looking at whether any statues or monuments should be removed. A number of student, employee, and community groups have asked the UO to consider removing certain monuments, and I will now ask the committee to look at this question, take campus input, and provide recommendations to me on whether some pieces should be removed. I will ask the committee, perhaps with some additional members, to complete their work during the 2020-21 academic year.

These steps are necessary but not sufficient. Our community needs to redouble its efforts to combat racism and promote equity. As an educational institution we must work hard to understand the root causes of racism and lead in identifying solutions. But we must not forget that we have not accomplished all that we said we would do in response to the demands of the Black Student Task Force. We have opened a wonderful building to serve as our Black Cultural Center and hired its first director. But we must make sure our black students benefit from this investment. We began a black studies program, but that program continues to require further nurturing. We have hired new faculty of color but our retention efforts have been spotty. We have increased our enrollment of black students, but the numbers are still too low. Transformation sometimes takes years to successfully accomplish. But we will not be deterred; the time is ripe for change.

Sincerely,

Michael H Schill
President and Professor of Law

University of Oregon – Office of the President (Second Message)

June 15, 2020

Dear University of Oregon community,

There is no question we are living in a moment when our nation is painfully coming to grips with the reality of systemic racism that has been woven into the fabric of our society for generations. Racism exists despite the bloody battles of the Civil War, despite protections guaranteed by the Fourteenth and Fifteenth amendments, despite the hard-fought victories of the Civil Rights movement, and despite more recent efforts of individuals and institutions to consciously promote diversity and inclusion. Events of the last few weeks have sadly demonstrated that racists in our country still kill Black people and other people of color. Racism still endures within our nation's power structure, and racism still keeps Black, Indigenous, Latinx, and Asian people from equal access to health care, education, justice, economic prosperity, and so much more. People are angry, people are hurt, people are enraged.

On Saturday, what some consider to be symbols of racism and oppression on our campus were targeted by an anonymous group of protestors. Both the Pioneer and Pioneer Mother statues were torn from their pedestals and vandalized in dramatic fashion. While I strongly believe in the power of peaceful protest and the right to free expression and dissent, I condemn these acts of destruction. What happened Saturday evening was unacceptable.

Last week I told the University Senate that the institution would move forward with a process of determining whether the Pioneer statues—as well as other historic monuments and artwork on campus that may be viewed as symbols of oppression—should be taken down. I regret that we will no longer have the opportunity for that type of deliberative and inclusive process. Nevertheless, we need to move forward as a community.

One of the long-standing challenges with the Pioneer statues was their lack of contextualization and materials to fully explain their complicated meaning—both good and bad. Therefore, I will ask the Committee on Recognizing Our Diverse History to work with our museums to explore permanent installations or other opportunities to exhibit the statues in a manner that places them in appropriate historical context. In the meantime, the statues have both been put into storage. Neither statue will go back to their previous places of prominence on campus.

These are incredibly difficult times. Removing or relocating a statue or a piece of art does not change the need for the hard work of confronting racism that is ahead of us as a nation, a state, and a university. I honestly do not know where exactly that will lead us, but I have to believe that something positive will come from all of this pain. As an institution, we will continue to listen, seek understanding, and find meaningful ways to recognize and strengthen communities of color. We will redouble our efforts and explore new ways to

support diversity and inclusion among students, faculty, and staff and bolster ally-ship on the University of Oregon campus. We must and we will.

Sincerely,

Michael H. Schill
President and Professor of Law

University of Richmond – Office of the President
University Statement on Recent Acts of Racist Violence
May 30, 2020

Dear Spider Community,

George Floyd. Breonna Taylor. Ahmaud Arbery. Names and lives that are now well known to us all.

As president of a University fully committed to combatting inequality and advancing inclusivity, and as a black man, I am deeply aggrieved over the senseless deaths of these African Americans who have become the latest victims of racist violence. Their unnecessary deaths are horrific reminders of the dehumanization and fear that Black people, and people of color in general, experience in our society.

This is a systemic problem that reaches every corner of our nation. Sadly, even our own community — like so many college campuses — is not immune to acts of hatred, racism, and xenophobia. Just this week, I spoke to a student who was racially profiled while walking on campus. No one should have to experience such hateful behavior on our campus or anywhere else.

These events — compounded by a global pandemic that has disproportionately affected people of color and other underrepresented groups — are extremely disturbing. Our collective capacity to care for one another is already being stretched. But we must strive to continue this important work. I encourage you to openly and honestly discuss these events with one another, compassionately, and with a commitment to building a safer, more inclusive campus and society. If you experience a bias incident, please report it. In addition, I urge students to contact the Chaplaincy, the College Deans' offices, Common Ground, Multicultural Affairs, as well as other trusted mentors and campus resources, for support. You may find additional online resources through the CAPS COVID-19 resource page.

I also encourage you to attend any of the discussions already planned for next week:

- Monday at noon: White antiracism discussion group, hosted by Common Ground
- Wednesday at noon: Intersections discussion, hosted by Information Services
- Friday at 4 p.m.: Chaplaincy's Sacred Pause for reflection and conversation
-

Now, more than ever, we must continue to uphold our shared values as a community and consistently embody them. Making Richmond a diverse, equitable, and inclusive intercultural community is the responsibility of each one of us, on campus and beyond.

In these difficult times, I take solace and find resolve in Dr. Martin Luther King Jr.'s notion of the "Beloved Community": a society rooted in justice, equal opportunity, and love of one's fellow human beings, and a vision for a world in which all people share in the wealth of the earth. It is all too clear in moments like this that the United States is a long way from achieving Dr. King's vision.

There is vital work ahead of us. Thank you for everything you are doing to ensure all Spiders feel welcomed, safe, and included in our community. Please continue to take care of yourself and one another.

Sincerely,

Ronald A. Crutcher
President

University of San Diego – Department of Sociology

[Black Lives Matter](#)

TUESDAY, JUNE 9, 2020

Black Lives Matter Statement:

Black Lives Matter in the teaching, scholarship, community work, and advocacy in the Department of Sociology at the University of San Diego. We are heartbroken and angered by the police killing of George Floyd, Breonna Taylor, and the murder of Ahmaud Arbery over the last few months, part of a legacy of violence against Black people and ongoing racial disparities seen throughout the U.S. and the world. The received view of race and "criminal justice" in the United States requires radical interruption and change of course, which we reaffirm in our commitment to teaching, scholarship, activism and advocacy. The current critical moment, defined by a global health emergency, mass unemployment, a looming recession, and civil unrest against police brutality and related injustices, can also facilitate the emergence of broad agenda based on solidarity, including redirecting funds for policing and prisons in overpoliced and underprotected communities of color to social investment in these very communities. The USD Department of Sociology actively supports the need to address police misconduct, lack of police accountability and efforts for greater transparency. Such solidarity requires struggle to achieve – a struggle we remain committed to undertaking.

— USD Department of Sociology

University of South Carolina – Office of the President (First Message)

May 31, 2020

With heavy hearts, we mourn the horrific killing of George Floyd at the hands of a police officer while three other officers stood by in Minneapolis, Minnesota. Our thoughts go out to Floyd's family and to the families of all those who have been the victims of violent murders fueled by racism and hatred in our country. These events are a stark reminder of

the dark divisions that continue to run through our society, the legacy of a dark past that we have not yet fully reconciled. We must acknowledge these divisions and commit to becoming a more just and equitable society.

We stand in solidarity with the African American community, as these events have only compounded the sense of grief, fear, and loss brought about by the COVID-19 pandemic. Here as well, we are reminded of the systemic biases that shape our realities. It is our collective responsibility to challenge these institutional inequities and to demand better for ourselves and for future generations.

As Gamecocks, let us be leaders in these efforts. Our Carolinian Creed calls on us to *respect the dignity of all persons, to respect the rights and property of others, to discourage bigotry, while striving to learn from differences in people, ideas, and opinions*. Violence and hateful rhetoric are not reflective of these values. If we are to begin the process of healing the wounds of racism, hate and bigotry that have brought us to this current tipping point, we must engage one another in thoughtful dialogue about our individual and collective experiences. We must do the work of educating ourselves about the harmful impact of racism and discrimination in all of its manifestations.

Anti-discrimination and anti-harassment training are currently provided to UofSC faculty and staff and required of all students who are new to the Columbia campus. And multiple units are engaged in advancing diversity and inclusion initiatives across our campus. However, given this pivotal moment in which we find ourselves, we will intensify these efforts to ensure that we are equipping our students, faculty and staff with the tools needed to effectively navigate the current tensions in our society. To this end, we are assembling a team to work on the implementation of a new diversity module that will be required of all UofSC freshmen as part of their orientation process beginning in the 2020-2021 academic year. And we will amplify the training available to all students, faculty and staff to ensure that we have the resources needed to foster a campus culture that is reflective of our Creed.

In his 1963 “Letter from a Birmingham Jail,” Dr. Martin Luther King, Jr. acknowledged the “interrelatedness of all communities and states,” noting that “injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny”. Let us turn our anger into action, demanding justice where there is injustice, peace where there is violence, and love where there is hate. Let the suffocation of this moment be the impetus for change.

Campus Resources:

To report incidents of bias or hate, submit a Bias and Hate Incident Form

UofSC Counseling & Psychiatry: 803-777-5223

UofSC Police Department: 803-777-4215

Tracey L. Weldon**Interim Chief Diversity Officer, Office of the Provost****Associate Dean, College of Arts and Sciences****Bob Caslen****President****University of South Carolina – Office of the President (Second Message)***June 8, 2020*

Dear Students, Faculty and Staff,

As our university family continues to mourn the tragic killing of George Floyd, many of you have taken to social media, marched in rallies around the nation, or participated in quiet reflection about the despicable act that caused his death. Our pain is real, and it is important to recognize the raw emotions that everyone is feeling. Where and how do we focus our pain and outrage going forward? My hope is that we begin a positive movement for change.

I am proud of the great example set by our student athletes. Friday many of them registered to vote in Richland County. Many of them have also participated in peaceful rallies at the state capitol.

We have begun to take some steps as an administration to better deal with racism and social injustice. Last weekend we announced that all incoming freshmen will complete diversity training as part of their orientation to the University. As a reminder, anti-

discrimination and anti-harassment training are currently provided to UofSC faculty and staff and required of all students who are new to the Columbia campus. And multiple units are engaged in advancing diversity and inclusion initiatives across our campus. All of these steps are rooted in the most essential of our values – to respect one another.

Many of you have seen the social media posts and petitions over the past week calling for the renaming of some of our campus buildings. Although I am new to South Carolina, I am very familiar with the issue of building names, monuments and other memorials to history that cause pain and suffering for so many people today. When I served as superintendent of West Point, where many of our buildings were named after Confederate generals who were also West Point graduates, I heard from African American cadets who felt demeaned by the names of certain campus buildings and by the racism they encountered every day in this country. I began an engagement activity called 'Hot Topics' - conversations that helped us better understand the harmful impact of racism in our country and provided our community with a respectful, intentional environment for engaging with one another. I want to bring these types of conversations to our campus this fall through the Dive-in Lunch series, the Welcome Table SC, and other such activities focused on open, honest dialogue.

I know that many of you want more than just dialogue; you want visible change on our campus. When I arrived in Columbia last August, I was deeply moved by the campus statue of Richard Greener, the University's first African American professor, and by the plaques on the Horseshoe paying tribute to the enslaved persons who built the historic, original campus. Last spring, our Board of Trustees approved the Presidential Commission on University History. The Commission was established to study and better understand the histories of the people whose names adorn our buildings, and – more broadly – to capture the voices and contributions of forgotten, excluded, or marginalized groups and individuals who positively contributed to the establishment, maintenance, and growth of our university. The first official action I took as president was to formally establish this Commission. You may know that the Heritage Act passed by the state legislature in 2015 prevents the renaming of any state building or the removal of any monument without a two-thirds vote by both the House and the Senate. But that does not mean we are powerless to tell a more complete and more accurate story of our university's history and of those who shaped it. I will keep you informed of our Commission's important work.

It is important to not only understand our history, but also to understand the rich civil rights and social injustice history within the state of South Carolina. Yesterday, the president of SC State University and I met to discuss ways our students could work

together to understand this history. As many of you know, SC State's history includes the "Orangeburg Massacre" – the killing of three protesting students on their campus in 1968.

Another action I took shortly after arriving here last year was to elevate the university's diversity leadership role to the VP level, meaning, issues of diversity, equity and inclusion will be at the forefront of conversations by the senior university staff. Julian Williams, whom many of you met during his interview process, will arrive shortly. I know Julian has some great ideas and I look forward to working with him to advance our strategic priorities tied to diversity and inclusion.

Finally, my staff have begun conversations with Columbia, Richland County and Lexington County law enforcement officials to ensure that community policing policies are aligned, consistent and clearly communicated to our students.

Ultimately, the journey to respect begins with conversation. One of the greatest freedoms that we enjoy as Americans is the right to free speech. However, just because we have the right to say something doesn't mean that we *should* say it. Respecting one another means finding ways to share our viewpoints without demeaning those who think differently. As we speak, we must be ready to receive feedback. It takes courage to speak up, and it takes even more courage to listen in an open and honest way. As Gamecocks, our ethic is defined by our values that are expressed in our Carolinian Creed. I encourage you to read it, study it, and reflect how these values should impact who you are and who you will become.

In conclusion, always remember we are one Gamecock family. We will get through this, as with all the challenges before us, together. Let us all begin by making a commitment to respect one another, to listen and understand one another, and to find the empathy that creates common ground so that we can move forward together. Live our Creed.

Forever to Thee,

Bob Caslen

University of Southern Indiana – Office of the President

An open letter to USI Students

June 3, 2020

Dear Students,

I write this very difficult letter with sincere love, confusion, anger and hurt. My heart is heavy, but it is not heavy with despair.

My intent was to send you a note of encouragement, and to thank you for your continued trust and support of my effort to lead and serve USI as we negotiate COVID-19—preparing our campus for a safe return for fall classes.

Instead I, like you, along with my family, and our faculty and staff, have been glued to the national response to the killing of Mr. George Floyd, an unarmed African American man in Minneapolis, Minnesota. I will be perfectly honest with you, seeing him die under the knee of that police officer paralyzed me. My only thought at that very moment was simply: *NO. Not Again!*

I remember the sadness, exhaustion and anger I felt as I watched a fellow human being beg for relief from the officers just to consume oxygen, simply to survive. I remember my eyes welling up as I screamed at the television, *Get off his neck! He can't breathe!* I remember calling across our home to my wife to phone our 22-year-old son. We needed to hear his voice at that very moment. I remember our 20-year-old daughter looking me in the eyes and asking, "Baba, are we safe?" as she sobbed in my arms. I remember wondering to myself, what do I tell her... *this time?*

I am not writing this today to make bold or blanket statements against institutionalized racism. I have none in me at the moment. I'm writing because I decided to stop pretending as if I'm "okay." To stop pretending as if I can shoulder this pain, hurt and confusion alone as I manage and lead our University.

I feel the need to express to you how tired I am, *really tired*, of seeing targeted violence against Black people within our nation. I am tired of the divisive lines drawn between race,

privilege, identity and education. I am tired of learning of young Black people being pulled from cars by officers sworn to serve and protect, and hearing the media decry their treatment because they were "college students." As if certain class categories justify or vilify societal wrongs.

I am tired of pretending, even with my wife, that I do not fear for our own son *each* time he leaves our home. I am tired of telling my children that *We will get through this*. I am tired of worrying about losing friendships or hurting the feelings of others who have not shared my experiences or the history of my race as I speak my truth.

Your peers and friends, many international, who have remained at USI during this pandemic tell me they feel safe on our campus but are unsure if they will be when they step off of it. I see the innocence and hope in their faces as they seek assurances I cannot give.

Being a university president, I have learned that some expect me to have all of the answers and be the face of calm under such violent circumstances. But how can I, or any of USI's faculty and staff be anything other than sickened and outraged by blatant wrongs?

My children, each of you and all the young people of every race and ethnicity within our community and beyond are the reason for my hope and optimism. You are the reason I serve our campus and our community with passion and purpose each and every day, and the reason our campus serves you*. You are also the reason I sleep restlessly each night, praying for YOUR safety—that you make decisions that lead to positive outcomes and remain safe. You are the reason I continue to smile during one of the most difficult and horrific weeks of my life, and why I will not surrender to despair. Students, you are the lifeline of our campus. It is your dreams, your presence, your innocence, even your naivety that motivates me to do more—motivates me to be better. It is my honor to be among you, and most importantly, to serve you. Thank you for being a significant part of my life!

I will never give up on you, our students. I am asking you to keep negativity away from your space. It only turns into bitterness and mistrust of "the other." Staying positive and creating solutions takes incredible effort. I challenge and encourage you to pursue your goals with the intentional effort to transform your community, the state, nation and our globe into a more compassionate, equitable and understanding place. Be the answer to difficulty through collaboration and through the building of relationships. There is nothing passive through this approach; this will be the hardest work you will ever encounter!

As I pen this letter, I ache—as do many of you—for Mr. Floyd's family and his community. We ache for our country. What we are facing within the United States and across the globe is complex and difficult. We are dealing with our most delicate resources—human emotion, history, future and human life. The most complex and imperfect gift we have all been given is to learn to live and *breathe* together.

Peace and continued blessings,

Ronald S. Rochon, PhD

USI President

**If you need support, contact:*

- *Dean of Students Office (DOSO)*
- *Public Safety*
- *USI Counseling Center*
- *Vanderburgh County Southwestern Behavioral Care (24-hr crisis/suicide prevention)*
- *National Suicide Hotline*

University of Las Vegas – Office of the President (First Message)

SUNDAY, MAY 31, 2020

Dear colleagues and students,

It is with a heavy heart that I reach out to you in light of the appalling death of George Floyd at the hands of Minneapolis Police. This is just the last in a far too long list of similar atrocities and there is only so much we can bear.

UNLV stands in solidarity with our African American faculty, staff, and students in denouncing this heinous act, in expecting accountability, and in demanding systemic

change. The distress that this has caused in our community runs wide and deep. Racism is a far greater long-term threat to this country of ours than any virus. We need to confront it head on and together.

Universities have a responsibility to be beacons in the journey out of this unacceptable state of affairs. Let us double down on our efforts. We need to do this for each other. We need to do this for ourselves.

With sadness and hope,

Marta Meana, Ph.D.

President

University of Las Vegas – Counseling and Psychological Services

Dear UNLV Students, Faculty, and Staff,

In light of the current events that are affecting our country today, we want to let you know that the University of Las Vegas, Nevada Student Counseling and Psychological Services (UNLV CAPS) supports inclusion, diversity, and equitable treatment. To our Black Students and community, we recognize your frustration, anger, sadness, grief, and trauma. We support Black lives in the face of all forms of hostility, aggression, and terror. We honor the Black lives lost to police violence and other anti-Black violence, while advancing a vision of a more inclusive community and a more just world.

UNLV CAPS supports student and faculty organizations that oppose systemic racism and oppression. We understand the need for students, faculty and staff to express their concerns and to be heard regarding the deaths of George Floyd, Breonna Taylor, Ahmaud Arbery, Tashii Brown, Byron Williams, and many others, and we support calls for action, change, and justice.

We recognize that current events can be overwhelming and distressing. UNLV CAPS is committed to creating a safe and comfortable space for students of all cultures and identities. We proudly operate from a multi-theoretical and multicultural approach to meet the unique mental health needs of individual students. We are putting this approach into

practice in the following ways while observing university and state guidelines in response to COVID-19:

- We offer mental health consultation services to UNLV students on a call-in basis any time that we are open (currently, Monday through Thursday 8:00 am to 5:00 pm and Friday 9:00 am to 5:00 pm) for any immediate needs, including the need to speak to us about the impact of racism or oppression, whether it be personal, vicarious, or institutional. Some students meet with CAPS staff members only once and some meet more than once after considering students' needs and preferences.
- We have several counselors who identify as people of color, as well as others who strive to do the work of allies to people of color, and we will listen to you about your preferences for who you meet with and accommodate them as much as possible.
- We will continue to maintain liaison relationships with other UNLV departments, such as Student Diversity and Social Justice (SDSJ) and the Jean Nidetch Women's Center, to collaborate in supporting UNLV's diverse community and better understand and serve the multiple identities they may have.
- In collaboration with SDSJ, we conduct a Tuesday Talk workshop via videoconference every Tuesday from 3:00 pm to 4:00 pm for students, faculty and staff of color. We are working on either temporarily designating this as a space specifically for Black students, or potentially creating a separate such workshop and space for Black students. Please contact CAPS at 702-895-3627 for further information about this workshop.
- We are creating a Diversity Committee within CAPS to further prepare and educate ourselves to respond to the needs of students of color at UNLV. We will help facilitate ongoing conversations with faculty/staff around the impact of racism on mental health and wellness and we will work to remain current in our own understanding regarding issues around diversity and multiculturalism.

Please know that we see you, we hear you, and we are ready to help you heal and thrive. Together, we can be part of the solution.

Sincerely,

UNLV CAPS Staff

University of Las Vegas – The Intersection Academic Multicultural Resource Center

“We have learned to fly the air like birds and swim the sea like fish, but we have not learned the simple art of living together as brothers. Our abundance has brought us neither peace of mind nor serenity of spirit.”

—Martin Luther King, Jr.

The recent murders of George Floyd, Breonna Taylor, Sean Reed, and Ahmaud Arbery - along with the ongoing revelations of the adverse impact COVID-19 has had on African Americans and people of color - have opened old wounds and forced the opening of eyes previously closed. These tragic current events have a historical context, punctuated by racism, have torn off the scab on wounds that can no longer be left to fester – but rather must heal from the inside out.

The Intersection at UNLV, not only recognizes the frustration, anger, sadness, grief, and trauma that members of our community are feeling. WE ACKNOWLEDGE IT AND WE FEEL THE SAME. Like you, we are tired. Tired of seeing the gross injustices faced by African Americans and people of color in the United States. We are tired of the murders that go unrecorded and unnoticed. Tired of abuses of power. We are tired of empty promises and empty words. As we work through all of these very real and raw feelings, let us convert that energy into supporting efforts for long-term strategic change. As the late Martin Luther King, Jr. suggested, if we can learn to fly – surely we can learn to heal and live in peace of mind and serenity of spirit.

