

Dear DePauw Community,

Prior to and following last night's protests, many of us have been determining immediate steps we can take to increase safety and support for our students, as well as support for our faculty and staff.

At yesterday's meeting with organizational leaders and last night's Ubben lecture, we heard and felt the pain and fear of many of our students targeted by hateful threats and insensitivity, reported during this last week. But make no mistake, these issues and feelings run far deeper and longer than the past week.

We promised we would continue to update you, and have a series of actions to report. We are also reviewing a list given to us this morning by the AAAS, to which we will respond separately -- at their request. We'll be able to do that quickly, because many of our thoughts align with their own.

### **SAFETY IS PARAMOUNT**

For our students of color who seek a safe space to support each other, we are immediately designating the SAE house as a space for the AAAS until the end of term. We will recommend a permanent solution by the end of term, as promised to those who attended the meeting with senior administration yesterday.

The CDI, the Hartman Center, and the Women's Center remain open as a safe space for international students, United DePauw, QSOC, Hillel, and MSA.

We are inviting the FBI in to investigate the threats found in campus restrooms and the Nature Park targeting our students of color, Jewish students, Muslim students, Chinese students and LGBTQ students. For anyone who provides information leading to the apprehension of the despicable individuals who perpetrated these threats, there is a reward of \$5000.

We are increasing foot patrols of public safety officers.

Previously initiated actions and investigations actively continue with our local, county, and state police.

### **SUPPORT**

We are also hiring an additional counselor and increasing the availability of counselors for any member of our community; please, if you need to talk with someone, call ext. 4268 (call at any time, if it is after hours, you will be directed to a professional counselor).

We urge our faculty to spend time out of the classroom to talk with students and listen to them, and are providing free lunch passes at the President's Office, Office of the Vice President for Academic Affairs, and Office of the Vice President for Academic Life for you to use at Hoover specifically for that time the rest of this week

We are organizing a meeting between cabinet and black faculty, and will send an invitation later this week. Time set aside dedicated to your needs is also critically important to us.

We are asking senior administrators, staff and faculty to walk around campus and connect with your colleagues, students, and visitors -- our presence and access during times of emotional crisis means so much to our community.

### **ONGOING COMMITMENT**

A mandatory meeting between administrative leadership and the leaders of IFC/Panhellenic and Greek Chapters is being organized, with IFC and Panhellenic initiative.

Please know that we are also intently at work on initiatives and actions for longer term and permanent systemic changes to improve campus climate, beginning in the 2018-2019 academic year. These will take more time, but among them, in addition to the previously mentioned provision of permanent spaces for underrepresented groups, are: a dedicated day of mandatory training for faculty, campus leaders (student and administrative); permanent staffing solutions to provide ongoing expertise in and support for advancing our core diversity and inclusion values; re-shaping Day of Dialogue in the fall for more meaningful learning opportunities; and measurable progress on our Inclusion and Diversity Plan at [www.depauw.edu/about/diversity](http://www.depauw.edu/about/diversity)

We are absolutely committed to living up to our values, which we hold dear, and to creating every opportunity for our entire community to be involved.

President McCoy