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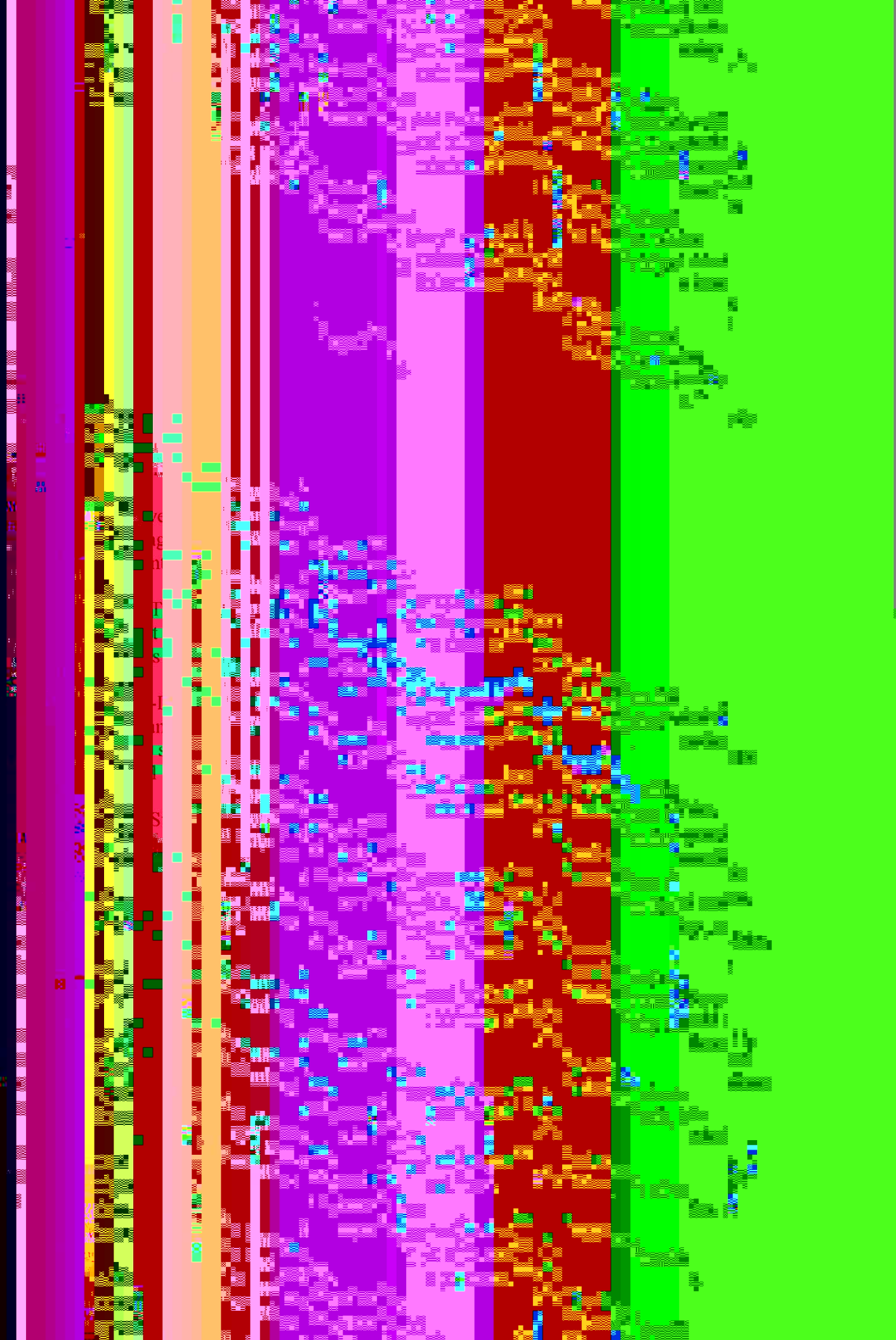
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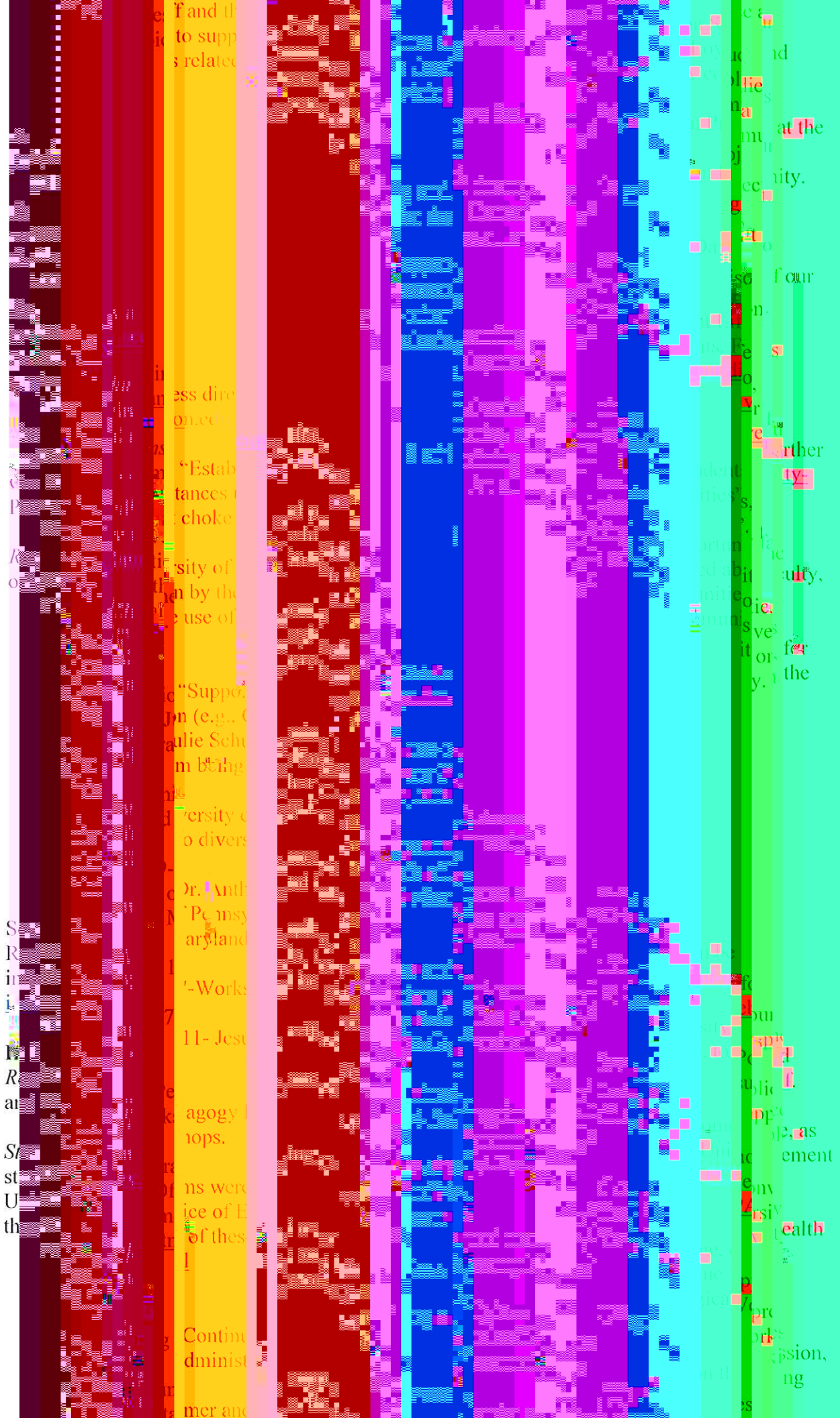
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*Recommendation:* As called for by the faculty and representatives of Black and other racial groups to increase the number of Black faculty members.