To that end, The Intersection will continue our efforts to be a space on campus that celebrates the intersections that exist in each one of our lives. Our articulated goal to be a space where judgment, stereotypes, insensitivity, and close-mindedness are neither accepted nor tolerated – will continue to be our guiding principle. This, we believe is even more important today for our entire UNLV community in general, but specifically for our African American, Asian, Latinx, Native and LGBTQ students, faculty, and staff. We want you to know that WE ARE HERE FOR YOU!

But, we know that simply hearing you is not enough. It has been said that “words without action, are meaningless”. Therefore, and to that end, we, in The Intersection are committed to continuing to encourage engagement in difficult conversations that foster change and resolution. We will continue to pull together members of our diverse campus and local community to analyze challenging issues and offer solutions. The Intersection will continue to initiate programs and activities that you express you need and want that fosters a sense of belonging and encourages academic success. We will continue to work together in solidarity to help each other navigate these painful and life-altering moments. We are here, let us be here for you.

Finally, please know that it is okay to not be okay. These painful and challenging times are not right. And, it is okay if you are not okay. But, we must all take time to practice self-care and be safe. And remember, you are not alone.

In addition to **The Intersection**, the resources listed below are here to help assist you:

Counseling & Wellness Services

Student Wellness

Student Counseling and Psychological Services

Tuesday Talks/Intersecting Connections: these sessions, moderated by David Robinson, are designed to provide UNLV students of color with an opportunity to share their thoughts, perspectives, concerns, and finding hope for moving forward.

Organizations

Men of Color Alliance

Women of Color Coalition

Reporting Instances of Racism or Violence

UNLV Office of Equal Employment and Title IX

Rebel Support Team

Office of Student Conduct

Creating an Oppression and Trauma Free Campus

Student Diversity and Social Justice

Warm Regards in Solidarity,

Harriet E. Barlow, Ph. D., Executive Director

Ana C. Marrero, Ph.D., Assistant Director

Cynthia Chavez, Administrative Assistant

University of Las Vegas – Office of the President (Second Message)

TUESDAY, JUNE 16, 2020

Dear university community,

I wanted to let you know that the Hey Reb! statue in front of the Tam Alumni Center was taken down this evening. In recent conversations with the donor, we mutually agreed it was best to remove the statue and return it.

Over the past few months, I have had discussions with multiple individuals and stakeholder groups from campus and the community on how best the university can move forward given recent events throughout our nation. That includes the future of our mascot. The frequency of those conversations has increased in recent weeks, and I will have more to share with campus once the listening tour is complete.

Warmly,

Marta Meana, Ph.D.

President

University of North Texas – Office of the President (First Message)

We Must Stand Together – An Official Notice from the President

Monday, June 1, 2020

Dear UNT community member,

We are all deeply disturbed and saddened by the tragic events that led to the murder of George Floyd. Once again, we ask why an unarmed black man was killed by a police officer while colleagues looked on without intervening. People of color and white allies everywhere in our country have shown their shock and outrage through protests, and the collective rage people feel has led to more violent actions while we wait for answers. But no answers have been given.

Thoughtful people everywhere want to see justice and racial equity, and we all hope and pray for an end to the bitter institutional racism to which we all bear witness. While there have been cries of condemnation for these horrific events, there has not been a cohesive national dialogue, and I fear the violent reactions we see are creating yet deeper divides.

For some of our community members, these events feel all too familiar and there is concern that this could happen to them. Here in Denton, and at UNT, we are not immune to the challenges that the Black Community and law enforcement are facing. A former Black student was stopped at night last week by our campus police for not having a safety light on his bike. After our police confirmed that he had an outstanding warrant, this young man attempted to flee and was arrested after a brief struggle. This is an all too common scene in modern America and calls for all of us to do better as we negotiate the nexus of law enforcement and fear.

In the fog of peaceful protests and with cities in flames, most of us are isolated from our normal campus connections and, lacking normal dialogue, we respond by listening to emotionally charged and often inaccurate social media. We take sides, and it becomes so easy to "like" or comment in ways that dehumanize those whose views don't match our own.

Before the COVID-19 crisis, we started to take a harder look at our culture, and the impact of discrimination and racism on our campus. That dialogue, and the healthy response to

becoming a more intentionally inclusive campus, largely stopped as we took on yet another crisis. Today, I am calling on everyone in our community to show our caring and compassionate values. It is a time to come together – to listen – and to have the difficult and uncomfortable conversations we need to become the inclusive and caring community we aspire to be.

This week, I am inviting our community to rekindle these discussions. Our university will host two virtual Black Lives Matter President's Town Halls with the first one set for students from 2 to 3:30 p.m. Friday, June 5. The second one is for faculty and staff and will be hosted from 2 to 3:30 p.m. Monday, June 8. The discussions will be framed around the three questions: How are we feeling? How does this relate to my experience at UNT? How can we move forward? Community members can ask questions during the event or send me questions in advance to [redacted].

As a higher education community, we want peace and racial justice as we continue honestly reckoning with our past. I hope you will join me and other campus leaders in this critical conversation that will help us return to campus as a stronger, more united community that celebrates our diversity, caring nature and commitment to a community where everyone feels equally valued.

Respectfully,

Neal Smatresk
UNT President

University of North Texas – Office of the President (Second Message)

Moving Forward and Living Our Values as a Diverse, Inclusive Community – An Official Notice from the President

Wednesday, June 17, 2020

Dear UNT community members,

Today, I had a great discussion with leaders from our student, staff, faculty and alumni organizations representing our Black community members, and I feel very optimistic about

our path forward. During our open and honest conversation, we shared "Moving Forward Together: UNT's Action Plan for Improving Diversity and Inclusion on Campus." Our plan addresses the action steps we have already taken and a number of steps we are committing to take – from mandatory cultural competency and implicit bias training to hiring a more diverse workforce to better supporting and promoting inclusivity across campus.

I feel this plan is a solid step in the right direction, which advances diversity and inclusion on our campus in significant ways and confirms our commitment to becoming an antiracist campus. While we have addressed most of the requests that were presented to us, we all know there is much more that needs to be done to create an equitable campus and build a culture that actively promotes diversity as a core value. We are dedicating ourselves to moving down this path together as a diverse community that fosters mutual respect and promotes our students' success.

In the weeks and months to come, we will advance new initiatives and continue the constructive dialogue that has been started here over the past few months. I invite each of you to review the action plan and continue to share your thoughts and ideas for how we can keep pursuing our path to build the culture we all want here at UNT. You can email me your thoughts at [redacted]

I am steadfastly committed to celebrating our diversity and working toward the changes necessary for our university to lead in the fight against racism and bias so that each and every individual feels like a valued member of our Mean Green family.

UNT Proud,

Neal Smatresk
UNT President

University of North Texas – Office of the President (Third Message)

Dear UNT community members,

I want to thank each of the students, faculty and staff members who participated in the Black Lives Matter virtual town halls. I owe a debt of gratitude to each of the individuals

who bravely shared their personal experiences, concerns and hopes for our university as part of this important discussion.

These conversations are difficult, but it is crucial for us to engage in them so that we can find our way forward together. I don't have all the answers now, but I am sincerely committed to the significant work ahead to do better – so our university can be better.

If you were unable to attend the student or faculty and staff town halls, I invite you to watch the video recordings or read the transcripts. We are reviewing each question that was presented and working to provide answers very soon in a document that will be posted with the transcripts.

This won't be the end of our conversation and our shared journey to improve our campus culture. I will be hosting an in-person town hall in August and the Division of Institutional Equity and Diversity will be releasing the data from our climate survey along with recommendations for immediate actions and the steps we have already taken to address the concerns you have raised. And during the next several months, each vice president will be hosting opportunities for further engagement within each division.

I also encourage each of you to speak out if you witness racist or unjust acts on our campus or toward any of our community members. If you experience or witness racism committed by a student, please report it. Suspected violations committed by faculty or staff members should be reported to Equal Opportunity. The Division of Institutional Equity & Diversity also has more information on how to be a more effective ally.

As an institution of higher education, we have a responsibility to be at the forefront of change, leading the way in the fight against racism and bias, and creating social justice and equity. We pride ourselves on making a difference in the lives of our students, and so we must become an antiracist institution. So let me say clearly to Black students, faculty and staff, we will fight alongside you because Black Lives Matter.

Respectfully,

Neal Smatresk
UNT President

University of Pennsylvania School of Medicine – Office of the Dean (First Message)

Penn Medicine's Commitment to Taking Steps to a More Inclusive and Just Community

June 15, 2020

The past few weeks have been traumatic, especially for Black faculty, students, and staff who live every day with the burden of racism. The recent protests for racial justice have inspired unprecedented solidarity and the opportunity for our entire community to commit to actions that will have a lasting effect.

As we plan our next steps together, we continue to seek broad input which honors and includes the perspectives of the diverse voices in our community. Together, we will listen, learn, and lead. We will implement rapid actions and develop strategies that will have a sustained impact on our culture and our community. These efforts can no longer wait. Future generations require our action.

We want to thank all of those who have spoken out, protested, shared your experiences, formally and informally, and who have reached out to us personally and as part of groups across Penn Medicine. Thousands of Penn health care workers listened intently to a heartfelt message and call to action from Dr. Florencia Greer Polite on Franklin Field. Together, we shared 8 min and 46 seconds of silent reflection about George Floyd and his death under the knee of someone sworn to protect him. We remembered that this horrific act occurred against a backdrop of more than 400 years of oppression and discrimination.

We also want to thank University Provost Wendell Pritchett, Perelman School of Medicine Vice Dean for Inclusion and Diversity Dr. Eve Higginbotham, and the panel of speakers on last week's Community Dialogue on Racism, Racial Justice and Social Equity. Everyone candidly shared their personal experiences and their hopes for the future. Our sadness and outrage has grown as we have listened to these powerful stories, and we are reminded that our own institution has contributed to perpetuating these longstanding injustices. For those of you who were not able to join us, we encourage you to watch the replay of last week's event online.

Penn Medicine will no longer tolerate injustice in our culture. These actions are not only wrong; they are holding us back. These traumas have permanent effects on those affected, change team dynamics, impair creativity, reduce productivity, and harm patient care.

In order to make meaningful change, we need a coordinated approach that encourages participation and embraces perspectives from individuals and groups throughout our institution. The Penn Medicine Office of Inclusion and Diversity (OID), in partnership with leaders and representatives throughout Penn Medicine, is launching a strategic engagement and action process. It will include multiple opportunities for additional community input, including a series of focused town hall meetings, the development of goals and specific action items, and a scorecard with measurable accountabilities to advance our next steps and ultimately achieve a more inclusive and fair community. A draft outline of the strategic plan will be communicated and posted on the OID website by June 30 for stakeholder input and comment before it is adopted.

However, time is of the essence and now is the time for action. We agree that the first step is awareness of our individual contributions to an unsupportive culture. Thus, as of June 15, we are directing every executive, department chair, and manager to undergo implicit bias training in the next 3 months. By the end of the next 6 months, every Penn Medicine employee, student, and trainee will also participate in this critically important training. This is only a first step of many more actions to come.

We will share more about our planned next steps soon. We are grateful for your shared commitment to this movement, and we expect everyone in our institutions to rise to these profound challenges and to seize the opportunity for change.

J. Larry Jameson, MD, PhD, Executive Vice President of the University of Pennsylvania for the Health System and Dean of the Perelman School of Medicine

Kevin B. Mahoney, Chief Executive Officer, University of Pennsylvania Health System

University of Pennsylvania School of Medicine – Office of the Dean (Second Message)

To make real our commitment to actively address all forms of racism and bias at Penn Medicine, we are pleased to announce the steps we are taking beginning in July to create a more inclusive and just community. As promised in our June 15 message to the community, a framework for taking action has been developed by the Penn Medicine Office of Inclusion and Diversity (OID) in partnership with Penn Medicine Academy and leaders and

representatives throughout our institution. This plan, called **Action for Cultural Transformation (ACT)**, has been posted on the OID website.

The ACT initiative will drive an enterprise-wide effort to review organizational systems and identify opportunities to mitigate bias and advance diversity, equity, and inclusion. Our approach aims to capitalize on current momentum and drive immediate action wherever possible.

Over the next two months, the governance and infrastructure for ACT will be refined. Our goal is to bring in as many voices as are interested in participating to identify key goals, lead virtual groups to further refine and prioritize those goals, and continue to brainstorm regarding new actions that have not yet been identified. We encourage you to visit the OID website and become engaged.

At the same time, we are taking our first immediate action, by launching a series of unconscious bias training workshops beginning the week of July 13th.

Understanding our own biases is the first step to building a more inclusive workplace. The workshops will run from July through September. They will reach managers and administrators at every level throughout the health system and in the Perelman School of Medicine, beginning with the executive leadership team, who will participate in the first session.

The training sessions will be led by Brian Gittens, EdD, a nationally recognized leader in this field, and his team. Dr. Gittens has worked with us in the past. He has decades of experience working with the military, higher education, governmental organizations, corporations and non-profits, as well as academic medicine. We are confident that you will find these sessions to be both informative and inspiring.

Ultimately, eliminating racism is the work of our entire community. By the end of the year, the trainings will expand to include all Penn Medicine employees, faculty, students and trainees.

In the next few days, an initial group of leaders will be receiving additional information about the training sessions, including a schedule and invitation to participate. We urge you to respond promptly.

In the meantime, we recommend two articles -- an overview of the topic of unconscious or cognitive bias by Dick Byyny, MD, FACP, Executive Director of Alpha Omega Alpha Honor Medical Society, and an essay by Eve Higginbotham SM, MD, ML, which describes the importance of inclusion as a core competence of professionalism.

We are excited that the ACT process has begun. We look forward to working with all of you in the coming weeks and months to transform our culture and bring about change at Penn Medicine.

August 18, 2020

Dear Penn Medicine Faculty, Staff and Students,

The ACT process is well underway, with a goal to ensure equity, mitigate bias, and eliminate structural racism at Penn Medicine. This month we are launching a series of virtual meetings across Penn Medicine to listen to your feedback and collect your ideas about what we can do going forward. Your input is critical to build our strategic plan for ACT, which we will finalize by December.

In the next several weeks, we will be sharing with you a series of "Just Do Its" (JDI). These are strategic initiatives launched in the last two months, which have received broad support and institutional endorsement to create immediate impact. You can visit the website of the Office of Inclusion and Diversity (OID) to learn more about the specific group/entity that is responsible, the timeline, and the metric of success for each initiative. Additional action items from the evolving JDI list will be communicated regularly for the next few weeks.

In this communication, we convey the following examples of JDIs:

To advance overdue changes in the education of future physicians, the Perelman School of Medicine has enacted numerous changes to the medical student curriculum to address anti-racism, including diversifying article authors, and requiring incoming MS1 students to read Dorothy Roberts's influential book, "Fatal Invention." This is one of many steps to transform embedded elements that contribute to biases.

Over 50% of the clinical departments have appointed a Vice Chair for Inclusion, Diversity and Equity and the remaining departments are considering candidates for the vice chair role.

The process for bias and discrimination reporting is being optimized for the University and the Health System, to affirm zero tolerance for racist behavior and actions at Penn Medicine. We want to ensure that we not only capture and act on these reports, but that individuals are comfortable and confident in the disclosure process.

All six acute care UPHS hospitals are evaluating their hiring practices, reviewing the regional demographics of the communities they serve, and assessing how their local workforce reflects those demographics. In addition to achieving a more diverse workforce, this goal is also focused on career advancement and diversity throughout the hierarchy of positions.

To ensure the availability of resources to support pain and grief:

The Center for Health Equity Advancement, in partnership with Cultural Psychiatry and the COBALT team, created individual and group resources for healing during this time, available to students, trainees, employees and faculty across Penn Medicine.

PSOM has established a Peer Support Network, a group of students who are trained by Counseling and Psychological Services at Penn, to provide support to our students.

These are among the more than 50 actions taking place concurrently with our ACT strategic planning efforts. Once again, these Just Do Its, along with others previously reported, and future actions will be shared on the OID website.

The collaborative approach to tackling this transformational work across Penn Medicine is a critical factor in maintaining momentum. We appreciate your direct feedback on the OID website and the more than 600 volunteers and leaders who have stepped forward to either lead sessions or participate in the strategic planning process.

We are actively listening and learning about our own biases:

Facilitated discussions: The first of many talks have begun. We have been humbled by the openness, and willingness to share among the groups that have already participated. This work is difficult, and the feedback is not always easy for us to hear, but we remain steadfast in our commitment to rooting racism and bias from our organization.

Unconscious Bias Training: Over 2,200 managers and leaders have enrolled in or completed Unconscious Bias training across Penn Medicine. We are on track to ensuring all Penn Medicine employees, faculty, students, and trainees have an opportunity to participate in this enlightening course by the end of the calendar year.

You will hear more from us in the coming weeks and months as ACT continues to advance and a strategic plan is finalized. If you have questions, please contact the Office of Inclusion and Diversity at oid@mail.med.upenn.edu.

Thank you for your continued focus, thoughts and participation in this important and transformative process.

Eve J. Higginbotham, SM, MD, ML

Vice Dean for Penn Medicine Office of Inclusion and Diversity

Dwaine Duckett

SVP, Human Resources, University of Pennsylvania Health System

University of Pennsylvania School of Law – Office of the Dean (First Message)

Monday, June 1, 2020

Dear Law School community members,

Recent days, and weeks, and months have illustrated just how far our legal system is from achieving the ideals of justice and equal treatment that we claim to cherish. As a nation gripped by a pandemic, we have seen how longstanding systemic inequities and biases have produced disproportionate impact of COVID-19 on marginalized communities, and given rise to acts of hatred and violence against immigrants, Asian Americans, and others. And now, most recently, we are again reminded that this country's 400-year history of racism continues to produce clear and present danger to the bodies and lives of Black people in every part of the United States.

The killing of George Floyd has provoked understandable outrage and anguish – compounding the outrage and anguish following the killings of Ahmaud Arbery, Breonna Taylor, Tony McDade, and countless others. We extend our deepest condolences to all who have lost loved ones to anti-Black violence. Our community is shaken as a wave of anger and pain has exploded across the country and around the world. As our University President Amy Gutmann wrote to the Penn community this weekend, we mourn together about these recent events.

While we strive to come together, it is important to acknowledge that we are not all experiencing these events in the same way. These killings are part of a long and brutal history of violence too often sanctioned by our nation's laws and government practices. This anti-Black racism has provoked understandable outrage and anguish, and for our Black community members, this is a particularly challenging time. I join you in grief and anger while recognizing that you bear an undue burden that I will never experience. Violence at the hands of police and civilians requires our urgent attention, and that responsibility falls to each of us in the legal profession. I commit to doing more.

As a preeminent law school, it is our mission to examine, analyze, and advance justice. This mission includes acknowledging that our institution, like the society around us, has to date imperfectly and incompletely lived up to our highest ideals. I regard such imperfection as motivating, not paralyzing. Collectively we have the resources and the will to do better, and together we will work as an institution to take sustained action to catalyze meaningful change. As a starting point this month, I have asked our Office of Inclusion and Engagement, the Quattrone Center for the Fair Administration of Justice, and the Toll Public Interest Center's Social Justice Programs to collaborate on leading a three-part effort to help our community grieve together, learn together, and work together to pursue systemic reform.

- To honor the outrage and anguish in our community, we are partnering with University colleagues to host a virtual vigil on **Friday, June 5th at 5:30pm**. Details and a link will be forthcoming.
- To redefine the conversation about police reform, with an emphasis on implementing strategies for real-world change, we are collaborating with leading scholars, practitioners, and activists to launch a series of conversations on topics including police brutality, systemic racial injustice, and life-saving criminal justice reform. We will circulate more details by next week.
- To embrace our responsibility to lead the next generation of lawyers in repairing a justice system that has been plagued by repeated anti-Black violence, we will continue to implement an action plan for curricular and service opportunities that will enable members of our community to concretely engage in changing the trajectory of racism in this country.

We accept this call to action, and we look to our Penn Law community for partnership and solidarity in healing, learning, and working together to ensure that justice truly does exist for all.

Sincerely,

Ted Ruger

[Update on the Law School's commitment to anti-racism](#) – July 1, 2020

University of Pennsylvania – Office of the President (First Message)

Wednesday, June 3, 2020

Message to the Penn Community

From

President Amy Gutmann

Words cannot adequately convey the anger, grief and frustration that we are all experiencing during this difficult time for our city and country. The horrific killings of George Floyd, Breonna Taylor, Ahmaud Arbery, and so many others have shocked and saddened us all. These are grim manifestations of ongoing racism, repression, and inflammation of hatred in our society.

Yet out of our despair, we can also perceive hope. Those who are peacefully protesting have given voice to change that is long overdue. Our nation needs to reaffirm, in a unifying voice, that we all share a common bond, first as human beings, and as citizens, governed by the same laws and constitutional rights, deserving of equal protection and opportunity. We speak up in solidarity with our Black sisters and brothers, for the indignities and violence they have experienced simply because of the color of their skin. We speak up for every person who is subjected to cruelty, discrimination, and injustice.

We must, as a country and community, resolve to find better ways forward to understand and address systemic racism and closely related economic, educational, political and social inequities. We must work together to build more hope for the future.

That work begins at home, in our beloved University. For every great stride Penn has made in addressing educational inequities—more than doubling our proportion of first-generation and low-income students, tripling financial aid, substituting grants for loans, creating our Penn First Plus programs, and partnering with our city to help over 250 local public schools and hundreds of social service organizations—we recognize how much more remains to be done to better address systemic racism and educational disparities.

Our work radiates out, in partnership with our beloved city, and further still, to help heal the wounds and overcome the injustices of our deeply polarized society and world.

