



November 2, 2022

Dear Colleagues,

Over this past weekend, there were several incidents that were brought to our attention involving Halloween costumes. We have convened our Bias Resource Team twice this week to discuss the bias reports that were submitted by students. We have been working to better understand the facts of these situations and, importantly, both the intent and impact of these events on members of our community. Additionally, the SCEI and the College Deans offices have been working to support and educate students.

These incidents bring into focus the bias, discrimination, and exclusion that exists in our society – and that we must continue to work every day to ensure this campus is a diverse, equitable, inclusive community. I know that some students have reached out to you for support – thank you for continuing to be a resource for all of our students both in and out of the classroom.

We invite faculty and staff interested in the potential for education around these and similar incidents to gather on Friday at 12:00 p.m. in the Faculty Hub (3<sup>rd</sup> Floor of Boatwright Library) for a discussion about how best to support students, with a particular focus on classroom discussions.

Drs. Morgan Russell-Stokes (Dean of Student Equity & Inclusion) and Glyn Hughes (Director of the Office of Institutional Equity & Inclusion) will facilitate the discussion, and we hope that participants will bring their expertise and experience to this collective dialogue.

Sincerely,

Jeff