*Status:* The proposed working group and staff have been approved. The Provost has authorized the group to begin work on the proposal.

*Recommendation:* The History Department should create a new position for a Black Studies/African American Studies professor.

*Status:* The Dean has noted the need to attract a Black faculty member to the History Department. A search committee has been formed to identify potential candidates.

*Recommendation:* The Board of Trustees should ensure that the needs of the community are reflected in the university's policies.

*Status:* The community advisory board has been established to provide input on university matters.

*Recommendation:* The university should create an anti-racism program for all students to address issues of race and ethnicity.

*Status:* The CCC met with the Student Union and other groups to discuss the anti-racism program.

*Recommendation:* The Curriculum Review Committee should ensure that the curriculum is inclusive and representative of all students.

*Status:* The Curriculum Review Committee has begun work on the anti-racism education program.

<i>Recommendations:</i> "Begin regarding Staff Senate of Trustees	conversations regarding anti-racism	bring this report into the anti-racism	the	Affairs	Faculty Senate, and staff, as well as the Board
<i>Status:</i> Pro (UGC) Board of Trustees does	most Ginger discussion of anti-racism	bring this report into the anti-racism	the	of the	University Governance Council discuss this with FAC. The self.
<i>Recommendation:</i> "Select to the issue of anti-Black racism"	at a table	take (e.g., B	the	Value	in A on lecture that can speak
<i>Status:</i> The committee and so it has process of selections	text and speaker for the First Year seminar not been a collection of text that address systemic racism	Ignacio administrative author and racism	Val	action	has been selected by a committee of Arts and Sciences currently addressing the committee about prioritizing mission.
<b>Still Under Review:</b>					
The remaining discussion	ing five (5) C and collaboration	DI recommendations with other	are	ly un	er review and require further
1. We would like to include and participate in administrative and	commend the report of the consumer (years 2-3) gathering data on inclusion needs. Implement administrators, and students;	ring full-time post-graduate anti-racism focus group of the participants, and	ultimately	on a	multi-year contract (2-3 years) that Cabinet. The primary development of this plan might question our diversity source needs and possible additional staff, training for faculty, staff,
2. Request the	each department and inclusion	division of Diversity for	abundant	annual	report to the Executive Director of the University's
3. Begin including and including	conversations in annual performance application efforts	the application for national Faculty	ite	office	Senate, and FAC) about evaluations, and promotion to diversity and
4. Convene a consensus among	committee to address racial justice calls for consistency	conduct by base court	round	of the	Student Code of Conduct to meet student and
5. Establish	a fund to support collaboration	to the local	link	pro	grams to bring Black voices to the education on anti-racism. This

fund development and a requirement also be used to provide stipends to faculty who will co-curricular programming around anti-racism. Additionally, encourage student-led organizations to devote budgeting and programming to anti-racist programming.

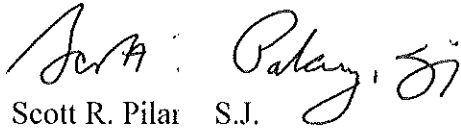
with relevantly, encouraging to make

This memorandum will be added to the University's EDI website.

As I provide this response, I am also aware of the Diversity & Equity remains operational until Nov. 13. The results will help to inform our future

campus Surveys perspectives and

Sincerely,



Scott R. Pilar S.J.  
President