We are social beings whose lives and psyches are strained by the distancing that we must practice to protect everyone around us from the novel coronavirus. The ravages of that virus—the death toll and the economic toll—exacerbate pre-existing health disparities and health care inequities of our society. Here, too, our work radiates out into our city, country and beyond. Penn is home to a world-class academic medical system with top-ranked nursing, dental and veterinary schools whose faculty, students, staff, and alumni have been toiling tirelessly to care for vulnerable individuals and communities. Yet we must pledge to do more to address health care disparities and inequities in the months and years ahead.

We thrive when we join together, when we care for one another, when we speak and act with empathy for and in solidarity with one another. Today is not the first time—and it will not be the last time—that we speak up and stand up with our students, faculty, staff, alumni, and entire community of caring, loving, hurting human beings.

As events unfolded this week, my thoughts have constantly returned to how grateful I am to be a part of the University of Pennsylvania. To the pride I feel at working with such extraordinary students and colleagues. To the hope I have for our great city.

We know that we are all in this together. And we will get through it, helping each other, working for a better community and country.

Today Provost Wendell Pritchett and I announce Penn's support for a set of collaborative and innovative projects—to be created by our students, faculty and staff brainstorming together—that will propel progress in our University, city and society toward a more inclusive and impactful university and community. We speak for everyone at Penn in resolving to do our part to help heal wounds, strengthen community, and create hope in our world. These projects include:

Penn Projects for Progress

As an institution dedicated to addressing society's most intractable problems, Penn will establish a new fund, intended to encourage students, faculty and staff to design and implement pilot projects based on innovative research that will advance our aim of a more inclusive university and community. We seek to seed impactful projects, grounded in outstanding Penn research, that will offer new ideas to enhance the quality of life for members of our community now and in the future. Proposals for projects from individuals will be considered, but those from diverse teams—broadly conceived—will receive priority consideration. Initially, project proposals are to be related to one or more of the following challenges:

- Eradicating or reducing systemic racism
- Achieving educational equity
- Reducing health disparities based on race, gender, sexual orientation, and/or social determinants of health

A selection committee will make recommendations to the President and Provost based on their judgement of a project's potential to make an immediate and sustainable impact. The initial fund will be \$2 million—with the possibility of raising additional resources—to support compelling projects and promising proposals. A follow-up communication to our community will provide details, including how to apply for funding.

A Year of Civic Engagement

Civic engagement, in the year ahead, will be more essential than ever. We made a commitment, as we wrote last month, to begin our fall semester as scheduled. We must now make an equal commitment to sustaining our community. As a first step in this direction, we are announcing a Year of Civic Engagement for our University. The 2020-21 academic year will include programs, workshops, student-led dialogues, and opportunities to engage with the communities outside our campus, from our immediate West

Philadelphia neighborhood, to our surrounding city as it recovers from the pandemic, to the wider circle of our nation and our world. These activities will acquire particular potency in our US election year, in which we know many of you will be involved, which will span from the campaign and election in the fall semester to the inauguration and its aftermath in the spring semester.

At the same time, the year will draw on Penn's historic tradition of civic engagement. We were founded by Benjamin Franklin with a vision of a non-sectarian school to educate the leaders of a growing city, with a focus on practical impact on contemporary life. We continue this mission in the Penn Compact 2022, which articulates *impact* as one of the three core goals that guide our campus. And it is embodied in a group of dynamic ongoing programs at Penn that will drive the Year of Civic Engagement: Civic House and its pioneering Civic Scholars Program, the Netter Center for Community Partnerships, the Fox Leadership Program, and the exciting new Paideia Program, which creates a hub for civic dialogue on campus, integrating service, wellness, and citizenship to educate the civic and community leaders of the future.

We welcome suggestions from every member of the Penn community as we develop activities for the year ahead. For our incoming Class of 2024, the Year of Civic Engagement will begin in New Student Orientation, with a Penn Reading Project that includes texts from Benjamin Franklin and Martin Luther King Jr., along with small-group discussions and larger presentations. For all of us, we can expect to learn from, engage with, and enrich each other as we together navigate the months to come. We will continue to share more information as plans for next year move forward.

The Campaign for Community

The Campaign for Community was launched in 2015 to strengthen our Penn community by finding ways to discuss and understand the vital social issues that may appear to be the most difficult or intractable. In the past five years, it has sponsored hundreds of campus events devoted to its three core goals:

- To promote understanding of and respect for multiple points of view on important topics related to the University community
- To encourage dialogue and discussion among members of the community about issues with the potential for difference and disagreement

- To create opportunities for all members of the University's community to participate in conversations about important topics

As issues of racial justice and social equity become ever more important—and yet ever more polarizing—we want to encourage all members of the Penn community to use Campaign funding and sponsorship for events in the coming year. We especially encourage small-group events, with consideration for physical distancing, that help us discuss the vital issues that we share and try to heal the divisions plaguing our world. We will circulate more specific information about Campaign grants and proposals in the upcoming week.

University of Pennsylvania – Office of the Provost

Monday, June 8, 2020

A Message to the Penn Community

From

Provost Wendell Pritchett

Last week, President Gutmann called on our community to join in grieving the deaths of George Floyd and too many others and to commit to being part of a positive change. I am writing today to reaffirm her call to duty and follow up with additional next steps.

Over the last week, I've looked at the Philadelphia streets where I grew up and have lived all my life and found a city that had changed. People have done the same in many other places across the country. What comes next, none of us know. But I *hope* it will be a fairer and more just country – a place where a person of color does not have to live each day in fear (a fear that I share, as I have been unjustifiably detained by police many times in my life) and where everyone can enjoy the resources and opportunities which are a basic human right.

I have researched and written about the uprisings of the 1960s, but I was not old enough then to fully feel them. I *do* fully understand today's uprisings. They are an appropriate and understandable response to our country's continuing systemic racism, violence, and repression – to a culture in which many leaders divide and inflame hatred – and they express a frustration with a society, the wealthiest in the human history, where poverty and economic inequality are ever-present. Like you, I've been shocked and saddened. Yet – probably also like you – unsurprised. The bill for injustice and inequality has come due. The shock was, perhaps, how suddenly it arrived. Yet amid all that: rays of hope. Across the

country, peaceful marches erupted this weekend; and they represent the broadest possible cross section of America.

As members of the Penn community, and members of many other communities, it is our responsibility to make the change people are demanding happen. Like all institutions, Penn is a flawed place. And like all historic institutions, Penn has a troubled history of racial discrimination. We need to recognize that, acknowledge it, and work every day to atone for those flaws. Yet at the same time, because of our amazing students, faculty and staff, Penn is a place that strives to get better, to work to alleviate our society's and our world's many ills.

Now more than ever, our tremendous stores of knowledge and creativity can, and will, help us create a more just, more equitable society. Here on our campus, I am proud to say that we have numerous ongoing programs that offer resources, information, discussion, and support on these critical issues, some of which are listed below. Going forward, as President Gutmann indicated, we also want to encourage all members of the Penn community to use funding and support from the Campaign for Community. The Campaign began five years ago to create ways to talk together about the deepest and potentially most controversial and intractable issues that divide us. Its goals are explicitly:

- To promote understanding of and respect for multiple points of view on important topics related to the University community
- To encourage dialogue and discussion among members of the community about issues with the potential for difference and disagreement
- To create opportunities for all members of the University's community to participate in conversations about important topics

The Campaign for Community is available immediately for proposals – for projects over this summer or in the academic year ahead – in three primary areas:

- Projects and conversations about racial justice within the Penn community
- Projects and conversations about racial justice between members of the Penn community and members of our Philadelphia community
- Projects and conversations about racial justice by members of the Penn community in their own home communities, including students at home over the summer

We also encourage you to make use of and participate in some of our vibrant campus programs:

African-American Resource Center

Makuu Black Cultural Center

Men of Color at Penn

Women of Color at Penn

Center for Africana Studies

La Casa Latina

Pan-Asian American Community House

Greenfield Intercultural Center

LGBT Center

Penn Women's Center

Graduate Student Center

Family Resource Center

Restorative Practices Program

Spiritual and Religious Life Center

We are all living through a moment in our history that is turbulent and unpredictable across multiple dimensions. Yet from great disruption can come great change. President Gutmann and I look forward to working with all of you, across this summer and the year ahead, as we begin to shape the future of our University and our wider human community.

Let us be the change we seek.

Wendell E. Pritchett

Provost, University of Pennsylvania

Presidential Professor of Law and Education

122 College Hall
Philadelphia, PA 19104-6303

University of Pennsylvania – Office of the President (Second Message)

Tuesday, June 16, 2020

Juneteenth: An Important Day for Reflection

A Message to the Penn Community

from

President Amy Gutmann

Provost Wendell Pritchett

Executive Vice President Craig Carnaroli

Senior Vice President and Chief Diversity Officer Joann Mitchell

Juneteenth marks the 155th anniversary of the date when enslaved people in Texas finally received word that President Lincoln had signed the Emancipation Proclamation more than two and a half years earlier. At a moment when our country is reckoning with the racism and discrimination that permeated the history of our country and universities for centuries, we are called to reflect on what we can do individually and collectively to dismantle systemic and structural barriers to equality.

We want to provide the intellectual space to pause for critical reflection and honest (in many instances painfully so) conversations. We hope these conversations include how we can work together to accelerate progress at Penn, in our community, and in our country. On this year's Juneteenth, which is this Friday June 19th, we ask members of the Penn community to take the day off of their regular work as an opportunity to contemplate the historical significance of Juneteenth and how we can learn from our past to chart a more equitable path forward. For those parts of our work that cannot pause for the day, supervisors will work directly with staff to ensure that essential, life-preserving activities continue. All other Penn faculty and staff are encouraged to pause their work for the day to remember the meaning of this important holiday.

We hope you will treat this day as an opportunity to learn from one another, an opportunity not to be missed. Penn is well positioned to bring together our collective resources to moving our University, our neighborhood, and our country closer to the inclusive university, community and society in which we all can aspire to live, learn and work.

University of Pennsylvania – Office of the President (Third Message)

Thursday, July 2, 2020

Penn Announces Plans to Remove Statue of George Whitefield and Forms Working Group to Study Campus Names and Iconography

A Message

From

Amy Gutmann, President

Wendell Pritchett, Provost

Craig Carnaroli, Executive Vice President

We are today announcing that a statue of George Whitefield that was erected in the Quad in the early twentieth-century will be removed from our campus. We make this change after careful consideration of what it means for our campus community, both now and into the future. The case for removing Whitefield is overwhelmingly strong. He was a well-known evangelical preacher in the mid-eighteenth century, who notably led a successful campaign to allow slavery in Georgia. This is undeniably one of Whitefield's principal legacies. Honoring him with a statue on our campus is inconsistent with our University's core values, which guide us in becoming an ever more welcoming community that celebrates inclusion and diversity.

Whitefield's connection to Penn stems from a church meeting house he owned at 4th and Arch streets in Philadelphia which was purchased by Ben Franklin to house the Academy of Philadelphia, a predecessor to the University of Pennsylvania. Given that Whitefield prominently advocated for slavery, there is absolutely no justification for having a statue honoring him at Penn.

Over the past few years, members of our community involved in the Penn and Slavery Project have done important research that has helped the University better understand its early history, and we are grateful for their work. It is important that we fully understand how the institution of slavery—a profoundly shameful and deeply tragic part of American history—affected Penn in its early years and that we reflect as a university about the current meaning of this history. Penn recognizes that some of its trustees, including our founder Benjamin Franklin, had owned enslaved persons. Importantly, Franklin changed course in his life and went on to become a leading abolitionist.

To ensure that we have a more complete understanding of the history that is reflected on our campus, we are also announcing the formation of a Campus Iconography Group. This group will engage in broad outreach across our community and advise us on further steps to ensure that the placement and presence of statues and other prominent iconography better reflects our achievements and aspirations to increase the diversity of the Penn community. We want to do our best to fulfill our firm commitment to being the most inclusive, innovative and impactful university.

The Campus Iconography Group will be co-chaired by Joann Mitchell, Senior Vice President for Institutional Affairs and Chief Diversity Officer, and Fritz Steiner, Dean of the Weitzman School of Design. Members of the CIG will include: Barbara Savage, the Geraldine R. Segal Professor of American Social Thought in the Department of Africana Studies; William Gipson, Associate Vice Provost for Equity and Access; Chaz Howard, Vice President for Social Equity and Community; Anne Papageorge, Vice President for Facilities and Real Estate Services; Lynn Marsden-Atlass, Executive Director of the Arthur Ross Gallery; Medha Narvekar, Vice President and Secretary of the University; and Wendy White, Senior Vice President and General Counsel with University Architect Mark Kocent serving as Senior Staff.

While as a University we are currently addressing many pressing issues and multiple exigencies related to the COVID-19 pandemic, we intend the Campus Iconography Group to move forward expeditiously this summer so we can be in a position later this year to begin enacting its recommendations.

These past months have made our country and our community more aware of the systemic racism that has infected so much of our society for so long. It is critical that we take the needed steps at Penn both in how we operate, and also in who we celebrate and

commemorate. We believe the steps we are announcing today are important ones in moving us forward on this path.

University of Southern California School of Social Work – Office of the Dean

June 16, 2020

Dear members of the USC Suzanne Dworak-Peck School of Social Work community:

As we continue to process the senseless murders that have now sparked a global movement to raise awareness of and denounce systemic racism, the school is taking steps to leverage its intellectual and other human capital to help initiate concrete change. Last week we participated in #ShutDownAcademia and #ShutDownSTEM and used that day to pause and reflect not merely on the racial inequalities and injustices that are structurally present today, but more importantly, what we can do to change their course. Now is the time to devise concrete plans for moving forward and marshal our talents and energy to develop concrete plans for change.

Some in our community have rightly noted that our planned webinars and outside gatherings are insufficient to produce needed change to combat the root causes of discrimination and racism. Nonetheless, they have allowed us to come together and identify our shared goals and our commitment to producing change. It now is time for the next steps.

I am writing to get your feedback on initial thoughts for what the school may do to meet this goal and better position ourselves to train our students to become the change agents needed for societal advancement.

Change Within the School

1. Develop infrastructure and internal policies on discrimination and racism.

As many of you have pointed out, our school lacks sufficient infrastructure to address issues of equity, diversity, and inclusion as it affects our teaching and day-to-day activities. As part of this process, we are developing an Equity, Diversity, and Inclusion Committee, led by Renee Smith-Maddox, that represents our composition. The approximately 12-member group will be made up of students from each academic program (MSW, MSN, DSW,

PhD), faculty, and staff who self-nominate to serve. In the welcome event that more people from each group self-nominate than there are seats, we would have elections. Our EDI Committee will help the school identify, evaluate, and address issues with curricula, programs, projects, and internal operations. This key group of individuals will help the school identify milestones and benchmarks that will allow us to measure our progress toward meeting our goals on an annual basis. More information on the self-nomination and election process will be made available in the coming weeks.

2. Identify and hire senior underrepresented minority faculty of national distinction.

Attracting additional high-quality underrepresented minority scholars to a school is a process that typically takes two to three years. We will form a group of tenure track faculty who operate outside the usual search process to identify faculty, based on the needs and goals of our school, and invite them for visits.

3. Trainings

Under the guidance of our Equity, Diversity, and Inclusion Committee, we will plan trainings for faculty and staff. Because self-awareness is at the core of systemic problems. We plan to produce something similar to the 11-part Witnessing Whiteness training program that has been successful in other parts of the country. Please access information about this program by [clicking here](#).

We will begin faculty training by holding a training session on issues faced by trans students during our first faculty meeting of the year. We are inviting an acclaimed trans faculty member from a sister school to lead this training.

Making Systemic Change by Identifying and Addressing Root Causes

Making sustainable societal change involves using research skills and our existing evidence base to get at the root causes of the racism and discrimination that is so seriously harming our society. The legacy of discrimination exists in many arenas in which our faculty and students currently operate. Local and national policy change is needed in many sectors of society (employment, housing, health care, policing, education, and many more) that interact with one another to diminish the lives of many in society, and in doing so, diminish us all.

Conclusion

The potential actions briefly outlined above are neither sufficient nor exhaustive. Please join me in planning and provide your feedback to the above and additional ideas. We have no time to waste. Yet, our efforts will entail a great deal of thoughtful planning and shared

decision making to formulate viable strategies. While it will take time to break down barriers to freedom for all, by working together, we can move forward to marshal our energies, knowledge base, and will to tackle the problems with which we are confronted as a community, and maintain accountability for the important role we have the privilege and honor to play.

I am encouraging our community to share concrete recommendations on how our school can help contribute to solutions. Please [click here](#) to submit your ideas and recommendations. Our senior leadership and EDI Committee will work together with you to move us forward. I look forward to keeping you informed of our progress and sharing new developments as they arise.

Sincerely,

Sarah Gehlert, MA, MSW, PhD
Dean

University of Southern California – Office of the President

A Message to the USC Community from President Folt

June 11, 2020

Dear Trojan Community,

This moment is our Call to Action, a call to confront anti-Blackness and systemic racism, and unite as a diverse, equal, and inclusive university. You have asked for actions, not rhetoric, and actions, now. Input from students, staff, faculty leadership, deans, our terrific diversity liaisons, our Culture Commission, alumni leaders, and neighbors has been pouring into my office, providing the basis for our first actions.

These six actions will be launched immediately:

- **Removal of the name Von KleinSmid from the Center for International and Public Affairs** – Yesterday, the executive committee of the USC Board of Trustees unanimously voted to remove the name and bust of Rufus Von KleinSmid from a prominent historic building on the University Park Campus. Both were removed last

night. Students, faculty, staff, and the Nomenclature Policy Committee have pushed for this for years. He was the University's fifth President, for 25 years. He expanded research, academic programs, and curriculum in international relations. But, he was also an active supporter of eugenics and his writings on the subject are at direct odds with USC's multicultural community and our mission of diversity and inclusion. Temporarily, the building will be called The Center for International and Public Affairs. We will soon begin an inclusive process to rename the building.

- **Community Advisory Board for the Department of Public Safety (DPS)** – A Community Advisory Board for DPS was recommended in 2015 by the Provost's Taskforce on Diversity and Inclusion, but was never fully implemented. We now will implement this, administered by the Provost, reporting directly to me. We need to update and restate the mission. It will be an independent voice advising the university on best practices regarding safety, policing, and the engagement of DPS with our community. The board will include faculty, staff, graduate and undergraduate students, and stakeholders in our neighborhoods. It will look at racial and identity profiling, partnerships with the Los Angeles Police Department (LAPD), financial resources, officer training, education, and disciplinary matters. We are seeking input now on the most effective structure and will have it up and running in a couple of weeks.
- **President's and Provost's Taskforce on Diversity, Equity and Inclusion** – This was formed in 2015 by the Provost. It brought about a number of changes, including having deans appoint diversity liaisons in each school and making USC's diversity demographic data available online. The committee recommended more than 20 actions, but some were not implemented. After broad consultation, I will charge a new committee of students, faculty, and staff to evaluate and strengthen our support for DEI programs. Its top priority will be to identify structural and institutional processes that perpetuate racism and inequality. The committee will help us develop new initiatives, such as mandatory training programs on implicit bias and sensitivity, curricular and extra-curricular offerings on racism, and community building for students, faculty, staff, alumni, and neighbors.
- **Chief Diversity, Equity and Inclusion Officer (CDEIO)** – This position has been strongly recommended by our community. I have asked Provost Chip Zukoski and our senior vice president of Human Resources, Felicia Washington, to define the scope of this critical role, with guidance from the diversity liaisons and members of the Trojan community. The Provost and the senior vice president will oversee the search to identify the right candidate, whom we hope to have in place by fall. The CDEIO will be part of my senior leadership team.
- **Space and Programming for Underserved Students** – Last fall, I asked our vice president for Student Affairs, Winston Crisp, and our Student Affairs team to develop a multi-year proposal to expand on-campus spaces and programmatic

support for our student cultural communities. As a first step, we will open new student spaces in the fall on two floors of the Student Union to better serve our underrepresented students. We are launching a new program, First Generation Plus, to provide support and resources for first generation, spring and transfer students as well as our Dreamers. We are also in the first stage of developing more space and programming for our Black, Asian Pacific American, Latinx/Chicanx, Veterans, LGBTQ+ students, Former Foster Youth, Native American, and Middle Eastern students.

- **Mandatory Unconscious Bias Training** – We urgently need training to raise awareness of conscious and unconscious biases. Our students and others are already developing programs, and I have asked SVP Washington to work with all of you – students, faculty, diversity officers, and staff to develop an online program for fall semester. This is just the first of many initiatives we'll be undertaking in this area.

These are just the first actions. We are committed to the longer journey. There is so much we can do together. I am grateful and honored to be your President.

Respectfully yours,

Carol L. Folt
President

University of Texas, Austin – Office of the President (First Message)

Turbulent and Difficult Times

June 1, 2020

Dear UT Community,

This isn't the first letter I'd planned to write as interim President of The University of Texas at Austin. I had a series of welcome messages set to go out today. But they didn't anticipate

or acknowledge the events of the past few days and the pain those events have caused for so many — so I had to start over.

Today's transition comes during a turbulent and difficult time. We are experiencing widespread outrage, anger, sadness and reflection here in Austin, throughout Texas and across our country. The senseless killing of George Floyd and the ensuing protests have gripped the nation. As I watch these events unfold, I feel for those who are in pain and am acutely aware that we must continue our struggle for meaningful and enduring change to overcome acts of racism and violence that corrode our community.

These challenges come as we are already responding to the COVID-19 crisis, which has become so much more than a life-threatening disease. It has paused or disrupted many of the core elements of our daily lives, forcing students to adjust to learning remotely and a different market for internships and jobs; requiring faculty and staff members to work in new, less comfortable ways; threatening many individuals' ability to keep their jobs and earn a living; and impacting our health care and education systems.

As we navigate these difficult times, I am reminded of just how critical The University of Texas at Austin is for our community, state, nation and the entire world.

