



Dear Students, Faculty and Staff,

Since we are committed to a liberal arts education, DePauw must foster and prepare active participants in a diverse democracy and global world. We write to speak to the work needed to address the conditions that are negatively impacting our community and student experience. The following update summarizes the most immediate actions and their timelines. We invite further dialogue with all students, faculty, and staff who wish to counter systemic oppression and contribute to safety on campus, and the well-being of our community.

Dedicated Spaces

To honor the need for immediate space to gather as expressed by many students: a house has been prepared and is available for AAAS via swipe access, and a gathering space has been designated for Jewish, Muslim and other religious groups of students in the Hartman Center. As Vice President for Student Academic Life, I will chair a task force of faculty, AAAS students and advisors, and staff to develop a plan by May 15 for a AAAS house that can be occupied by the fall of 2018. An invitation to participate in the task force will go out over the next two weeks.

Anti-Bias Training

Interfraternity and Panhellenic Councils have reached out to CLCD to create their action steps moving forward, including anti-racist praxis training. Individual chapter organizations are in the process of or have already created their own statements of support and actions to be taken internally. Publicly shared statements can be found on social media outlets. DePauw senior leadership has committed to mandatory anti-bias training for faculty, staff, and administration as well as for all entering students during student orientation.

DePauw Dialogue

Race and systemic oppression of marginalized communities will remain the focus of DePauw Dialogue. Training sessions run by expert facilitators will be mandatory for faculty, staff, and students.

Student Representation on Faculty Committees

In order to have their voices consistently heard, student organizations would like representation on certain faculty committees. It is important to note that students are represented on key faculty committees, including the Course, Calendar, and Oversight Committee which reviews Power, Privilege, and Diversity course proposals. In the current process, DePauw Student Government appoints students who come

forward with interest to serve, or seeks out students to serve. Further changes to this process must be addressed by faculty governance and DePauw Student Government.

University Protest Policy

We have noted student concerns about the University protest policy. This policy is designed to protect all students' rights to protest and to advance the safety of the community. Dean of Campus Life Dorian Shager will work to make sure that everyone more fully understands the policy and the rights that it protects.

Review of Diversity and Inclusion Structures

Senior leadership has committed to bringing in an outside consultant to review all of our diversity and inclusion structures and positions. The review will include an examination of our recruitment strategies to better support the needs of various populations of students.

Religious Identities

A vision committee focused on spiritual life at DePauw is being formed by Student Academic Life staff to assess religious spaces and support. It will be dedicated to meeting the religious needs of our diverse spiritual life communities, with special attention to those religions that are under-represented at DePauw. An invitation to participate in the vision committee will go out over the next two weeks.

Strategic Sessions with Faculty, Staff, and Students

Vice President for Academic Affairs Anne Harris has committed to a conversation with black faculty members by the end of next week to discuss the need for a position that addresses the curriculum and academic policies. She and fellow administrators will continue to meet with underrepresented faculty, staff, and students to gather input on how our structures and resources can better serve all marginalized communities.

Bias Incident Reports

We understand student interest in having access to bias incident reports. Please note that there is a daily log of activity available to all members of the community. According to our policy, a report from the Bias Incident Response Team is to be made available to the community at the end of each semester.

Counseling Staff

It is critical that our counseling staff be representative of our community demographics. We currently have a part-time counselor of color, and are posting and recruiting for a full-time counselor who is trained and has expertise regarding the specific challenges related to historically marginalized communities.

The work ahead will take the full and sustained commitment of our community, in its many manifestations: administration, academic departments, faculty and staff groups, and student organizations.

We will add these initiatives to our five-year Campus Inclusion Plan, and welcome dialogue and input as these actions are implemented.

We thank you for your commitment to this work,

Anne Harris and Alan Hill