



November 4, 2022

Dear UR Community,

This week, several incidents were brought to our attention involving Halloween costumes and activities. We have been working to better understand the facts of these situations and the impact of these events on members of our community.

We understand and are concerned by the hurt in our community and recognize the pain is connected to broader societal bias, discrimination, racism, and exclusion that cause fear, anxiety, and frustration for underrepresented groups. That fact is an urgent concern for our entire campus community. An important part of our mission as a university is to educate our students on cultural awareness and understanding the impact our words and actions have on others. Our continued institutional commitment to diversity, equity, inclusion, and belonging requires our consistent effort, learning, and improvement. We know we have more to do. For example, we are currently working to clarify and communicate our bias processes and how they work for our campus community.

The Student Center for Equity and Inclusion (SCEI) and the College Deans offices have been working to provide community caretaking and support for students. We are also listening to students, faculty, and staff to understand what we can do to engage, support, educate, and provide ongoing care for our community.

We encourage students who need support to engage the SCEI, CAPS, the College Deans, and the Chaplaincy. We will continue to focus on the important work of ensuring UR is a diverse, equitable, inclusive place and invite our entire community to join in that work with us.

Sincerely,

**Jeffrey Legro**

Executive Vice President & Provost

**Steve Bisese**

Vice President for Student Development