UT has always been a special place to me, as a student, faculty member and dean of the McCombs School of Business. Now more than ever, I see that the creation and dissemination of knowledge are the most effective antidotes for injustice, inequality and intolerance, and for the advancement and improvement of our society. And that's what we do at UT.

We say, "What starts here changes the world." Those starts and changes don't just happen. They are the result of actions — large and small, as individuals and in teams — by our students, faculty, staff and alumni.

Without question, 2020 has not been the year any of us wanted it to be. We have seen political dysfunction, a global pandemic, economic distress, racial tension — and it is only June 1. In facing these struggles and uncertainty, we need people who can think creatively, develop workable solutions and solve difficult problems. The University of Texas has always had a mandate to be a "university of the first class." Part of that mandate means

that this university and the people of this community will take an active role in addressing the critical problems our society is facing.

As Longhorns, when we are tested, we don't shy away. When we are challenged, we don't fade into the background and shrink from our responsibility. We come together and draw upon the diverse range of talent, energy and passion that we have on the Forty Acres, to take on the most important and difficult issues of our time. I look forward to working with you to do that in the days and months ahead.

Sincerely yours,

Jay Hartzell
Interim President

University of Texas, Austin – Office of the President (Second Message)

Listening Closely and Moving Forward Together

June 15, 2020

Dear UT Community,

During the past few days, I have heard from many students, alumni, faculty and staff asking for meaningful changes to promote diversity and equity and ensure that black students at UT are fully supported. It is important, first, for me to listen closely — and then to work with the entire community to develop a plan to move the university forward.

These letters, calls and petitions come amid the national outrage over the killing of George Floyd and other black people by police. They reflect the deep pain and frustration that many of you feel about where we are as a society and a university.

I have begun scheduling conversations with students, including leaders of black student organizations and student athletes, as well as other community members to hear their concerns and ideas directly.

Working together, we will create a plan this summer to address these issues, do better for our students and help overcome racism.

I thank you for your ideas and ongoing guidance and welcome your emails and suggestions. I pledge that we will come together as a community to make The University of Texas an even greater place.

Hook 'em,

Jay Hartzell
Interim President

University of Texas, Austin – Office of the President (Third Message)

Juneteenth

June 18, 2020

Dear UT Community,

As many of you are aware, tomorrow is Juneteenth — which since 1865, has been widely celebrated as the official date marking the end of slavery in the United States. This holiday has deep Texas ties and, in fact, can be traced to the arrival of Union soldiers in Galveston on June 19, 1865.

Given all that has transpired in recent weeks and our nation's ongoing efforts to improve race relations, I am officially suggesting that — to the extent possible — all UT employees use their work hours tomorrow afternoon not to conduct their planned work activities, but instead to engage in meaningful activities with family and friends, and to reflect on an important day for so many in the African American community and beyond. I also encourage students to use their time outside of classes tomorrow to do the same. Given our shared values and objectives, I trust that our supervisors will do their best to adjust and enable these activities for our people.

Our state, nation and society have come a long way in the more than 150 years since the first Juneteenth. But the killing of George Floyd and other recent events show we still have a very long way to go. I hope you use tomorrow afternoon as an opportunity to explore our history, to have meaningful and even difficult discussions, to reflect on your own life experiences, and to create needed space for productive thought during these trying times.

Thank you all for your engagement and for supporting one another.

Sincerely yours,

Jay Hartzell
Interim President

University of Virginia School of Leadership & Public Policy – Office of the Dean

Dear Batten Students,

I suspect that many of you may be, like me, roiling with emotion today. Heartbroken about a hundred thousand American deaths from COVID-19 (and almost 400 thousand worldwide). Anxious about the mental and physical toll on loved ones near and far from lost jobs and a flailing economy. Outraged by examples — again and again and again — of dehumanizing racial injustice and America's stubbornly unhealed racial trauma. I am sad. I am scared. I am angry.

What an emotionally charged moment we face as individuals and as a nation. So much pain and fear and rage. And so much work to be done to heal so many wounds — both the raw wounds that are recent and the scars of wounds that are older than the nation itself, the symptoms of suffering and also the underlying causes.

This is the work that I believe many of us came to the Batten School to tackle. The demand for effective leadership and public policy is urgent and critical.

Normally during a moment like this I would seek to bring our community together in the Great Hall, or perhaps in smaller groups in my office or Pavilion. I would want to hear your thoughts and allow us all to listen to each other. I would want to validate our emotions, care for one another, and consider together what constructive steps we might take — each of us individually and also as a community — to be of greater service.

We cannot safely come together in person just yet, and Zoom is hardly a substitute for the type of authentic, vulnerable, sharing of experiences I believe is so important. But it's what we've got at the moment, and it's better than nothing.

If you would like to connect virtually, I will be holding an open Zoom session during the following times this weekend and into next week. These will be informal opportunities to speak with each other, listen to each other, learn together, and determine how we can make a difference.

These are voluntary convenings, and I fully understand if many people are too Zoomed out to participate in this way at this time. That's OK. We are planning a number of additional ways to engage with these matters in the coming weeks.

I am here for you, and I know we are here for each other. Together we can be a force for greater healing and building a world where all people can thrive.

Warmly,

Dean Solomon

Ian H. Solomon, Dean and Professor

Frank Batten School of Leadership and Public Policy

University of Virginia

University of Virginia School of Data Science – Office of the Dean

June 3, 2020

School of Data Science,

It was only weeks ago that I addressed the 2020 graduates of our MSDS program with the words "the world you are entering is not the same world we saw when you started this program." In some ways, I see now, we are very much in the same world we were in one year ago, or one hundred years ago: a world marked by stark inequalities in economic well-being, mobility and freedom, health and safety; inequalities shaped by race; by the systematic marginalization, exploitation and targeted violence against members of the African diaspora in the United States.

The killings in recent weeks of George Floyd, Breonna Taylor and Tony McDade at the hands of police are far too familiar, echoing similar cases that have made headlines (and so many that didn't) in the last decade, but also calling to mind the lynchings of Black men and women during the post Civil War Reconstruction and the brutality inflicted on the enslaved Black bodies that built this country. Here in Charlottesville, where the chants of white supremacists who invaded our community in August 2017 still ring in our ears, the significance of these killings and their connection to racist ideologies provokes even deeper outrage and despair.

As of this writing there have been protests in cities large and small, calling for the arrest of the officers involved in George Floyd's death, and a reform of the systems and policies that too often allow such acts to escape consequences and justice. These protests arise in the context of economic crisis and global pandemic, both of which have disproportionately impacted Black, Native and Latinx communities. They arise in the context of extreme political polarization as our leaders remain silent or, worse, fan the flames of civil unrest.

I write to stand in solidarity with all who are outraged, all who are hurting and all who are fighting to defend their communities and stand for justice. All of us in the School are ready to listen and support those who need it. But words and shoulders to cry on are not enough.

That is why I, with all of our faculty and staff behind me, stand ready to commit the resources, time, expertise and reputation of the School of Data Science to this movement for equality and justice.

We are a young school, founded less than one year ago, and still understaffed. However, we do have an endowment and a stable (as of now) level of tuition revenue. We know that to be in this position during the economic uncertainty engendered by the COVID-19 pandemic is a privilege that we are duty-bound to place in the service of justice and the social good. From our inception, Data Science at UVA has sought to center ethics, inclusion and

transparency in all we do. Below I detail what we have done and what we commit to do, within our small corner of the world, to support the fight for equality. Most of these actions have been in development for some time, but the urgency of this moment has prompted us to accelerate, refine and reallocate resources and efforts.

I have instructed our Council on Diversity, Equity and Inclusion, chaired by Reggie Leonard and Claudia Scholz, to monitor these efforts and make recommendations for continuous improvements and expansion. Our **search for an Associate Dean for Diversity, Equity and Inclusion**, which had been put on hold due to the recent hiring freeze, has been revived. We expect to post the job description within ten days and I call on all of you to spread the word so that we can recruit and appoint a dynamic leader to this executive position by the end of the year. This individual will be a key partner as we work together to build diversity, inclusion and transparency into the very fabric of our school, as well as our local and national academic communities.

Since its founding, our MS in Data Science program has required "Big Data ethics" as a core course to assure our students enter the workforce with a solid understanding of how data-driven decisions can be shaped by and perpetuate racial and other socioeconomic inequalities. We took this one step further with the founding of the Center for Data Ethics and Justice. This Center has hosted (and will continue to host) a speaker series with a focus on the intersection between data science, social justice, and relational ethics to create the theoretical foundations for a just and responsible data science. Today I announce **two new positions** to be added to this Center for the continuation of its program. With these positions, we explicitly seek to strengthen our commitment to social justice as part of the Center's mission.

First, we invite applications for a Postdoctoral Research Associate position in Responsible Data Science, to start this fall. The successful candidate will teach data ethics and pursue research and advocacy at the intersection of data science and social justice.

The second position is a **Data Activist-in-Residence**. We will post an ad in the next ten days inviting activists, journalists or artists who are engaging critically with data science, automated decision systems, or related technologies, to spend a year or more with us to pursue scholarly, outreach, advocacy, educational and/or artistic pursuits.

Our MSDS students carry out capstone projects as part of their degree program. Under the guidance of a data science faculty member, apply the tools of data science to a real-world problem, often in the areas of business and finance, biomedicine, digital humanities and other fields. Today I announce that we have extended the deadline to apply for a capstone project for 2020-21. We will **waive the capstone fee** for up to two organizations working for racial and social justice. If your organization has a data analysis need, please review the call for proposals and contact Dr. Scholz to discuss your project idea.

For the last four years we have supported PhD students from across Grounds who were engaged in data-driven interdisciplinary work through our Presidential Fellows program. We had intended to put this program on hold this year as we prepare to launch our planned PhD program in Data Science. However, we have decided to offer four Presidential Fellowships in 2020-21 to support projects that employ data science approaches to understand social and racial inequality, health disparities, police conduct and surveillance, social movements and uprisings, or other topics related to the intersecting crises of 2020.

Our research, education and service portfolios are still in development. To inform these efforts we support seminars and informal gatherings through such events as "Think-Grapple-Innovate-Fridays", informal convenings to bring Data Science faculty staff and students together with potential partners from across Grounds to explore areas for collaboration. Next Friday, June 12 at 4pm Eastern time, I **invite the community to a conversation** about recent incidents of police brutality, the uprisings they have provoked, and the role data science might play in understanding these phenomena. The conversation will be moderated by Dr. Luis Felipe Rosado Murillo, associate researcher in the Center for Data Ethics and Justice. Look for an announcement to come out in the next few days.

Our Advisory Board is a key resource that guides our education, training, research and operational efforts. We had planned to expand the size of this board to incorporate more perspectives and viewpoints. Today I commit to **recruiting two additional advisers** who are members of underrepresented groups to both counsel and hold us accountable to continuous action toward our ideals of an open, inclusive, and responsible data science. In a few months we will introduce a new Associate Dean for Academic Affairs. This new leaders' first order of business will be to establish an Academic Council to review our curriculum and research efforts. I hereby commit that this board will have **representation from Black and Latinx communities**.

As we build our School, it is vitally important that we create opportunities and pipelines into research and leadership positions in the emerging discipline of Data Science. We ask all of you to spread the word about our open tenure-track and teaching faculty positions. We must assure that our applicant pools reflect the diversity of the discipline as a whole. We are redoubling our recruitment efforts to build a pipeline into our faculty community and to address the concerns raised by UVA's Black Student Alliance and others about the lack of representation. More details on these efforts will be forthcoming as we refine the audiences, venues and networks we will partner with to attract excellent Black data scientists and researchers to UVA.

Finally, we are continuing our efforts to broaden access to our MSDS program. This year for the first time, we were able to offer significant need-based financial scholarships from the school for our Master's students. We are currently exploring options for collaborating with

a Foundation to offer **merit-based aid to support Black students** who enroll in our online or residential MSDS programs. More information on these awards will be forthcoming as we complete the needed financial and logistical planning.

The efforts I have outlined above are sincere, but I know they barely scratch the surface of what UVA as an institution and data science as a discipline owe marginalized communities. We will continue to work to address the injustices we observe in the world and count on your insights and contributions to guide us and hold us accountable. Yesterday President Jim Ryan established a racial equity task force. We look forward to supporting this group's efforts and look forward to hearing their recommendations about how we can be better allies in the fight for justice and equity.

In Care and Solidarity,

Dean Phil Bourne

University of Virginia School of the Arts

All of us in the UVA Arts community stand behind and alongside the Black community and all people of color across this nation. We share their anguish and anger over the senseless murders of George Floyd. Of Ahmaud Arbery. Of Breonna Taylor. Of Tony McDade. And of too many more. We condemn the abhorrent racism and violence against people of color that continues to pervade our country. We must fully see and address the injustice and trauma experienced by people of color over the course of generations. We commit to listening, to learning, and to using our resources to support change in our organizations and community. We believe that **Black Lives Matter**.

University of Virginia – Office of the President (First Message)

To the University community,

On Sunday, I offered some brief reflections on social media regarding the death of George Floyd. Those reflections and that medium were inadequate to the topic, which is why I am writing you today.

Let me start with the obvious but nonetheless essential. What happened to George Floyd—his callous and indifferent killing at the hands of a white police officer—was immoral and sickening. As Dean Risa Goluboff wrote recently, it might be tempting also to say it was “shocking,” but that wrongly suggests it was surprising. The recent and senseless deaths of Ahmaud Arbery, Breonna Taylor, and so many others before them whose lives were cut short demonstrate otherwise. This sort of violence against black people, including at the

hands of those who are supposed to protect all of us, is sadly all too familiar and stretches back not just decades but centuries, through the Civil Rights era, Jim Crow, Reconstruction, and slavery.

And let me apologize. When I wrote last weekend, I felt deep despair. Despair for the treatment experienced by so many people of color in this country—not just by police, but by every segment of society, including higher education, including here at UVA. Despair for the current state of our country, which seems to be unraveling before our eyes. Despair for the continued racial inequities across a wide range of contexts—education, criminal justice, health care, housing, jobs—that are still there, as is the systemic racism that underlies those inequities.

But in my own despair, in indulging in it, I failed to express the genuine sorrow I feel for the unequal and unfair burden that I know our black students, faculty, and staff carry with them not just through this episode, but through every day. George Floyd's death is just another sharp reminder that far too many people of color in this country live a life that is less secure—less safe—than white people, in part because of encounters with police officers who inflicted harm on people they were meant to protect. As a white parent of four kids, I have not had to have the conversation that so many black parents have had with theirs, cautioning them about how to behave around those who are meant to protect all of us. For all of that, I am truly sorry—both for that burden and for failing to acknowledge it.

And I know it's time to act and not simply to despair or rest on faith. Over the weekend, the Division for Diversity, Equity, and Inclusion at UVA posted a powerful statement from a group of faculty, staff, and community members reflecting on the latest tragedies. In it, they wrote:

We must continue to do the hard work that will help ensure that our future is different, more just, more accepting, and more inclusive. The future we envision is one in which the devaluing of life is no longer accepted, and where bigotry no longer contaminates our systems and institutions, burdening some community members much more than others.

I couldn't agree more, and I am committed to that work. It's in many ways why I came (back) here.

Through the hard work of many students, faculty, and staff—not to mention the persistent advocacy of alumni and community members—UVA is a better place today than it was a decade ago, or the decade before that. But there is more work to do in order for UVA to look more like the state and country in which we live; in order for UVA to be a trusted neighbor to the Charlottesville region; and in order for all students, faculty, and staff to have their voices and their presence equally valued, respected, and included in their

everyday lives on Grounds.

I have tried to champion some of that work in my two years as president, and some of it—like increasing student and faculty diversity and being a good neighbor to the Charlottesville region—is in our strategic plan. To complement and push that work forward, today I have asked three colleagues to lead a racial equity task force: Ian Solomon, the Dean of the Batten School of Public Policy; Kevin McDonald, our Vice President for Diversity, Equity, and Inclusion; and Barbara Brown Wilson, a faculty member in the School of Architecture and the faculty director of The Equity Center . This group will convene with students, faculty, and staff to gather together the growing list of recommendations, suggestions, and demands regarding the subject of racial equity at UVA—and to solicit others—and will send me a concrete and prioritized set of recommendations about the best steps forward, including actions that can be implemented right away.

Eleven days after I returned to UVA to begin as president, I spoke at an event to mark and remember the one-year anniversary of the white supremacist march through Grounds the year before. As I said then and will say again here:

I stand here today as an ally. I am surely an imperfect one, which is to say I am human, like all of you. I will disappoint some of you for doing too much and others for doing too little, some for going too fast and others for not going fast enough. But I know in my heart where I would like to go, and that is the place where our aspirations and our realities finally intersect. I know that many of you, so many of you, would like to get there as well.

I look forward to our continued, imperfect journey together.

Best,

Jim

--

James E. Ryan
President
University of Virginia

University of Virginia – Office of the President (Second Message)

To the University community:

Last week, I announced plans to form a racial equity task force to consider all of the recommendations and demands regarding the subject of racial equity at UVA—and to

solicit new ideas—and to send me a prioritized set of recommendations about the best steps forward. I'm writing today with an update on that effort.

The task force is composed of Kevin McDonald, Vice President of Diversity, Equity, and Inclusion; Ian Solomon, Dean of the Batten School of Leadership and Public Policy; and Barbara Brown Wilson, Assistant Professor of Urban and Environmental Planning and co-founder and Faculty Director of UVA's Equity Center.

These three passionate leaders are in the process now of compiling the many recommendations, demands, and suggestions about racial equity that have been made over many years at UVA by numerous groups. In addition, they will be soliciting input from a wide group of stakeholders, including students, staff, faculty, alumni, Charlottesville community members, and existing groups such as the President's Commissions concerning slavery and segregation at the University, the Office of African-American Affairs, the Carter G. Woodson Institute for African-American and African Studies, minority student organizations, Faculty and Staff Senate, the Black Alumni Initiative, and others. A website for submitting input and for sharing information will be available soon.

Although the UVA community and Charlottesville community are inseparable and blend together in many ways, the task force will focus on racial equity *within* the UVA community. Other groups, such as the President's Council on UVA-Community Partnerships and the Equity Center, are already considering UVA's relationship with the community, as it relates to matters of race and equity, and this task force will seek to work in concert with their efforts.

In addition to new recommendations, the task force will identify and advance existing racial equity efforts at UVA. I have asked the task force to work expeditiously—to view this work as more of a sprint than a marathon—and to send recommendations to me as soon as possible and no later than early August. I have encouraged the task force to be thoughtful and bold in their analysis and recommendations. In addition, some ideas raised in the various petitions relate to work that was already underway, and we will move forward swiftly with that work—and keep you posted on the changes as they are made, beginning as soon as next week.

Racial equity is an urgent issue right now—for our country in general, and specifically for the University of Virginia. We should welcome this opportunity and not shy away from it. Black lives matter, and it is time to redress the negative impact that systemic racism has

had on the experience of many students, faculty, staff, and community members here. This work is also about fixing a problem and removing an obstacle that stands in the way of UVA achieving its full potential as an institution. I look forward to working with Kevin, Ian, and Barbara—and with everyone in the University community as an ally to create a better, more equitable future for UVA.

Best,

Jim

--

James E. Ryan

President

University of Virginia

University of Wisconsin, Madison – Office of the Chancellor

A MESSAGE TO OUR COMMUNITY

Posted on May 31, 2020

The events happening this week in the Twin Cities, across the nation and here in Madison demonstrate the anger that members of our community feel over years of unequal treatment. This anger demands meaningful action, particularly for those of us who are in positions of privilege.

I recognize that words condemning the tragic and inexcusable death of George Floyd are not enough. UWPD Chief Kristen Roman and her fellow Dane County chiefs are already engaged with the community to reduce trust gaps and improve safety through the Law Enforcement and Leaders of Color Collaboration. I appreciate the work that UWPD has done to ensure that its training and policies protect and serve our communities of color as effectively as they protect and serve other members of our community.

Our work extends beyond law enforcement to every facet of our institution. Although most of us cannot physically be on campus because of the coronavirus, we continue to work on creating a more inclusive and diverse community through the efforts of Diversity, Equity and Educational Achievement; admissions and recruitment; faculty/staff recruitment and

retention; Student Affairs; Human Resources, our schools and colleges as well as within individual departments and units.

Each of us – particularly those of us who do not face the daily challenge of living amid inequity and injustice – must contribute to and lead the change that is needed. There are many ways to become more aware and involved. A list of resources is available on the DDEEA website.

Our campus has a long and proud tradition of helping bring about lasting change through peaceful protest. Thousands of people gathered peacefully at the Capitol Saturday afternoon. Unfortunately, a small number chose to engage in destructive acts that attacked already-struggling local businesses. I condemn this violence; it drowns out the message that needs to be heard and is likely to create backlash and more anger on all sides, rather than promote the changes that are needed.

I urge anyone participating in protests to engage in peaceful activism that drives towards systemic change. Use the power and privilege of your education to speak up, reject hate, racism and violence and use respect to build our community. Please take care for your own safety and those around you in this time of COVID-19.

Finally, I encourage those who are anxious or angry about recent national events to connect with the campus resources that are here to support you. These include the Multicultural Student Center, DDEEA, University Health Services and the Employee Assistance Office.

To our Black and Brown students, staff and faculty, I want to say unambiguously: You belong here, you are important to this campus, your lives matter and I am committed to your safety.

This is a time of unprecedented challenge but I remain steadfast in the belief that together, we can move forward toward a more just future.

University of Wisconsin, Oshkosh – Office of the Chancellor

An injustice and reminder of our ongoing work

Dear University community,

Like many of you, I watched with great sadness as injustice and outrage unfolded this week following the death of George Floyd in Minnesota.

This refrain unfortunately has played out time and time again in our country. It was only February when Ahmaud Arbery was murdered while jogging in my former state of Georgia. Even more recently, we have seen videos and read other explosive accounts of bigotry around the nation. They have occurred in less than six months, and they merely represent the instances of racism recorded and reported. It all must stop.

