

Dear colleagues,

We write as we collectively grieve the deaths of George Floyd, Ahmaud Arbery, and Breonna Taylor, just three of many Black Americans who have lost their lives to deadly forces enshrined in institutional racism in this country. We also grieve the disproportionate number of deaths of people of color due to COVID-19. As protest and civil unrest unfold before us, we know that members of our community, especially our Black students, faculty, and staff, are grieving, frightened, angry yet also deeply engaged in positive action for social change. We write to affirm our commitment to equity and inclusion and to condemn these and all acts of violence, prejudice, and hatred.

We encourage you to seek support or offer support in whatever way you can or need. Here are some things to consider:

- Reach out to one another and to your students/advises and connect them with resources. These include: the [Wellness Center](#), [All Saints' Chapel](#), the [Office of Civic Engagement](#) and [Dialogue Across Difference](#) programs, the Committee for Diversity, Equity and Inclusion (led by Provost Nancy Berner), the [Center for Multicultural Affairs](#), among others.
- [Donate time or money](#) to the cause as you are able. Many of our students and student organizations have also put together fundraising campaigns. Read the powerful statements student groups have made in recent days.
- Paige Schneider and Nicky Hamilton have set up a memorial at All Saints' Chapel. You all are invited to contribute your reflections.
- [Read](#) and discuss institutionalized racism with your colleagues (lots of great suggestions are in the link). Many of us are involved in *White Fragility* discussion groups this summer. Please bring yourselves openly to those discussions, and if you would like to join, email [Cassie Meyer](#) to be added to a summer or fall group. If you see a book or other resource that's missing from duPont Library, please [let them know](#).
- Consider how to bring discussions and materials related to racism and social injustice into your classes in the fall. Use your voice and your influence.
- Amplify the voices of students and colleagues of color. Do not ask people of color to speak for all people of color, but rather create conditions where all voices and experiences are valued and respected. As you design your courses for summer or fall, review the recommendations for [inclusive pedagogical approaches](#) on the Center for Teaching webpage and consider trauma-informed pedagogical approaches as well (see [a webinar by Dr. Mays Imad](#)).
- If you have suggestions, resources, or expertise to share, please share them with us so we can get the word out.

As we struggle to understand what the fall will bring, we also remember and hold fast to truly living the values of EQB, and we look forward to being together again to continue the hard work ahead. We know there is much work to do.

We have just sent a similar message to students. Thank you for supporting our students and one another in difficult times.

Betsy Sandlin, Associate Dean of the College

Terry Papillon, Vice President for Academic Affairs and Dean of the College

Marichal Gentry, Vice President for Student Life and Dean of Students