

Dear Campus Community,

Inclusive excellence is central to Wooster's mission. However, the Wooster experience is not yet fully inclusive or equitable, as discrimination, bias, and exclusion persist, harming many in our community. It is urgent that this change if we are to become the College we promise to be. Tonight, I write to update you on the work taking place across campus to create that change.

The [Diversity, Equity and Inclusion Strategic](#) plan was developed by students, staff and faculty in 2017. The plan commits to specific actions to increase the diversity of our faculty, staff and students, to build cultural competency and reduce bias and discrimination, and to increase resources and support for the thriving of historically underrepresented members of the College of Wooster community. We have been moving forward on all of those actions, and reporting on them to the community, in order to hold ourselves accountable for the progress which is so deeply needed. **The most recent update summary is attached to this email**, and we are building an archive of the updates with more details on our new website, [here](#), which we hope will be helpful.

Additional needs were brought forward in the Galpin Call-In of January, 2018, including funding for student-group events, lighting and cameras on Beall Avenue, and improvements in bias-incident response and sanctioning. **A summary of how we have addressed each of the Galpin Call-In commitments is also included in the attachment**, starting on page 2.

This fall, we have had a series of conversations with students in which they shared experiences and concerns, including about availability of security and protective services for assistance in moving safely around campus, availability of counseling services and counseling support for students of color, the impacts of academic and attendance policies on students who are experiencing stress, faculty and staff diversity and retention, and other matters related to curriculum, student spaces, and accountability for those who cause harm. These conversations also touched on the impacts of the two recent incidents of illegal racist harassment on campus from the Patriot Front and from a package mailed to a professor. I am deeply grateful to all the students who raised their voices to share these crucial concerns and the ways the College needs to change to address them.

In response to these meetings, we have made several important changes immediately, and have others in progress. **The needs expressed and changes made in response to this fall's meetings are also summarized in the attachment**, immediately following the Galpin Call-In.

For example, we have made changes in SPS staffing, cameras and approaches (see email from Scott Brown on 10/31) brought academic concerns to faculty, and created a more flexible pass-fail option (see the email from Bryan Karazsia on 11/5). We continue to pursue the recent hate incidents aggressively, and have recently brought in additional assistance from Senator Brown's office and other Federal agencies to help us identify the perpetrators and hold them accountable.

In his email tonight, Dean Scott Brown has also explained the improved availability of counseling services since we added a counselor in the late spring, so that there have not been any

wait lists to this point in the current semester. Work to ensure that counseling services support all students well is critical, and it continues.

Chief Diversity, Equity and Inclusion Officer Ivonne Garcia, Provost Lisa Perfetti and Dean Christa Craven have developed new faculty retention approaches, with particular attention to equity and inclusion. **And there are many more examples of work that is completed, work that is ongoing, and work that is needed, but just beginning, in the attached summary.** This work touches every part of the College, and Dr. Garcia will be providing more opportunities to discuss it in person in the coming weeks, as well as in regular updates each semester.

I am deeply grateful to the many students, staff and faculty who have been working so hard to reach our goal of a truly inclusive and equitable community. Your commitment, determination, expertise and very hard work are making a difference that matters.

At the same time, the experiences of many in our community make it clear that we have much more to do. It is urgent that we make progress, because every person at Wooster deserves to be able to live, learn and thrive in a campus environment that is deeply welcoming and free of discrimination. I look forward to our continued work together.

Sincerely,
Sarah Bolton