UW Oshkosh is a beacon for learning and transformation. Through education, we will continue to build understanding, tear down walls, shed light on racism, bias and hate, and work to be better human beings. We also commit to the never-ending work of making our campuses safer places in which to learn, live and serve. That requires personal reflection and responsibility. And it demands just, transparent and accountable systems, be they higher education or law enforcement. As imperfect individuals and institutions, let us recognize our progress and our failings and work together to be true champions of inclusion, not purveyors of division.

I encourage anyone who would like to share their thoughts on how we can improve or who needs support to contact the Division of Academic Support of Inclusive Excellence or the UWO Counseling Center.

Chancellor Andy Leavitt

Vanderbilt University – Office of the Chancellor

To the Vanderbilt community,

Over the past days, as a university community and across the country, we are grieving for George Floyd and all the violent deaths our country has witnessed as evidence of racism and injustice. In Nashville yesterday, a large peaceful protest attended by thousands gave way by evening to a much smaller collection of violent protestors. From this smaller group, we saw the destruction of parts of Nashville, which was echoed in many cities across the nation.

As your interim chancellor and provost, I am deeply saddened by these tragedies and recognize the pain, angst and fear among members of our African American community. Our statement last week reflected Vanderbilt's long-held position that we do not tolerate racism, prejudice, hatred or violence in any form.

In the spirit of many of those who have been a part of the Vanderbilt community, like the Rev. James Lawson Jr., we will not be silent, and we must address the root causes that have driven us to this point as a society. The open wounds of racial injustice and inequality and structural barriers to equity have festered in America for too long. These inequities have been further magnified in recent months by a pandemic and economic downturn that is creating heightened challenges and uncertainty for us all. Yet even here, hardships have fallen disproportionately on Black, Indigenous and Latinx communities.

For Vanderbilt, the path forward means going beyond just listening. We need to call out acts of hatred and racism. We need to draw on our strength as an institution of scholarship and discovery to uncover truth, to support individual and collective actions within our community, and to offer meaningful ways forward to help society heal. As a university, we have long served as a safe harbor for the vigorous exchange of ideas and viewpoints. However, we strongly condemn those who wish to stoke the fires of divisiveness and hatred.

As a collection of diverse educators, learners, scholars and researchers, we will be united by inclusion and diversity. Our leaders André L. Churchwell, vice chancellor for equity, diversity and inclusion and chief diversity officer, and William H. Robinson, interim vice provost for strategic initiatives, who directs the Office for Inclusive Excellence, will host several community engagement initiatives in the days ahead. In partnership with Incoming Chancellor Daniel Diermeier, I assure you that Vanderbilt's leadership team is committed to taking further meaningful, productive action to continue our work for racial justice and equality in our local, regional and national communities. Your voices and contributions are essential as we push forward.

We also firmly believe in the transformative power of education. Yesterday's events in Nashville and across the country during the week—and those leading up to them—once again serve as a tragic reminder that we need to strengthen our efforts to address the

systemic issues that are having such deep and destructive impacts on so many people's lives, issues such as the structural racism that exists in our criminal justice, housing and education systems.

Let us learn from this moment. I ask you to hear the cries for change, care for one another and acknowledge the pain and exhaustion, and I ask each of us to do our part to help our community, city and nation come together during this time. Let us rededicate ourselves and our talents to deepening understanding and addressing the complex challenges that permeate our society.

Like you, I long for brighter days ahead. Yet I know there is much painful, difficult work we must accomplish to achieve racial justice in this country. Vanderbilt is wholeheartedly committed to this most worthy goal.

Sincerely,

Susan R. Wente

Interim Chancellor and Provost

Vanderbilt University – Office of Academic Advancement

Statement from Vice Provost for Academic Advancement William H. Robinson regarding the violence against Black people

The untimely and violent death of George Floyd has weighed heavily on my mind, as it has for many members of our community. It has brought up a confluence of feelings, memories and responses—from friends, scholars, colleagues and certainly within myself.

Mr. Floyd's death has also served as a "clarion call"—an unmissable sign that indicates an urgent need for action. Today, at Vanderbilt and beyond, we often talk about the importance of calls to action, and our responsibility as an academic community to harness our knowledge and experiences to further equality and justice. This sense of compassionate action is central to what we study at Vanderbilt, and to the very mission of higher education at large.

It is also at the heart of two eloquent and powerful messages that have continued to resonate with me over the last few days—one from Vice Chancellor for Equity, Diversity

and Inclusion André L. Churchwell and another from the University of Michigan's Vice Provost for Equity and Inclusion Robert Sellers.

In themselves, these two messages reveal the enormous scope of feelings, responses and reactions that can manifest in times of pain and fear. Churchwell, a physician by training, found himself examining both the medical and moral implications of Floyd's death, and he reached out to experts in behavioral psychology to try to get to the bottom of how such a cruel and unfair action could take place among human beings. Meanwhile, Sellers expressed the tension between his optimism in the American dream and his perpetual exhaustion from the sense of loss, anger, frustration and sadness that many of us are feeling about what he described as "our long history of dehumanization and degradation in this country."

I can relate to each of these perspectives—the desire for evidence and answers, the feelings of hopelessness, the hints of optimism that come and go.

The past few days, I have spent time thinking about the iconic "I AM A MAN" photos from the 1968 sanitation workers strike in Memphis, Tenn. Held in response to the death of two Black sanitation workers who lost their lives due to dangerous and highly preventable workplace conditions, the strike was also a larger reaction against the overall conditions for Black workers, who received a fraction of the protections and the pay. In the photo, much like Sojourner Truth did in her famous "Ain't I A Woman" speech 117 years earlier, and like so many others have done before and since, these men had to plead with society to recognize their humanity. Their words continue to be echoed today as we remind society that Black Lives Matter.

Much like the events of the last few weeks—including the protests and destruction in our own city of Nashville—the sanitation strike was a clarion call for safety, for equality, for justice.

A personal clarion call rung out for me 28 years ago during a hot summer night in Largo, Florida, a predominantly white community where I was living while I interned for a nearby aerospace company. That summer, I spent most of my time with two other interns working at the same aerospace company—one of whom was also my roommate. Our common bonds? We were all Black men who studied engineering at historically Black institutions.

One night, as my roommate and I took the long walk to our unit from the condo's parking lot where our friend—the third intern—had dropped us off, we were startled to notice flashing blue lights.

When we turned around, we saw that a police car had pulled into the parking lot next to our friend. As we walked back to check on him, even more police cars showed up, including a K-9 unit. Then, the questioning began...

“What are you doing here?”

“Do you really live here?”

“Are you lying?”

Illuminated by flashing lights, the three of us stood in that parking lot for most of the night—fielding countless questions. They would question us together. They would question us individually. Different officers would take turns with each of us. They would try to “catch us in a lie.” How could we all be engineering students on a summer internship? We even took the officers to our condo, unlocked the door with the key, and gave them a tour, all to prove that we lived there. It felt as though any misstep from us would have justified an escalation by them. I can share this story today because we never gave them that justification and, maybe out of luck, the situation never escalated.

The K-9 officer eventually gave us some insight into what was going on. Apparently, a call had come in saying something along the lines of: “Three Black men in a sedan sped into a condominium parking lot. Two Black men jumped out of the car and fled around the building.”

That night in 1992, the same year of the acquittal of four officers in Los Angeles who were charged with excessive force against Rodney King—that memory—and the many other stories I know just like it are a clarion call that continue to sound for me. And it is a clarion call that rings loud again in the protests we are watching across the nation. It is up to each of us to hear the clarion call, and to channel our knowledge, our experience and our compassion for others accordingly—to answer the clarion call.

I will admit that I have struggled to compose this message. There is so much going on in my mind, and I'm sure many of you can say the same. We are grappling with our own lived experiences, the near-misses, the micro-aggressions, the unconscious bias, the outright racism, the trauma of what we are living through right now. But we will move forward together; we will support one another; we will answer the clarion call; it is piercing and unmissable, but so will be our response.

-William H. Robinson
Vice Provost for Academic Advancement
Executive Director of the Provost's Office for Inclusive Excellence
Vanderbilt University

Vanderbilt University – Office of Equity, Diversity and Inclusion

*Statement from Vice Chancellor for Equity, Diversity and Inclusion André L. Churchwell
regarding the death of George Floyd*

My Heart is Broken.

As a native Nashvillian and a Vanderbilt physician, I cannot uncouple my medical experiences from the lens through which I view the world. As I watched a recording of the virulent act, an impassive policeman using his knee and his body weight to slowly compress and crush the neck of Mr. George Floyd, I could not stop myself from seeing all the vital structures present – his windpipe which delivers oxygen to his body; his carotid arteries that supply oxygen to his brain – and knowing that injuring any one or combination of them would lead to his untimely death.

After watching this grim scene, I reached out to experts in behavioral psychology to help me understand what mental and emotional forces allow one human being to be so callous, and without apparent remorse, as to gradually and knowingly kill another human being. One expert told me that while he could not offer a definitive answer, a partial one resides in two domains.

The first concept is when one believes, through years of generational messaging inculcated deep into the psyche, that a black person's life has less value, then one can commit a violent act without fear of retribution or grief. Black people – and people of color in general – then can be deemed both unconsciously and consciously as “subhuman,” and viewing them as such allows one to feel psychological ascendancy over them. The idea of white privilege has its roots in the pseudoscience that states that Africans and African Americans have “intellectual and moral deficiencies,” and is why, consequently, white people from 1619 (the year enslaved Africans arrived in America), 1719, 1819, 1919, 2019, and on, can act dismissively toward them and create rules and laws to enable their subjugation.

The other mental and emotional force that compels such heinous behavior is contempt. Contempt, by definition, leads one to not simply dislike what someone has said or done, but adds revulsion and derision to your assessment of a whole race. It, once again, deeply influences the manner in which you treat people of color, allows you to purposely crush the neck of a black man in full public view, and further grants you approval to dismiss the cries and concerns that you are killing Mr. Floyd.

My Heart is Broken.

The death of George Floyd, as many recently have detailed, is one in a series of acts of violence toward black people

So – how can we make a difference?

Part of our role as a university is to take the limitless potential of a single student and, during their four years at Vanderbilt, assist them in developing all of their nascent skills and intellect. We feel that the same potential exists in every person, and therefore no life should be treated so callously and with such indifference as Mr. Floyd's. Another purpose of a university is to instill complex thoughts, morals and seeds of wisdom into the minds of students, thus assisting them to understand individual human purpose and its infinite possibilities. These possibilities are not “solely owned” by a single race but are the province of ALL people.

Furthermore, as others have posited, more than one virus infects this country; the older virus is racism, in all its age-old shapes and forms of “deadly infestation.” We have

attempted to address it, but being America's original sin, we have not brought forth all the resources needed for a solution.

Solutions will require public and private partnership and a total re-engineering of human attitudes, physical resources and societal approaches to correct all the structural maladies that perpetuate racism. We see these maladies in the form of public housing practices that lock marginalized people in dilapidated housing for generations, the lack of health equity policies which leads to disparities and disproportionate mortality for black and brown people, and the lack of a national plan to address the problem of the growing failure of public education.

All who live in this city and country would benefit from solving any or all of these problems. The challenge is that it will take ardent and sustained moral leadership and a permanent, unswerving commitment to social justice to effect lasting change.

Vanderbilt, through its nationally-ranked schools and thought-leaders, can and must be part of the solution to these age-old problems.

My Heart is Broken.

In my role as a cardiologist and medical school educator, I have come to appreciate that a "broken heart" can occur both literally and physically. Severe mental stress or anguish can trigger the body to release stress hormones in such abundance that the heart can be severely damaged. The good news is that, in time, with treatment of the underlying stressors and situational conditions that led to the problem, the heart can recover to normal. If we view our city and country as a "broken heart," we can, with the correct "treatments," guided by our faith, morals and beliefs in the infinite possibilities of a single life, mend our broken heart. Indeed, we MUST.

We must also believe that our great institutions, like Vanderbilt, can be part of the treatment and new solutions to help our city and country heal.

-André L. Churchwell
Vice Chancellor for Equity, Diversity and Inclusion
Chief Diversity Officer
Vanderbilt University

We recognize that these are extremely painful times for our Black community members at Vanderbilt and beyond. It is our sincere belief and hope that we can truly begin to reshape our university, and our world, so that Black community members can have equal access to the human rights and dignities that have been denied to so many for so long. We understand that these efforts are only the beginning of our work to combat racism and racial injustice at Vanderbilt and beyond. But they must be taken and they must be taken now.

As with any major endeavor, we can only arrive at this better tomorrow as one community, One Vanderbilt. We urge everyone to join us in our efforts to bring about genuine, impactful and enduring change.

Daniel Diermeier

Chancellor

Susan R. Wente

Provost and Vice Chancellor for Academic Affairs

André Churchwell, M.D.

Vice Chancellor for Equity, Diversity and Inclusion and Chief Diversity Officer

Vanderbilt University – Office of the Chancellor (Second Message)

Our commitment to an inclusive Vanderbilt

The Vanderbilt community continues to process the horrific news of the past few weeks, as our nation has once again grappled with tragic killings and racial injustice. We join our Black students, faculty, postdoctoral scholars, staff, alumni and community members in mourning the Black lives of all genders, brutally taken, and in asserting that racism has no place at Vanderbilt or in our society at large. Vanderbilt has a responsibility, indeed, an obligation, to continuously do the work to combat racism and racial injustice—both on our campus and throughout our Nashville community.

Universities such as ours exist because of an unshakable belief in human potential. We must do whatever it takes to create an environment in which all members of our community can thrive and contribute to their full potential. And while we have been working for a long time to make Vanderbilt a more diverse and inclusive community, we must ask ourselves: *How can we do more?*

We are committed to working with our university's Black leaders, students, faculty, postdoctoral scholars, staff and alumni to leverage our unique strengths and resources as a research institution to take action. The answers are not quick, and they are not easy, but finding them, and mapping out our next steps, is urgent. We begin this work today.

Real transformation begins with thoughtful action, informed by dialogue, data and determination. In that spirit, and as a starting point, we pledge to make changes in several key areas.

EXPAND AND DEEPEN DIALOGUE WITH OUR BLACK COMMUNITY MEMBERS.

We will engage in a meaningful and honest examination of Vanderbilt's governing policies and daily operations. Black voices and viewpoints must be well-represented, respected and acted upon as we move forward. To support these efforts, we will:

- Establish an **ad hoc Vanderbilt Board of Trust committee** to partner with university leadership in evaluating and recommending policies around equity, diversity and inclusion.
- Renew and expand the **University Diversity Council** to include alumni leader representatives from the Association of Vanderbilt Black Alumni and the 'Dores of Distinction Board.
- Empower the **'Dores of Distinction Board** to serve as a direct advisory body to the Office for Equity, Diversity and Inclusion and to the chief diversity officer.

INCREASE INVESTMENT IN PROGRAMMING AND INFRASTRUCTURE SUPPORTING EQUITY, DIVERSITY AND INCLUSION.

Genuine and lasting change at Vanderbilt requires a sustained commitment of resources. To enhance ongoing efforts, we will:

- **Significantly raise the combined budgets** for the **Office for Equity, Diversity and Inclusion** and the Provost's **Office for Inclusive Excellence**, which supports the **Bishop Joseph Johnson Black Cultural Center**, and all of our identity centers and initiatives. The Office for Equity, Diversity and Inclusion was launched in 2015, and the Office for Inclusive Excellence was launched in 2016.

- Provide **additional resources for the Vanderbilt University Counseling Center** to enhance student well-being, which will include psychological and counseling services for our students most in need and the launch of campus satellite locations, such as within the Bishop Joseph Johnson Black Cultural Center.
- Continue to **expand mentorship and career-coaching opportunities** for Black and first-generation students, as well as for other identity groups.

DEEPEN OUR COMMITMENT TO ENHANCE DIVERSITY.

Creating a more inclusive Vanderbilt starts by broadening the diversity of those on our campus and in our wider university community. While we have made strides in recent years, now is the time to do more. We will:

- Expand efforts to **diversify the university's faculty, staff, postdoctoral scholars and student body**. In addition to bolstering our traditional hiring efforts, we invest in new hiring strategies through enhanced provost- and chancellor-level support, career development, mentorship and bridge programming, as well as expanded support for Opportunity Vanderbilt, Experience Vanderbilt and academic-success initiatives.
- Examine our **supplier and vendor relationships** to identify opportunities to enhance the diversity of service providers to Vanderbilt. In addition, we will work to identify local goods and services that are provided by Black-owned businesses or are of unique importance to our Black communities.

ENHANCE SCHOLARSHIP AND EDUCATION.

As a world-renowned academic research institution, we need to draw on discovery, education and creative expression to begin finding solutions to the complex problems of racial injustice and violence. It is imperative that we:

- Augment our **research, scholarship and curricular efforts around race and inclusion**. We will support multiple research and teaching initiatives at the provost level, such as through enhanced Trans-Institutional Programs (TIPs) and Research Scholar Grants, Discovery Grants and Micro Grants, as well as through school/college-based programs such as the College of Arts and Science's Grand Challenges.

- Bolster our **bias and inclusivity training** on several fronts, including making bias training mandatory for faculty hiring committees, expanding bias training for students, staff, postdoctoral scholars and faculty, particularly new hires, and increasing training for inclusive teaching through the Vanderbilt Center for Teaching.

CONFRONT RACISM IN VANDERBILT’S OWN PAST.

Part of building a more just future means confronting our own history. We must acknowledge past and present racism at Vanderbilt, whether through overt acts or routine daily encounters. To do so, we will:

- Explore and engage in meaningful **conversations and learning opportunities about our university’s history**, including curricular and immersion projects focused on the study of Vanderbilt’s founding through present-day events, orientations for new students, faculty, postdoctoral scholars and staff, and a continuing series of community panel discussions and symposia.
- Deepen our **dialogue with Vanderbilt’s Black alumni community** to understand and address aspects of Vanderbilt’s history.
- Support projects that explore Vanderbilt’s history on racial justice, such as Assistant Dean of Residential Colleges and Director of the Bishop Joseph Johnson Black Cultural Center Roosevelt Noble’s *Lost in the Ivy*, which chronicles the history of Black students, faculty, postdoctoral scholars and staff at Vanderbilt.

PARTNER WITH THE CITY OF NASHVILLE TO ADDRESS RACIAL INEQUITIES.

We must take an active role in our local and intellectual communities to leverage the full power of Vanderbilt’s resources, leadership and expertise to bring about positive, long-term change. To do so, we will:

- Deepen **our engagement with the city of Nashville and its communities** to partner in addressing racial disparities in critical areas such as education, health care, public safety and urban planning.
- Partner with communities, nonprofits and civic organizations to **foster opportunity and to co-create solutions** to their most pressing problems.
- Provide financial support and programming for important local institutions such as the **National Museum of African American Music**.

We recognize that these are extremely painful times for our Black community members at Vanderbilt and beyond. It is our sincere belief and hope that we can truly begin to reshape our university, and our world, so that Black community members can have equal access to the human rights and dignities that have been denied to so many for so long. We understand that these efforts are only the beginning of our work to combat racism and racial injustice at Vanderbilt and beyond. But they must be taken and they must be taken now.

As with any major endeavor, we can only arrive at this better tomorrow as one community, One Vanderbilt. We urge everyone to join us in our efforts to bring about genuine, impactful and enduring change.

Daniel Diermeier
Chancellor

Susan R. Wente
Provost and Vice Chancellor for Academic Affairs

André Churchwell, M.D.
Vice Chancellor for Equity, Diversity and Inclusion and Chief Diversity Officer

Vassar College – Office of the President

May 29, 2020

Dear all,

After reading the news of George Floyd's death, I am horrified. And I wish I could say I was surprised. As the days have gone by, and we see video, and hear more from witnesses and his family, the news continues to be grim. The images and the story bring back so many other incidents—the violent deaths of Breonna Taylor and Ahmaud Arbery, and what

happened in Central Park with Christian Cooper. These events are all too common in our country, historically and today.

From shouts of “hands up” reminding us of Michael Brown, to the gut-wrenching plea of “I can’t breathe” that will forever bring up memories of Eric Garner, this is all too terrifyingly familiar. Like after the death of Sandra Bland, the community is expressing outrage over the injustices that continue to occur in our communities. We have heard before that things will change, but this is one of those weeks when I can’t help but feel that things have not changed.

At these times I worry about colleagues and neighbors. Are they afraid to go on a run by themselves? I worry about students, who may be wondering, could this happen to me? And I worry for the fragile fabric of our community, which—acknowledging our national and own institutional history—we are trying, with great effort, to strengthen.

That all of this is coming at a time when our nation should be standing together to fight a powerful and elusive virus makes it all the more devastating—particularly as we know that Black, Latinx, and Indigenous communities are disproportionately dying from COVID-19, and Asians and Asian Americans have experienced increased discrimination during this pandemic. Tragedies like the death of George Floyd remind us that we still have an equally insidious and lethal force—racism—tearing our social fabric.

I do not have an answer for how to keep this from happening in our world. But we might each ask ourselves how we can help end the cycles of violence that we see perpetuated against members of our human family. Wherever you are physically in the world right now, you might call a friend. Talk about the pain you are feeling, or offer words of strength if you can. Reach out to one of the many organizations that are developing a response to the violence committed against George Floyd and so many others. Each one of these black lives mattered. We need to say that.

Elizabeth H. Bradley, President
VASSAR COLLEGE

Villanova University – Office of the President

May 29, 2020

Dear Members of the Villanova Community,

Just breathe.

It sounds simple enough. As our Biology and Nursing faculty would easily remind us, it's a basic human function—something most of us do instinctively and without labor. It's also something we usually take for granted; a given you could say. However, as these past few months have shown us with COVID-19, and this past week with the senseless death of George Floyd, it's also something precious, something to be protected and something to which every human being is entitled.

I can't help but compare the two situations. With COVID-19, we witnessed what was occurring and swiftly and dramatically changed behaviors in order to save lives. As I think about George Floyd, and the numerous other black men and women who have been killed unjustly, I can't help but wonder, why isn't our reaction the same? When will we understand that injustice affects us all? Dr. Martin Luther King, Jr. said it best when he said: "Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly."

No matter how empathic I want to be, I have come to understand that the experience of race in America has made it impossible for me to comprehend fully how incidents like the death of George Floyd affect our black students, faculty, staff and alumni. I do, however, want these Villanovans to know that I share in their anger, their frustration, their pain and their sorrow. I stand ready to support them however I can. No one should live a life stifled by racism. All human life is sacred.

I call on all of us to look honestly at ourselves and see the times when our actions, interactions and reactions fall short of our best intentions. We need to examine where we have succeeded, where we have failed and where can we actively work together to improve—and commit to improving. To do this takes time, energy and commitment, but given what continues to happen around us, I believe it's imperative that we try harder. We

need to reach out beyond our comfort zone and engage in conversations on important subjects that matter.

Soon, we will emerge from self-isolation and when we do, I ask that our actions always be indicative of our Augustinian values of *veritas*, *unitas* and *caritas*. May our interactions be more thoughtful, more open, more understanding, more inclusive and more kind. May our reactions to issues, challenges and obstacles be more appropriate and less complacent. And let us pray that these become consistent, and as natural and innate as each breath we take.

With love and concern for all,

Rev. Peter M. Donohue, OSA
President

Villanova University – Department of Public Safety

June 12, 2020

Dear Villanova Community:

I share the outrage that so many have expressed over the senseless killing of George Floyd. This incident tears at the fabric of police community relations, a fabric that many of us in law enforcement have been working to mend throughout our professional lives. The murder of George Floyd at the hands of the Minneapolis Police is appalling. Demoralizing is the fact that this incident is yet another in a long list of situations involving disparate treatment of Black men and women by the police.

The Villanova University Department of Public Safety continues to work hard to be a trusted resource for students, faculty and staff—especially those from Black and other minoritized communities. We pride ourselves in being guardians of Villanova’s community—an integral part of University life showing students that a different style of policing is possible: that the police can be examples of fairness, compassion, and most importantly integrity. It is work that is never “done.” We are always striving to do better. We particularly focus on the following elements in building a successful, community-oriented approach.

Community Outreach

We are committed to outreach. We can't effectively serve the needs of a community we don't know. Relationships must be built before times of crisis. We have worked to infuse ourselves into campus life at every given opportunity. A large banner in the Public Safety roll call room reminds us that "We need to know our community before we need to know our community." Examples include:

- Sit-down dinners with student groups such as Student Government Association, Black Student Union and others throughout the year. These dinners provide opportunities for officers and students to engage in conversation and discuss issues that are important to students.
- Conducting programming and training for students, faculty and staff beginning with new student and new employee orientation.
- Serving as liaisons to student groups to maintain regular communication throughout the year.
- Using a department-branded ice cream truck, providing free ice cream as a small gesture of kindness and outreach to brighten people's day.

Accountability

We are accountable to the community we serve, and to ourselves. Accountability is a tool for continuous improvement, reminding us that we must remain "restless"—never settling for the status quo. Examples of our accountability to the University community include:

- A Police Oversight Committee chaired by Rev. Robert Hagan, OSA, and comprised of a diverse group of faculty, staff, students and alumni. The **Oversight Committee** reviews the activity of the Public Safety Department, provides feedback and suggests new ideas and initiatives. The Oversight Committee holds an annual open forum, and the Chair reports annually to the Board of Trustees.
- The department is one of only a handful of campus departments accredited by the Pennsylvania Law Enforcement Accreditation Commission (PLEAC). Accreditation requires a strong set of policies and procedures that guide our actions and establish expectations for officers.

- The department was an early adopter of body cameras. Body camera footage is routinely reviewed and helps in the process of continuous improvement and resolution of complaints.
- All newly hired officers must undergo drug screening prior to employment. Officers are also subject to random in-service drug screenings.

Training

The need for training is a constant. Beyond traditional police training, we train officers in a number of areas to help prepare them for the situations they may encounter. Examples of ongoing training include:

- Implicit bias
- Conflict resolution
- Police ethics
- Use of force: Officers annually undergo a three-day training on the use of force, both policy and techniques. Our use of force training focuses on techniques designed to keep the officer and the subject safe. It is important to note that our department has never authorized choke holds or other techniques that interfere with a person's ability to breathe.

Hiring

Ensuring that we hire the right people as officers is a paramount concern. Providing police and public safety services in a college environment requires a special skill set—patience, thoughtfulness and a commitment to the values of Villanova. Several elements of our hiring process include:

- Inclusive interview panels that include a diverse representation from across the University community. Several members of the Oversight Committee also assist in the hiring process by serving as assessors on interview panels.
- A focus on qualities such as empathy, interpersonal communication and problem solving as part of candidate screenings.

- Thorough background investigations that go well beyond reference checks and include in-person visits by a background investigator to an applicant's previous employers. Applicants for police positions also undergo a polygraph examination.
- Routine review and revision of our hiring practices to ensure we are obtaining the most qualified and diverse applicants for positions within the Public Safety Department.

Just as our campus is a microcosm of the community, so is the Public Safety Department a tiny piece of the law enforcement community in this country. This is a critical time for all of us. A time to come together. We want to hear from you, and we invite further dialogue.

Villanova's Public Safety Department is dedicated to being the best we can be. We want to be an exemplary model of a community driven police force. The students, staff and faculty of Villanova University should accept nothing less.

Sincerely,

David Tedjeske
Director of Public Safety and Chief of Police

Villanova University – Office of Diversity, Equity and Inclusion

June 1, 2020

Dear Villanova Community Members,

As the Office of Diversity, Equity and Inclusion (ODEI) at Villanova University, we write today to recognize the pain, despair and outrage we see being expressed across the United States, triggered by the death of George Floyd in Minneapolis, Minnesota. In addition, over the past several weeks, the deaths of Ahmaud Arbery in Georgia, and Breonna Taylor in Kentucky, have brought the reality of living race in America into sharp focus. And yet, the focused picture we see too often depends on our own race.

In these days of COVID-19, though, we are surrounded by talk of illness or death, as a nation, we were stunned and repelled by the graphic racial violence happening in America. “How could this happen?,” news anchors ask rhetorically. “What is it that the protestors want?” We believe it is important to take a moment to understand what we see as the root issue: living race in America. Living as a Black person in America is living with the constant uncertainty of your own destiny: living a life out of your control. One doesn’t need to dig deeply into the literature of Sociology or Psychology to know this statement is true. Find a Black friend and ask. In that honest conversation, be prepared to hear about how a simple shopping trip can be disrupted with aggressive security guards’ accusations of wrongdoing. Or how Black mothers fear for the safety of their sons every time they go out. Or how, at work, laughing at jokes that aren’t funny and answering personal questions that are no one’s business is just what you have to do.

Added together, these kinds of experiences are significant. In addition to maintaining the expectations of living their daily lives, Black people carry the weight of racial judgements, microaggressions and even physical violence. These observations lead us to understand that living race is not merely dealing with the individual racist person or incident. Rather, it is coping with sets of expectations and practices so deeply engrained in our culture that those who benefit from them may not even recognize their limiting impacts on communities of color.

As an office, ODEI works to address issues of equity and injustice throughout our community. As a community, we don’t always get it right and we need to do better. Our office is a resource for all members of the Villanova community with a special focus on those whose minoritized identity makes them underrepresented at Villanova. We work hard to create a living-learning environment that is open and caring. Our goal is to earn your trust. We are ready to listen. We’ve heard your concerns and we value your insights. During the summer, ODEI is open for business. We will be sponsoring dialogues, workshops and classes you might find interesting. Join us.

James Baldwin once wrote “Not everything that is faced can be changed, but nothing can be changed until it is faced.” As a community, we cannot resolve the nation’s problems, but we can at least face our own. Communities are created on a foundation of shared understanding and trust. We need you to join us.

Sincerely,

Teresa A. Nance, PhD, Associate Vice Provost for Diversity, Equity and Inclusion and Chief Diversity Officer

Alex Iannucci, EdD, Director of Strategic Initiatives

Ariella Robbins, Training Manager

Sheryl P. Bowen, PhD, Director of Intergroup Dialogue

Alberta Parsons, Administrative Assistant

Virginia Tech – Office of the President

A statement from President Tim Sands and Vice President for Strategic Affairs and Diversity Menah Pratt-Clarke

May 31, 2020

Dear Hokies,

As we reflect on a tumultuous week in the United States – surpassing 100,000 in the official count of deaths ascribed to COVID-19 and the boiling over of frustration and anger over the tragic and unnecessary deaths of Ahmaud Arbery, Breonna Taylor, and George Floyd - we do so from the relative safety of our quiet Blacksburg homes. Jarring images and videos taken by some of our own children on the streets of Chicago and Washington, D.C., bring home the immediacy of the crisis. It saddens us to know that many in our Virginia Tech community have lost loved ones, or have been traumatized by the events of the past weeks.

Dwelling on images, dramatic events, and counts can distract from the common truths that the pandemic and race-driven murders reveal. As great as our ideals of freedom, justice, and equality may be, the reality is persistently and pervasively falling short of what we say we are all about. From the marked disparities in COVID-19 illness and death across racial, ethnic, and economic divides, to the unrelenting burden of racism, past and present, systemic and overt, we cannot continue to expect incremental change and the goodwill of the majority to solve a multigenerational problem.

So what do we do? What actions can we take? While there is a place for protests, we must do more than protest. We have an opportunity as individuals and in our own communities to construct a microcosm of the society in which we wish to live. At Virginia Tech, we have anchored that aspiration in our *Principles of Community*, but principles only become

meaningful if they are acted upon. Our strategic plan, *The Virginia Tech Difference – Advancing Beyond Boundaries*, takes the principles one step further to actionable priorities and accountability. Let's work together to ensure that Virginia Tech becomes a model for a just and equitable learning community that prepares the next generation to lead in a new and better world. Over the next few weeks, the Office for Inclusion and Diversity will be working in collaboration with diversity directors, InclusiveVT representatives, diversity committees, advocates, and allies to identify specific action steps to work for sustainable transformation. We hope you will join in those efforts to help make our world a better place for all.

In the spirit of *Ut Prosim*,

Tim Sands,
President

Menah Pratt-Clarke,
Vice President for Strategic Affairs and Diversity

Those in the Virginia Tech community who need assistance or counseling support may contact:

- **Cook Counseling Center**
- **Dean of Students Office** – Referral to a campus cleric may be made through this office.
- **Employee Assistance Program**
- **Hokie Wellness**
- **InclusiveVT**
- **Office of Housing and Residence Life**
- **Women's Center at Virginia Tech**

Wake Forest University – Office of the President

Update on the President's Commission on Race, Equity and Community

June 9, 2020

This message was sent to the entire Wake Forest community.

Dear Wake Forest community,

The recent and ongoing perfect storm of a global pandemic, an economic recession and civil unrest have brought to the forefront, with renewed vigor, the injustices and inequity that plague our society. Black lives matter, and this truth has brought us into a much larger conversation about the impact of racism, white supremacy and inequity.

At Wake Forest, we are working to address, however imperfectly, some of our own issues regarding race, marginalization and barriers to the full educational experience. The current state of our nation makes the effort within our own community even more necessary and timely than when we first began, and I am writing to share with you where that work now stands.

Background

Wake Forest has had to confront the realities of its history and its present in order to shape a better future for all in our community. For several years, multiple members of our community have engaged in the work of investigating and acknowledging how our institution's roots are entwined in the abhorrent practices of the Southern slave economy through the Slavery, Race and Memory Project. On February 20, on behalf of our entire community, and with the full support of the Board of Trustees, I made a public apology for the University's history with slavery. On April 24, the Board unanimously approved a formal resolution unequivocally apologizing for the University's exploitation and use of enslaved people. We will soon share a collection of essays and findings commissioned by the Slavery, Race and Memory Project that will further help us acknowledge and understand our past.

Recognition of our past is a necessary step toward continuing our current work to dismantle the lingering vestiges of the institution of slavery, racism and inequities that undermine our community. Several months ago, I created the President's Commission for Race, Equity and Community charged with assessing the current realities and present condition of our institution's policies and practices. The goal was to develop specific and actionable recommendations that will cultivate a more diverse, equitable and welcoming learning community.

The Commission's Work

More than 30 members of the University community, led by Vice President for Diversity and Inclusion/Chief Diversity Officer José Villalba and Associate Dean for Faculty Recruitment, Diversity and Inclusion Erica Still, have served with dedication and compassion on the President's Commission. In the midst of the great challenges these past few months, they have continued to make their work a priority and have completed the charge. They have recently shared with me their findings and recommendations in a comprehensive report that I am making available to the community.

I am grateful to the Commission for their work and am dedicated to putting their recommendations into action in the coming year. I have great confidence in the Commission's report, as it is grounded in a variety of perspectives, experiences, data points

and fields of expertise. As was their objective, the Commission has provided a roadmap for the work that lies before us. It includes an extensive set of goals and outcomes for the institution. With the research and recommendations in hand, we are now ready to start the work and build upon what the Commission has started.

Next Steps

Now that I have received the report, I will officially present the recommendations from the President's Commission to the Board of Trustees, Reynolda Cabinet and the Faculty Senate. Working groups will prioritize the recommendations and organize the steps necessary to address five key areas: student experience; faculty and staff experience; academic initiatives; institutional accountability; and community engagement. It is our goal to have these working groups established and operational by September 30.

These working groups will be composed of a wide range of members within our community who will think broadly and specifically about the University. They are intended to be an important way to mobilize efforts behind the Commission's recommendations. They will provide the structure that we will work within; the rest of us will provide the effort.

Get Involved

All of us must work toward a better Wake Forest, and I am asking for your commitment to engage in this critical undertaking. Here are several ways that we can take action right now.

First, please read the report, available on the Commission's website. While reading, determine how you can best contribute to this work.

Second, the working groups will be hosting community forums and focus groups to gather data, engage in deliberative dialogues and provide more information. I invite you to participate in these events and discussions.

Third, as presented in the report, we will adopt the RIDE (Realizing Inclusion, Diversity and Equity) Framework to guide our work as we nurture our community and affirm the value of each among us. In the fall, the Office of Diversity and Inclusion will host a community conversation about the RIDE Framework in addition to a series of sessions that will help us examine the ways that inclusion, diversity and equity are manifest in our respective spaces. Please look for more information on the Commission's website about these events later this summer and plan to be a part of them.

Fourth, the President's Commission was one part of a larger institutional effort to illuminate our history, address our present and reaffirm our commitments for the future. Other groups, including the Slavery, Race and Memory Project and the Committee on the Intersection of Bias, Expression and Conduct are complementing the strides we have already seen. Continue following and engaging with their efforts on their respective websites.

Initial Action Taken

Denouncing the atrocities we have witnessed is imperative. Actively working to create communities where justice and equity reign is even more important. Knowing that black lives matter must rise above the performative and perfunctory through deliberate, sustained effort.

Recently, we have taken some intentional and important steps, including hiring Dr. Corey D. B. Walker as the inaugural chair of the African American Studies program and creating a new Center for Research, Engagement and Collaboration in African American Life (RECAAL), led by Dr. Derek S. Hicks. I look forward to working alongside these two Wake Forest leaders.

As we move into this next phase of acknowledging our past, addressing our present and building a better future, I seek your unfettered commitment to this community, your patience and perseverance in the work to come, and your candor and compassion with one another. Together, we can make Wake Forest a truly welcoming place for all who wish to call it home.

With gratitude,

Nathan O. Hatch
President

Washington & Lee University – President Will Dudley

To: W&L Students, Faculty and Staff

From: President Will Dudley

Date: May 31, 2020

The days after graduation normally allow us to exhale, relax, and transition to the different rhythms and projects of summer. There is nothing normal about this year. We are living in the midst of a global pandemic that has claimed more than 100,000 American lives. Several months ago we sent our students home and closed our campus, and since then we have been living and working in social isolation, deprived of the relationships and interactions that give us energy, meaning, and joy. And now our country is literally up in arms and in flames, outraged by the persistence of racism and the perpetration of violent misconduct by some of the very people who are sworn to serve and protect us all.

Confidence in important institutions is low. Patience is worn thin. Frustration, disappointment, sadness, and anger are understandably high. I share those feelings. My sympathy is with everyone who is upset, hurt, scared, and exhausted. I am especially mindful of the African-American members of our community, who have my complete

support and solidarity. Tragedies such as the death of George Floyd remind us of our shared humanity but distinctive cultural histories and experiences. This is a terrible moment in our country.

It is also a moment that reminds us of the importance of what we do. Education is the best antidote to prejudice and discrimination. We bring young people from all backgrounds together, to live and learn with each other. Students encounter new perspectives, broaden their horizons, and acquire the habit of challenging their own assumptions. They learn to trust and befriend people who are different from themselves. In the process, they fulfill our mission, which is to prepare our graduates for responsible leadership, service to others, and engaged citizenship in a global and diverse society. The world needs now, more than ever, young people like those we educate at W&L.

Our commitment to diversity is steadfast, and the importance of that commitment is underscored by the present moment. The diversity of the United States is one of its greatest strengths, but equal treatment and opportunity for all remain elusive. W&L can be part of the solution. Our strategic plan prioritizes increasing the racial and socioeconomic diversity of our community, and we are making notable progress. We are also expressly committed to creating the conditions in which every member of our community can thrive, by eliminating financial barriers to full participation in curricular and extra-curricular programs, and by actively seeking to include and engage all students, faculty, and staff in the life of the university.

Plenty of work remains to be done. W&L aspires to be a national model for liberal arts education in the 21st century. We must attract and support the most talented and determined students and teachers from all demographic groups. Our nurturing of these individuals will not only benefit them personally, but also enhance their ability to contribute to a world that sorely needs them.

The current state of our country is deeply discouraging. It poses difficult challenges that can be met only if each of us resolves to make a difference. I ask you to join me in making a difference here at W&L. I take heart in our people and our mission. Residential liberal arts education is an extraordinarily powerful thing, to which our devotion will not waver. Even in this period of pandemic, protest, and economic upheaval, we are focused on providing the best education we possibly can, for the good of present and rising generations. I thank every one of you for your contributions to that effort.

To: W&L Alumni and Parents

From: President Will Dudley

Date: June 4, 2020

Earlier this week [I wrote to Washington and Lee's students, faculty, and staff](#) to express my frustration, sadness, and anger with the killing of George Floyd and with the persistent racism and inequities that plague our nation. Today I want to share some additional

thoughts with alumni and parents, all of whom are connected by virtue of your abiding relationship with this institution.

First, we must condemn the perpetration of violent misconduct by people who are sworn to serve and protect us all. We stand with those who peacefully demand justice and equality, and we stand against systems and practices that obstruct the realization of those ideals.

Second, to our black alumni and parents, although I have not shared your experience and cannot put myself in your place, I share your outrage. The outpouring of grief and anger in protests across the country comes in the midst of a global pandemic that has devastated communities, sown widespread fear, and kept us at a maddening distance from one another. Nerves are frayed. People are weary and hurting. None more than people of color, who continue to bear the burden of racial inequities in our society.

Education is the best antidote to prejudice and discrimination. There is no better way to challenge our own assumptions and come to appreciate cultural differences than to live and learn together with people from a wide variety of backgrounds.

Here at Washington and Lee, our community of trust is an additional asset. We value character as well as intellect. Our mission is noble and demands a great deal from us. It commits us to helping students develop their capacities to think freely, critically, and humanely, and to conduct themselves with honor, integrity, and civility. The core values we instill in our graduates prepare them for responsible leadership, service to others, and engaged citizenship in a global and diverse society.

Each fall I teach an ethics seminar that examines our mission. Our students and I discuss what we mean by honor, integrity, and civility, and how those values are reflected in our choices and experiences. I am proud of the way our students grapple with the difficult and sometimes uncomfortable question of what it means to have the courage to uphold these values – which bind all generations at W&L – in their own lives and circumstances.

Our commitment to making Washington and Lee a more diverse, inclusive, and supportive institution has never been more important or more urgent. Attracting the most talented and determined students and teachers from all demographic groups and creating an environment in which every single person at W&L feels welcome and included is critical to the quality of the education we offer. It will increase the already considerable impact of our alumni on the pressing challenges we face in our country, now and in the future.

W&L students and alumni do not shy away from difficulty. They lead. In this moment, we must each do our part to elevate and inspire our communities. On campus, in Lexington, and around the country, we need to listen to each other, learn from each other, appreciate what makes us different, and hold fast to our common humanity.

I ask you to join me in the work ahead. Together we will rise to this occasion.

Washington State University – Office of the President

Recent tragedies a call for self examination

JUNE 1, 2020

Dear Faculty, Staff, and Students:

Racism looms over our nation's soul.

Breonna Taylor. Ahmaud Arbery. George Floyd. Three on a seemingly endless list of African American fathers, mothers, sons, daughters, loved ones, and family members, all of whom were killed because they were black.

Each a recent and stark reminder and memorial of the ugliness of historic, systemic inequality.

Each a victim of our country's severe racial and class disparities.

The COVID-19 pandemic has laid bare the truth about the unequal access to health care that people of color—specifically African Americans—face. This fact only compounds the current outrage.

We are still so far from achieving the aspirations of racial and social justice.

How do we acknowledge the atrocity and pain of past and recent tragedies? How, especially, do we acknowledge and respond to the ongoing racism suffered by African American students, faculty, staff, alumni, and community members when they aren't treated with the humanity and dignity they deserve?

Given the recent killings and the protests and destruction of the past few days, the words of Martin Luther King Jr. offer a truth worth repeating. In a 1967 speech in which Dr. King referenced the nationwide riots of that summer, he said:

... riot is the language of the unheard. And what is it that America has failed to hear? It has failed to hear that the plight of the Negro poor has worsened over the last few years. It has failed to hear that the promises of freedom and justice have not been met. And it has failed to hear that large segments of white society are more concerned about tranquility and the status quo than about justice, equality, and humanity. And so, in a real sense our nation's summers of riots are caused by our nation's winters of delay. And as long as America postpones justice, we stand in the position of having these recurrences of violence and riots over and over again.

Black lives matter. Racial violence impacts our WSU family. As an intellectual community committed to learning and seeking truth, we must reflect on our own failures—individually and collectively.

In that spirit, we soon will release a report from an investigation into WSU police arrest rates that illustrates we have much work to do. We, like Bill Gardner, chief of university police, are committed to confronting this issue and will, in dialogue with the WSU community, work toward a just solution.

Change starts with each of us, and we must hold ourselves and each other accountable.

We must consider our own roles in maintaining systemic racism and accepting racial violence, even when it makes us uncomfortable. When our actions are informed by the truth of others, we can move forward, together, courageously and realize the aspirations of racial and social justice. Only then can we begin to create an authentic space from which to proceed.

Kirk Schulz

President

Bryan Slinker

Interim Provost and Executive Vice President

Elizabeth Chilton

Incoming Provost and Executive Vice President

Lisa Calvert

Vice President for University Advancement and CEO of the WSU Foundation

Asif Chaudhry

Vice President for International Programs

Pat Chun

Director of Athletics

Dave Cillay

Vice President for Academic Outreach and Innovation and Chancellor, Global Campus

Daryll DeWald

Vice President of Health Sciences and Chancellor, WSU Health Sciences Spokane

Theresa Elliot-Cheslek

Vice President and Chief Human Resource Officer

Mary Jo Gonzales

Vice President of Student Affairs

Sandra Haynes

Chancellor, WSU Tri-Cities

Chris Keane

Vice President for Research

Colleen Kerr

Vice President for External Affairs and Government Relations

Mel Netzhammer

Chancellor, WSU Vancouver

Stacy Pearson

Vice President for Finance and Administration and Chief Financial Officer

Sasi Pillay

Vice President for Information Technology Services and Chief Information Officer

Paul Pitre

Chancellor, WSU Everett

Phil Weiler

Vice President for Marketing and Communications

Washington University, St. Louis – Office of the Chancellor

June 18, 2020

Dear Washington University community,

When I wrote to you last week, I promised I would come back this week with three things: 1) A plan for engagement within our university community, starting this month; 2) Concrete actions geared toward addressing systemic racism and its toll on our Black communities; and 3) A plan for how we will organize ourselves to partner more deeply with our St. Louis community.

I will address these items shortly, and please bear with the length of this message, but these topics merit a substantive response. First, I would like to again thank the many students, alumni, faculty, staff, and community members who have contacted me to share serious concerns about our campus community and our role in St. Louis, as well as your ideas for how we can do better, and how we can demonstrate not just through what we say, but what we do, that we believe, unequivocally, that Black lives matter. The thoughtful work and list of demands from a coalition of Black students, the efforts of Student Union, and other collective messages that have been sent to our university leadership team and me, along with conversations we have had with students, faculty, and staff, have helped us place a critical lens on understanding the acute needs of our Black community, and identify paths forward for us to pursue racial equity collectively.

Our path forward includes challenges that we wholeheartedly embrace. To get this right in the long run requires time for thoughtful consultation and planning. The kind of enduring transformation that is called for and necessary here will require each of us to play a vital role, and it is critically important that we do this work together – establishing a clear vision of an equitable future, identifying the specific steps we need to take, and holding ourselves accountable to our commitments. We need to engage in deep dialogue and action planning, both within the university and in close partnership with the St. Louis community. To lay the foundation for the work ahead of us, I am committing to the following actions.

- *Create space for meaningful engagement and dialogue.* Our first, immediate step will be to very intentionally create a centered space for our Black community and develop intentional spaces for our campus community to come together virtually this summer to engage in candid conversations on our action steps and engagement strategies that are community-informed. We are not asking you to figure out how to solve our problem; however, we do need to include your voice and your experiences to inform a lasting change process that will integrate your insight and ideas. Within

the next week, we will share plans with our students for a Black Student Community Conversations with University Leadership series. This series will include time for university leaders, including myself, to engage in small group conversation with student leaders; a Designing Community Engagement Forum; and a student town hall, which I will facilitate. We will share details about these events, as well as opportunities to convene faculty and staff for similar dialogues, by email and on the Diversity and Inclusion website within the next week.

- *Establish an Equity and Inclusion Council.* Our success will depend on collaboration across all parts of the university and among students, faculty, and staff. To help align priorities with resources, track progress, and guide this important work, we will create an Equity and Inclusion Council, comprising students, faculty, and staff. Establishing the council will provide a sustainable structure for prioritizing and implementing the important recommendations of our Commission on Diversity and Inclusion, which submitted its action plan in 2017. The council will serve as a convening body that creates and maintains collective and representative voice, alignment, and accountability for our institutional commitments to diversity, equity, and inclusion. It also will monitor and provide annual reports on relevant metrics to provide accountability and transparency into the work and track our progress. The council will have representation from all schools and senior administration, as well as members-at-large. The council will submit its first report to the Board of Trustees in advance of the December board meeting.
- *Reimagine campus safety in partnership with our students.* It is vitally important that all members of our university community, especially our Black students, faculty, staff, and visitors, feel safe and have access to appropriate resources to support their security and well-being. We commit to engaging in an open and transparent review process, inclusive of and in consultation with our Black student leaders, to study our approach to safety, and to ensure that we have the right structures in place to keep our community safe. It is imperative that the Washington University Police Department meets the highest standards of trust and accountability, and that it provides avenues for open communication and feedback. WUPD prioritizes community partnership and professionalism, and will be a crucial participant in this review process. We will begin engaging with our students to develop this process before the start of the fall semester.
- *Invest in our people and programs.* Nothing is more important to us as a university than the people in our community. We must take this opportunity to redouble our efforts to ensure that we are supporting every individual who studies, teaches, or works on our campuses with the resources they need in order to succeed. We are especially called at this moment to focus our attention on our Black students,

faculty, and staff, along with other underrepresented groups, to deepen our capacity for supporting their success. We will commit additional financial and human resources to recruiting and hiring a more diverse faculty, and to supporting the important work of the Vice Provost for Faculty Advancement and Diversity; Center for Diversity and Inclusion; Academy for Diversity, Equity, and Inclusion; Gephardt Institute for Civic and Community Engagement; and other related initiatives and programs. In addition, the deans of each of our schools are developing school-based strategies to address racial equity. Our new provost Beverly Wendland will officially assume her role at the end of this month, and when she arrives, she will work closely with the deans on these plans, which will include significant opportunities for engagement with students, faculty, and staff, a strong emphasis on inclusive pedagogy, and our role in the St. Louis community.

- *Recommit ourselves to diversity in hiring and contracting.* In its 2017 report, the Commission on Diversity and Inclusion called for a renewed commitment to recruiting, hiring, and supporting diverse faculty through a variety of initiatives, including pipeline work, and that we similarly refocus our efforts to promote greater diversity and inclusion among our staff. While we have made progress, we can and must do more. Similarly, we also must reaffirm our commitment and expand our Supplier Diversity Initiative, which identifies viable opportunities at the university for qualified diverse enterprises and helps to sustain these companies over the long term. I am asking Executive Vice Chancellor Hank Webber, Vice Chancellor for Human Resources Legail Chandler, and Vice Chancellor for Operations and Technology Transfer Dedric Carter to ensure that the university has implemented best practices with regard to equity and diversity in recruitment and professional development of our staff, and to develop a best-in-class minority contracting program. This work is to be done by the end of the 2020 calendar year. New policies and approaches will be shared with the St. Louis community, and metrics will be shared and published annually by the Equity and Inclusion Council.
- *Build a world-class research program on race.* We have a formidable faculty doing pioneering research on race, and we are aggressively building on this strength in numerous ways. We will continue to support our Department of African & African-American Studies, which has long been at the forefront of our research and learning on systemic racism against Black people. We have accelerated our launch of the university's Center for the Study of Race, Ethnicity & Equity from this fall to this summer, and look forward to the center's announcement of The Colors of COVID-19 research initiative, as well as research working groups, grants, a working paper series, and connecting faculty working on race across the disciplines to collaborate and co-create. Further, I am announcing a Danforth Campus-wide cluster hire of 12 new faculty members doing world-class research on the many manifestations of

race in our society, including disparities, the history and meaning of race, and how best to tackle structural racism. True to our mission, we will be translating our faculty's work not only into the broader world, but right here on our campus, by creating new courses and opportunities for our students to learn, engage, and help design our new racial future.

- *Engage more deeply with St. Louis and strengthen our investment in regional efforts to combat racial inequities.* St. Louis is home to exceptional organizations and individuals leading the fight against racial inequity. They are on the front lines of this vital work and we are committed to their success. As one step in more deeply engaging in St. Louis, we are making an initial contribution of \$250,000 to the Racial Healing + Justice Fund, a community-designed fund that invests in the community based on guidance from residents who are directly affected by racial inequity. In addition, we commit to contributing a total of \$100,000 over two years to Invest STL, an organization that seeks to support the equitable redevelopment of St. Louis neighborhoods that have experienced decades of systemic disinvestment. A particular focus of our support will be the neighborhood development north of Delmar Boulevard. We will also establish a task force this summer to help us shape our WashU Compact, a commitment between us and the greater St. Louis region as we look to strengthen our community partnerships and impact. This group will include members of our university community, as well as representatives from St. Louis community organizations. Our first step will be to engage in a deep listening and dialogue process with our campus and with our St. Louis community, to examine the ways we can become a stronger partner in St. Louis, and envision, together, what real collaboration can look like moving forward. We stand ready to make additional contributions – both financially and by working side by side – and know this will require strong, collaborative, enduring relationships. We are eager to move forward, but know we must take a deliberate and thoughtful approach if we are to achieve success together. This is what it means to be *with* St. Louis.
- *Reaffirm our support for causes that advance equity.* While the actions above reflect steps we will take as an institution through our own resources, it's important to acknowledge that we also have an opportunity – and responsibility – to take a stand on issues that are driving systemic structures on the local, state, and federal level. We have taken an institutional position in strong support of Medicaid expansion in Missouri, and believe that this is one of the most significant initiatives that will have a major, positive impact on the health and well-being of people in our region. No one should have to choose between health care and caring for themselves and their families. This has been brought into sharp and painful focus by the COVID-19 pandemic, which has illuminated the tremendous disparities in health outcomes for

people of color, particularly in the Black community. Other causes that we must continue to keep in our sights are supporting a living wage for our regional workforce, including our own commitment to bring our minimum wage to \$15 per hour for all regular employees and basic services contractors; and encouraging complete participation in the 2020 U.S. Census, which determines government funding for schools, hospitals, and other vital programs in the region.

I want to reiterate that the steps outlined here are only the first in our long-term strategy to transform the way Washington University actively pursues racial equity, on our campuses and in St. Louis. And I am firmly committed to this process. We have already begun work on several of the items outlined above, and will continue to move them forward in the days and weeks ahead. Your feedback and participation are vitally important and I want to encourage each of you – students, faculty, and staff – to join the effort and participate to help us become the community, and the St. Louisans, that we aspire to be.

Sincerely,

Andrew D. Martin

Chancellor

Andrew D. Martin

Chancellor

Wellesley College – Office of the President

Standing Against Racism and Police Violence

May 30, 2020

Dear Wellesley community,

Like so many of you, I have been deeply angered by the killing of George Floyd. The video of his death was horrifying to watch, its impact only amplified by the appalling, repeated police brutality directed against black Americans. The tragedy of this moment goes beyond the senseless killings of George Floyd, Ahmaud Arbery, Breonna Taylor, and so many others. It goes to the deep stain of racism that endures in the United States.

Racism is behind the killings of black people by police, just as it is behind the disproportionate loss of life in communities of color from COVID-19. Each is a different symptom of the same devastating scourge of racial injustice and inequality.

As an institution committed to educating students to make a difference in the world, our first responsibility is to name the problems we see and interrogate their root causes. We must find ways to stand up to the racism we see fully on display in our society and face it down. Among many actions, we can march, we can peacefully protest, we can use our voice, and we can vote.

As we prepare to celebrate the graduation of our seniors, with students of all races and ethnicities joining together as a virtual community ready to make its mark on the world, I take hope. I see the seeds of a new kind of moral leadership, with this generation of young people in the vanguard, unafraid to call out and stand up to the challenges we face. Together, and with fierce and determined spirits and an abiding hunger for justice, we will find ways to overcome the tragedy of this moment, and seize our opportunity to recreate the world.

Sincerely,

Paula A. Johnson

Wentworth Institute of Technology - Office of the President

June 8, 2020

Our Commitment and a Call to Action

Dear Wentworth Community members:

We feel profound anger and anguish in the murder of George Floyd. It is the most recent incident in what has been a tragic pattern of systemic racism. This sad history dates back to the forebears of a nation that benefited from slavery, followed by Jim Crow laws and other government and institutionally-sanctioned racism against Black people. The past is present in cities across the nation, including our home, Boston, in the form of discrimination and disparities in education, employment, health, housing, wealth, and the everyday experience of Black communities.

We seek to turn our anger and anguish to hope and action for meaningful change. Wentworth, from its founding, has been committed to educational access and providing pathways to new economic and employment opportunities. We are proud of what we have accomplished in these areas, but our work is not done. We must do more. The protests across the nation and the calls for justice remind us of Dr. Martin Luther King, Jr. evoking of the phrase “the fierce urgency of now” delivered in the I Have a Dream speech as part of the March on Washington for Jobs and Freedom in August 1963. Dr. King, shortly before his assassination, challenged the nation to see that “this is a time for vigorous and positive action.” The protest marches across the nation and emerging social movements give us renewed hope, more than a half a century after the passage of landmark legislations on civil rights, voting, and housing, that we will move closer to achieving the dream, but there remains hard work and serious commitment ahead for all of us.

At the forefront of our emerging strategic plan is Inclusive Excellence. As a community of innovators, designers, builders, makers, problem-solvers, changeagents, and entrepreneurs, this is the moment where we must lead. The immediacy of the issues that we as a higher education institution can address is multifaceted, and we challenge everyone in the community to act. This link connects you to the section of our emerging strategic plan that is dedicated to our pursuit of inclusive excellence. This work is already underway and seeks to build organizational structures that support inclusive excellence, integrate inclusive practices, and improve access and demographic representation.

We will seek your input on what we can do together, and we challenge you to act individually. This is an opportunity for learning in every sense of the word. It is also an opportunity for becoming cognizant of the implicit biases that we all have. The time for

action is now. These actions must be sustained because we have seen them stall out too often in our lifetimes. In messages to follow this week, we will share additional commitments to action that we will take as a University. In addition, we will be sharing ideas for how each of us, as individual members of our university community, can participate in ways that are connected to meaningful change.

We must fully commit to, and follow through on, our individual and collective efforts to write the next chapter of Wentworth's history and a brighter future for our University, the City of Boston, the nation, and the world.

Respectfully yours,

Gregory B. Janey, CCM, '04, Chair of the Board of Trustees

Mark A. Thompson, Ph.D., President

Ian Lapp, Ph.D., Senior Vice President for Academic Affairs and Provost

Erik Cote, Assistant Vice President for Strategy and Policy

Michelle Davis, Chief Marketing Officer

Rebecca Eckstein, Interim Vice President for Enrollment Management

David Fraboni, Interim Vice President for Institutional Advancement

Amy M. Intille, Vice President for Executive Affairs

Mary Ellen R. Keeney, Interim Vice President for Human Resources

Lynn McCormick, General Counsel

Courtney L. McKenna, Assistant Vice President for Strategy and Policy

Vish Paradkar, CIO and Vice President for Technology Services

Robert L. Totino, CFO and Vice President for Finance

David Wahlstrom, Vice President for Business

Annamaria Wenner, Dean of Students and Vice President for Student Affairs

Wesleyan University – Office of the President

Build an Anti-Racist Community in Which Hatred and Intolerance Have No Place

May 30, 2020 by Michael S. Roth '78

Ahmaud Arbery, Breonna Taylor, George Floyd. We speak their names with sorrow and with anger. In recent weeks, we confront once again the fact that in America some people so radically devalue African Americans that their lives can be just brutally destroyed. The precarity of black lives has a very long history in this country, but now technology makes it possible for people everywhere to witness violent injustice. We witness, and we are disgusted; we witness, and we are enraged; we witness, and we mourn. Black Lives Matter.

As a historically white institution, Wesleyan has struggled with our own history of racism. Over the last several decades, thanks to the work of activist students, faculty, staff and alumni, we have become more aware of the ways in which the ideology of white supremacy has affected this history and our own present. We try to build a different kind of community – one in which racism, hate and intolerance have no place. This is an ongoing project, and we re-dedicate ourselves to it.

Our Wesleyan education includes the aspiration to act “for the good of the world.” Rejecting hatred and the violence it inspires, we can engage with others to construct alternatives to poverty, marginalization and prejudice. We witness and we choose how to respond; let us do so in ways that prefigure the kind of world we hope to build.

With compassion and solidarity,

Michael Roth, President

President’s Cabinet

David Baird, Vice President for Information Technology

Amin Abdul-Malik Gonzalez, Vice President and Dean of Admissions

Anne Martin, Chief Investment Officer

Sean McCann, Chair of the Faculty

Nicole Lynn Stanton, Provost and Senior Vice President for Academic Affairs

Andrew Y. Tanaka, Treasurer and Senior Vice President

Michael Whaley, Vice President for Student Affairs

Alison P. Williams, Vice President for Equity and Inclusion

Frantz Williams, Jr. Vice President for Advancement

David Winakor, General Counsel and Secretary of the University

Renell Wynn, Vice President for Communications

Wheaton College – Office of the President

Dear Campus Community,

We all are witnesses to the egregious and senseless violence that recently claimed the lives of Breonna Taylor, Ahmaud Arbery, and George Floyd. Their deaths speak to the enduring presence of systematic and institutional racism within our society. As a community, we are deeply distressed by violent acts that have persisted in our country for more than four centuries.

As Christ followers, we denounce systemic racism and police brutality against any racial or ethnic group. Today especially our hearts are filled with pain for the inhumane treatment of our brothers and sisters in the African American community. We stand united with African American students, faculty, and staff who are all deeply affected by these ongoing acts of racial violence and other sinful injustices, often on a daily basis.

Wheaton College believes that the physical, emotional and spiritual well-being of our students, faculty and staff within the African American community is essential for learning and thriving. Therefore, we are also committed to identifying and addressing policies and systems in our own institution that hinder access and success of members who belong to marginalized and oppressed groups. In order to have the impact on the world that God is calling us to have, we are resolved to think and act in ways that create a more loving, equitable, and just community.

Wheaton College pursues a biblical commitment to respect and love all people as equal image-bearers of Jesus Christ. This is mandated by Scripture, promised in our Community Covenant, and detailed in our Christ-Centered Diversity Commitment. As part of this commitment, we plan in coming days to curate a conversation featuring administrators, faculty, and staff on Christian responses to racial violence.

To the members of our community belonging to the Africa diaspora, please know that you have our love, support, and concern. We pray for God's grace and protection on you and your families during this difficult time in our nation's history.

Please remember that this summer, as always, you can receive counseling and support through the Office of Multicultural Development, the Office of Student Care Services, the Counseling Center, the Title IX Coordinator, the Office of Intercultural Engagement, and the Chaplain's Office.

In keeping with our calling to pray, we intercede specifically for God's comfort for the families of those who have lost their loved ones, for God's healing and sanctifying work in our world, and for God's protection and guidance for our campus community.

In Christ's service,

Philip Ryken, President

Sheila Caldwell, Chief Intercultural Engagement Officer

Paul Chelsen, Vice President Student Development

Margaret Diddams, Provost

Kirk Farney, Vice President for Advancement, Vocation, and Alumni Engagement

Marilee Melvin, Special Assistant to the President

Chad Rynbrandt, Vice President for Finance & Operations, Treasurer

Silvio Vazquez, Chief Enrollment Management Officer

Whitman College – Office of the President

Dear members of the Whitman community,

On May 30, I sent a note to all of you condemning the racist murder of George Floyd. Since then, many of you have responded to let me know that message did not go far enough in terms of specific commitments on the part of the college to move us toward being an anti-racist, inclusive community. I am listening, and I recognize that members of our community have experienced deep pain. As Whitman's president, I share responsibility for that and reaffirm my pledge to continue the work of enhancing equity and inclusion in our community.

I announced a new task force on inclusion in my earlier message and have now appointed its members. The task force is being chaired by Thomas Witherspoon, vice president for diversity and inclusion, and is charged with working to make Whitman a more inclusive and equitable community, where every member can share a sense of belonging. It will examine systems and structures within the college through an equity and inclusion lens.

The task force is composed of three small teams, with one focused on faculty concerns, one focused on staff, and the third focused on students. The small teams will spend time listening to and examining the specific concerns of marginalized communities within their community group. Additionally, the small team will offer recommendations for building a more inclusive campus environment for these communities. Each small team includes one student, one faculty member, one staff member, and a member of the president's cabinet. The names of the members of the task force will be shared soon and will be posted on a new webpage dedicated to this work.

The teams will spend time developing an understanding of the current concerns within our college community for their specific population. They will review past criticisms with fresh eyes and then create a platform for community members to voice additional concerns and offer potential solutions in writing, as well as hosting community listening sessions. They will use all of that information to develop an action plan that they will share with the president's cabinet by July 30, so that we can launch next steps before the beginning of the fall semester. I have asked that the proposed actions be prioritized based on their potential for significant and immediate impact. I recognize that this task force will be meaningless if it does not lead to real change, and I know you will hold me responsible for that. I would expect nothing less. We can't know at this time exactly where this work will take us, but I am committed to eradicating racism and promoting inclusion in our community.

A number of you have asked me to donate the college's money to anti-racist organizations. I understand that request, but at a time of unprecedented budgetary crisis caused by the COVID-19 pandemic, I cannot dedicate college resources to external groups. I can, however, make my own contribution and use my voice to urge others to do the same. I am making a personal gift to UNCF to help more African American students find a path to and through college. I have chosen UNCF because its mission is so central to our mission. I encourage all

of you who are able to offer your support to an anti-racist organization.

Many of you have called out the entire administration for not doing more to make Whitman an inclusive community. I've asked the cabinet to make this a top priority and will hold them accountable for doing so. I pledge to be transparent about our work in this area and share regular updates on our efforts going forward. We also recognize the entire community must be willing to embrace this goal and engage in the work to achieve it. You will hear from Thomas Witherspoon about ways to engage with the task force on inclusion. Once the cabinet has reviewed the task force's work in early August, we will provide an update on action items and next steps. I look forward to continuing this critically important work with all of you.

Sincerely,
Kathy Murray

Whitman College Alumni Board Statement in Support of Black Lives Matter

The Whitman Alumni Board condemns the recent police killings of George Floyd, Breonna Taylor, Rayshard Brooks, and the countless other murders of Black lives at the hands of police - many names of which we know and even more that we don't. We also condemn the recent murder of Ahmaud Arbery and the racist actions taken against Christian Cooper in Central Park. The systemic structures of racial inequity that threaten Black lives across America are more obvious than ever. We are united as a Board in our belief that Black Lives Matter, and we stand in solidarity with our Black alumni board members and the entire Black alumni community as we seek to build a more just and intentionally antiracist society.

Willamette University – President Steve Thorsett

Words from Waller

"Words from Waller" is an email from Willamette President Steve Thorsett with his reflections on important university issues, news, and events.

June 1, 2020

Dear Willamette Community,

This has been one of the saddest and hardest weeks I can remember. In the midst of a pandemic that is disproportionately harming and killing the poor, the old, and people of color, thereby reminding us of the structural inequality and racism built deeply into our society, comes the murder of a black man, George Floyd, in Minnesota by police, yet another in a terrible, unforgivable sequence of such killings.

A nation in crisis doesn't need more words from white men like me. It doesn't need white men to make it all about ourselves. It doesn't need old white men with their guns and militia fantasies on the streets of Salem defending beauty salons. It doesn't need young white men with their bricks and their anti-capitalist slogans smashing windows in the streets of Portland. It doesn't need the white leader of the free world tweeting provocations about shooting looters and siccing vicious dogs on protesters.

What the nation needs is to listen to what black people, and Latinos, and Native Americans, and other oppressed and marginalized groups have been saying for years, and really since before this country was founded. We need to listen to what Floyd said with his dying words, "I can't breathe," a tragic statement for one man and terrible reality for millions more. We must lift up the memories of Ahmaud Arbery, and Breonna Taylor, and Tamir Rice, and Trayvon Martin, as well, and far too many others. We must listen, we must remember, and most of all we must act, to denounce the ugly remnants of overt bigotry and to dismantle the even more insidious structures of institutionalized racism.

Willamette's VP for Equity, Diversity, and Inclusion, Jade Aguilar, has been working to reorganize the committees that bring together students, staff, and faculty from across campus to support the university community and to develop a strong antiracism agenda. You will hear more from her soon. Please reach out directly to her if you want to help.

This week, the focus should be on those most in fear and pain, and I ask you all to be there for each other as we all work through strong emotions and difficult conversations. And then, in the year ahead, let us redouble our commitment to the values expressed in our motto.

Non nobis solum,
Steve

William & Mary College – Office of the President

Dear W&M Community,

What does it mean for us to live fully into our values as a university? In this learning community where deep human connection lies at the heart of who we are, what does it mean for William & Mary staff, faculty, students, alumni, and supporters to be empowered to “make a meaningful difference in our communities, the state, the nation, and the world,” as our values statement asserts?

The meaningful difference we are called to now is direct, anti-racist work with broad community support. Together, leaders from across the university must move from acknowledging and decrying injustice and racism to steady action and accountability. Because of our institutional history of slavery, William & Mary has a special obligation among universities in this country. So many in our community have worked with determination for change. Our Board of Visitors and administration deeply believe in this work. Yet the reality is that William & Mary is still behind. The experiences shared by staff and faculty colleagues this week, and student and alumni testimonies, are unequivocal.

I have heard many direct comments from Black students and others: “Tell us how W&M is going to protect our Black community.” “How are you going to ensure the climate supports Black students fully to be students?” Student Assembly leadership is bringing thoughtful agendas for action. Since my arrival at W&M, Black faculty and staff have shared the barriers they feel to fully engaging in their work and roles. I am open to hearing more. I take your insights and questions seriously and will reply.

While listening to students and colleagues throughout the last week, I met with senior leaders and with the leadership of our elected faculty and staff assemblies to gather their insights about concrete changes at W&M that would systematically eliminate racial bias in university structures and behaviors. We asked ourselves, “what can we do today?” Our answer: accelerate. Define results.

The summary below my signature includes practical steps that directly answer student questions about fair and impartial policing. We are accelerating actions related to faculty hiring and classroom climate outlined by the W&M Task Force on Race and Race Relations and the Lemon Project's report on its decade of work. These are affirmed again by the Student Assembly this summer. We are responding to dominant themes of our regular climate surveys from faculty, staff, and students about anti-discrimination training for managers, open communication, and wellness. We have elevated actions that are evidence-based and can yield results in the near term, under pandemic.

These near-term steps focus directly on systems that shape outcomes in hiring, learning, workplace communications, leadership for equity, and more. The year's work supports some of W&M's most important longer-term commitments: to scholarship on the history of race and racism at the university, to scrutiny of workplace climate and equity concerns, and more.

What will ultimately make this moment different from prior moments of recognition is broad commitment. Last week's leadership conversations outlined a feasible and meaningful year of work at William & Mary that gives me hope. The work has strong and collaborative leadership conviction behind it. It is anchored in robust research on effective institutional change, and in our own data. I am open for continued direct and honest conversation about what we can achieve together, now.

As president, I aim to see through steady, ongoing, durable change. When I say that Black lives matter, I understand myself to be making a speech act: a promise of what should be that has not yet been achieved. It is necessary that we assert that Black lives matter because in our country, for so long, Black people have experienced disproportionate violence from the forces of law and justice that should be dedicated to securing their liberties and lives.

Moving to action is absolutely necessary and so too is continued space for grief and for honoring the African Americans whose lives were stolen brutally this spring as a result of racism and injustice. If campus were in session, our community would have gathered by now in the Wren Courtyard to comfort one another in grief, to unite in remembrance. Though we cannot be together in person, I invite you to a virtual Candlelight Vigil – W&M students, faculty, staff, alumni, parents, and friends will gather virtually on Tuesday, June 9, at 8:30 p.m. ET in remembrance of Ahmaud Arbery, Breonna Taylor, George Floyd, and so many others.

With respect and commitment,

Katherine A. Rowe

President

Fair and impartial policing

- Last week, Chief Cheesebro met with student leaders of more than a dozen campus cultural organizations to discuss the William & Mary Police's advocacy and support for marginalized groups and their commitment to bias-free policing. Consistent with that meeting, the Chief is refining a plan of action for the year that we will be ready to report and implement in August.
- Starting this fall, Chief Cheesebro will also hold monthly, open Q&A sessions with our community to answer questions, hear concerns, and provide updates about WMPD actions. She will share relevant department data. And she will invite regional law enforcement agencies to participate.
- Yesterday, Chief Cheesebro joined with university leaders and community leaders in our localities, to reaffirm the university's commitment to the Historic Triangle Covenant: a covenant in 2017 of local law enforcement – Williamsburg, York County, James City County, and W&M – and the African American community, to work in collaboration and transparency to resolve injustice and racial disparities as it relates to policing in African American communities.

Values in action

- William & Mary fully affirms students' and employees' rights as individuals peacefully to protest and freely to express themselves. By July, we will review and will publish updated institutional policies that enable the exercise of individual rights with confidence. We will consider how the rights to protest and engage fully in civil discourse can sit side by side with the imperative of social distancing under pandemic.
- Provost Agouris will launch a three-year pilot in faculty hiring, in partnership with the Faculty Assembly. By implementing a suite of best strategies gathered from across the university, we will seek to minimize the effects of implicit bias in hiring and expand our excellence and expertise in inclusive teaching. In ways appropriate to the different disciplines and schools, we will include students in faculty recruiting to gain their insights on the value of inclusive teaching – as student leaders have sought. The Provost and Faculty Assembly leadership, together with the Chief Human Resources Officer (CHRO) and search chairs, will convene annually at the end of each year for formative evaluation – to understand what worked and what did not – then adjust and refine this set of best practices going forward.

- We will focus W&M's new Values in Action initiative on the value of belonging this coming year. These monthly dialogues, led by our CHRO and administrators, will engage managers and supervisors, chairs, and directors of programs, to identify additional ways to address issues of racism and equity, isolation, and other potential barriers to the spirit of an inclusive community.
- W&M's CHRO and deans will work together to infuse skills for leading and instilling equity into the onboarding of new chairs, directors of programs, and managers.
- W&M has been a national leader for nearly a decade in student wellness. What was true before the pandemic is doubly true now: access to wellness is also about equity and needs to be institution-wide. In this effort, W&M can draw both on our own expertise and on best practices in other industries. The president will charge a small and swift planning team, led by Kelly Crace, our AVP for Health & Wellness, with our CHRO and Dr. Warren Buck, in his role as Special Advisor to the president. I've asked them to deliver in the spring a three-year roadmap for integrating wellbeing practices into W&M's employee work-life and culture.

Inclusive curriculum and classrooms

A university's most powerful way to create cultural sophistication about discrimination and racism is via teaching, learning, and sharing new knowledge.

- Provost Agouris, the five deans, and faculty leadership will incorporate research on racial dynamics and disparities into our curricula, to include specific learning objectives and outcomes that address race, equity, and justice. These will complement the expansion of the COLL 350 diversity, equity, and justice requirement across all five schools. The result we are aiming for is to systematically shift the workload from underrepresented students, faculty, and staff for inclusive teaching and learning.
- During a year in which we anticipate that scholars from other institutions can only join W&M virtually, we will take full advantage of new opportunities for the classroom to catalyze widespread discussion. The Provost and deans will reallocate funds for visitors, enabling faculty to invite into their courses (virtually) alumni and experts leading anti-racist work in their disciplines.

Equity in communication for staff

The digital divide was vividly exposed this spring: multiple barriers to communication and community in a world that moved online fast. Communication challenges are a top concern

in university life identified by students, faculty, and staff. Being physically apart made them much worse.

- This summer, we aim to level the field of access to university communications across our employee classification system. The Chief Operating Officer (COO) and CHRO will ensure that all employees are supported within their workday to stay connected as professionals and members of the W&M community.
- This week, Staff Assembly is launching “Virtual Water-Coolers” to create much-needed space for informal dialogue about how W&M news and current events intersect with staff experiences, in order to have a better understanding of racial bias and discrimination on campus. Regular exchanges of these kinds are especially important when we are physically apart and essential for full participation.

Raising the bar for leadership

Those who educate leaders must equip themselves at the highest level, to lead with sophistication on behalf of all in the community. In the pre-season of every academic year, we will convene the president’s Cabinet, with our staff and faculty assembly leaders, to learn about – and determine ways steadily to rid the university of – unintentional vestiges of institutional bias or racism. The result will be to grow our inclusion toolkit as leaders. We will begin with implicit bias training in late summer. We will hold ourselves accountable to report on our progress annually.

Williams College – Office of the President

To the Williams community,

Protests have broken out around the country this week in response to the deaths of George Floyd, Ahmaud Arbery and Breonna Taylor. The protests have gone beyond individual tragedies, to address deep, longstanding concerns about racism and injustice.

I am disgusted, saddened and angered by ongoing racism in all forms and places. Anti-Black racism in particular has a long history in this country, with daily implications for Black communities seeking justice and equality. Recent events have highlighted again how much work we still have to do as a nation to fight this scourge. I hope and trust that, wherever you are, you are fighting inequality and injustice, lending your voice to peaceful protest, making change, caring for yourselves and each other.

The most effective and long-lasting manner in which Williams can work toward this goal is by providing students with ways to hone their analytical and argumentative skills, which they can channel toward such ends. Indeed, in a normal year, students, faculty and staff would be pursuing these opportunities on campus. Our awareness of events would suffuse classroom and dining hall discussions, scholarly work and campus programs, lectures and meetings and rallies.

But this is not a normal year. In the absence of our ability to lift our collective voices in person, I am writing this letter to state unequivocally that Williams condemns racism, violence, and injustice and will continue using its resources to help students—and society writ large—better understand these forces so we can continue to fight them.

Even in a year of social distancing, when campus is nearly empty, this work continues. Yesterday, members of our community joined the NAACP's call for action—a rally in Pittsfield's Park Square. And this coming week you will be invited to participate in a discussion on racial violence in America hosted by the Office of Institutional Diversity, Equity and Inclusion. Throughout the week we will provide additional virtual opportunities to come together for support and engagement.

Our community is in pain, especially Black students, staff and faculty. Even though we are apart, Williams should use the power of our community to make sense of and respond to tragedy and injustice. We will continue this work together, now and when we are finally able to reconvene on campus.

Maud

Wittenberg University – Office of the President

Members of the Wittenberg Community:

There are no words adequate to describe. This month – Ahmaud Arbrey, Dreasjon (Sean) Reed. This week – Breonna Taylor, George Floyd. And over time too many others, some whose names we've come to know and others we would not recognize, but whose families

and communities have shared horrible, unconscionable experiences rooted in being a person of color in the United States, particularly in being a black American.

I am angry, but I cannot imagine the anger, pain, and fear those who are black or brown are feeling now, let alone must live with every day. Four Minneapolis police officers have since been fired. Former officer Derek Chauvin has been charged with murder. An investigation continues, and there may be more charges for Chauvin and the other former officers in the death of George Floyd. Perhaps there will be justice in this case. But these consequences can never make up for the senseless tragedies that are occurring more frequently, or that because of cell phones with cameras and social media seem to be occurring more frequently or are brought to our awareness in a way that they had not been in decades and centuries past.

Along with the killings, there are experiences like Christian Cooper's encounter with Amy Cooper in Central Park. And there are images from Michigan's capitol of armed, mostly white protesters that stand in stark contrast. I do not believe a group of black and brown citizens would have been allowed to disrupt the work of the state government in that way. It was 28 years ago this month that Rodney King, himself the victim of a brutal beating by police, asked, "can we all just get along?" We continue to see that we cannot or will not.

People from Wittenberg are working to create a space for those in our community to gather and to talk about these events and share their thoughts and feelings. Sadly, because of COVID-19, this will happen virtually in order to protect each other from this virus. Look for more about that early next week. In the meantime, here are some resources for our community.

[LIST OF CONTACTS REMOVED]

There are still no words, but I hope that together we can find words of support for each other and all those hurting, angry, and appalled by the continued injustices against people and communities of color in this country. No matter how far we have come, in our country and, especially, at Wittenberg, it is not far enough.

Sincerely,

Mike Frandsen

President

Yale Law School – Office of the Dean

May 31, 2020

To the Members of Our Community:

Whenever I walk through the halls of Yale Law School, I pass by a set of posters that bear witness to the collapse of the core values to which the School is dedicated. Each year, our students post the names of the victims of police violence, a silent testament to the ongoing breakdown of law, the persistence of racial violence, and the absence of justice.

George Floyd's and Breonna Taylor's names will be added to our walls this fall. And theirs are not the only names we say today as we reflect on the continued racial violence and abuse of racial power and racial privilege enacted upon African Americans. I think of Ahmaud Arbery and Christian Cooper. I know that these names are just the latest, most high-profile instances of this country's shameful legacy of treating black lives as if they do not matter. And I know that I will see new names on our walls in the future. A part of racism's cruelty lies in its tenaciousness.

The events of recent days have been gut-wrenching and underscore the yawning gap between our practices and our ideals. These acts of racial violence, oppression, and discrimination are immoral. They corrode the legitimacy of our legal system. They threaten the safety, well-being, and selfhood of members of our own community.

My heart goes out to all of you, especially to the African American and Black members of the faculty, staff, and student body. We have already been through an exhausting few months, and I am deeply pained that we are apart and isolated when we most need each another. I hope every member of this community will reach out, connect, and care for one another.

What matters now isn't just this community's strong bonds, but also its work. Many of our faculty have devoted their life's work to reforming policing, promoting procedural justice, ending mass incarceration, and combating racial subordination. Many of our students came here to engage with these issues and have fiercely pursued these causes through clinics, centers, and their own projects and scholarship.

This week I find it hard to take much solace in this work. We must turn with clear eyes to the posters on our walls, which remind us that the legal system we inhabit has yet to make good on its promise. They remind us that we cannot rest easy. They remind us that we must reflect not just on law's abject failures, but on our own. They remind us how much work is left to do. As a law school, we have a special responsibility to exercise leadership in service of equality, and we will do so.

Please take care of yourselves.

Heather K. Gerken

Yale University - Offices of the President and the University Title IX Coordinator

In memory of George Floyd - Sunday, May 31, 2020

Dear Members of the Yale Community,

I write to you today deeply upset by the killing of George Floyd while he was in the custody of Minneapolis police officers. Mr. Floyd's death follows a pattern of racial injustice that has become too familiar in our country and that amounts to a national emergency.

At a time when the American community must come together more than ever before, George Floyd's horrifying death shocks our shared conscience and indicts our shared failure. It can and must remind us of other similar killings and of the racism, nativism, and bigotry too pervasive in society today and throughout our country's history.

Over the past week, I have been thinking about two seemingly incongruous things—our sense of community and one of our most basic emotions: fear.

Since the start of the COVID-19 pandemic, legitimate fear has been very much with us, but not just about the virus itself, and not among us equally. From reports of racism against people of Asian descent to the unacceptable disparities in health outcomes and health care, there was every reason for us to fear for the safety of our neighbors and family members, and of some, sadly, more than of others.

At the same time, I saw nurses, doctors, support staff, and volunteers act with courage, selflessness, and compassion in our home city and around the world. We nurtured a growing sense of community, which gave us the optimism and hope that must ever be a cornerstone of our beloved country. It is in the face of that noble expression of solidarity that George Floyd's death has shaken us and the shared spirit of heroism we have aroused to fight the pandemic.

As I read the news reports of Mr. Floyd's death and its explosive response, I knew that many members of our community feel fear in their daily lives because of the injustices they have experienced and witnessed, and I thought of how fear so reliably leads to anxiety, depression, health deterioration, and anger, and also to aggression and even violence. Some of the protests have turned destructive, undermining the plea for justice all Americans must share. Fear is powerful, damaging, and unpredictable in its effects.

I believe that all of us at Yale must do what we can to replace fear with hope—and not with anything less than action. Here I have been thinking much of the life of the extraordinary Pauli Murray, a lawyer, civil rights leader, and Yale Law School graduate. She experienced firsthand the cruelties of racial segregation and suffered injustices. She knew fear. However, she wrote in her memoir, "Seeing the relationship between my personal cause and the universal cause of freedom released me from a sense of isolation...I would be no less afraid to challenge the system of racial segregation, but the heightened significance of my cause would impel me to act in spite of my fears."

I have implored myself—and earnestly invite you to do the same— to make direct use of Pauli Murray's wisdom. Her words remind us of all that we have been able to accomplish together because of our shared commitment to the common good. Since mid-March, we have saved lives in this pandemic. We have isolated ourselves, changed the way we live, and sacrificed to safeguard the well-being of the most vulnerable among us and prevent our hospitals from becoming overwhelmed. It is vital to remember that we have been united in easing suffering, improving lives, and providing hope during a turbulent and challenging period of our history. If we can do this, we are capable, all of us, of creating the America we must insist belongs to us all.

In 1945, Pauli Murray wrote, “As an American I inherit the magnificent tradition of an endless march toward freedom and toward the dignity of all mankind.” We have so much more to do to foster and sustain an equitable society. Instead of feeling the isolating effects of fear when our sense of community is shaken, we must remember that we are connected in more ways than we are divided. And that where we are divided, we must work, now, in the interest of unity and justice. This is a matter of the highest importance.

So, let us act as Pauli Murray would have us act toward those we know well but also those to whom we are connected simply by a common and powerful dream. I am grateful that you and I share Yale and its mission to improve the world today and for future generations. In looking forward to the work we have ahead of us, I wish you peace and strength.

With best wishes for your health and safety,

Peter Salovey
President

Chris Argyris
Professor of Psychology

From: President Peter Salovey

Date: Thu, Aug 13, 2020

Subject: Yale’s Steadfast Commitment to Diversity

Yale University

Office of the President

Dear Members of the Yale Community,

Earlier today, the Department of Justice informed Yale of its allegation that Yale’s undergraduate admissions practices discriminate on the basis of race, particularly in regard to Asian American and white applicants. As you may recall, the department began an investigation in 2018, when other universities were facing legal challenges that aimed to

overturn Supreme Court precedent permitting the consideration of race in college admissions.

Yale has been fully cooperating with the DOJ investigation. We have produced large quantities of documents and data, and we are continuing to do so. However, the DOJ concluded its investigation before reviewing and receiving all the information it has requested.

The department's allegation is baseless. Given our university's commitment to complying with federal law, I am dismayed that the DOJ inexplicably rushed to conclude its investigation without conducting a fully informed analysis, which would have shown that Yale's practices absolutely comply with decades of Supreme Court precedent.

Yale College will not change its admissions processes in response to today's letter because the DOJ is seeking to impose a standard that is inconsistent with existing law. We will continue to look at the whole person when selecting whom to admit among the many thousands of highly qualified applicants. We will continue to look at what students have accomplished and hope to contribute to Yale and the world. We will continue to create a student body that is rich in a diverse range of ideas, expertise, and experiences. Such a student body greatly enhances students' academic experiences and maximizes their future success. By bringing people of different backgrounds, talents, and perspectives together, we best prepare our students for a complex and dynamic world.

Yale's admissions practices help us realize our mission to improve the world today and for future generations. At this unique moment in our history, when so much attention properly is being paid to issues of race, Yale will not waver in its commitment to educating a student body whose diversity is a mark of its excellence.

Sincerely,

Peter Salovey

President

Chris Argyris Professor of Psychology