

September 1, 2020

Dear Sparkle,

First, I want to thank you for your participation in the Task Force this summer. Your contributions are so important. I wanted to get back to you and your undergraduate peers with a formal response on the #WashU Takes Responsibility Demands, and let you know what our next steps are.

We commit to the following actions:

- Increasing the visibility of racial diversity by creating community and instilling safe social settings, combatting racism in public spaces, and providing training. We will be supporting the Baselines event for students, faculty, and staff, led by the Fairness & Diversity Committee.
- In addition, the Fairness & Diversity Committee will work to develop and execute other trainings, working with the Academy for Diversity, Equity, and Inclusion, and the Teaching Center. We have met with the Academy and are waiting to hear back from them on next steps, and are also in conversation with the Teaching Center about training for teaching assistants and faculty.
- Advocating for changes to the Common Reading Program to the First Year Center, and developing partnerships that help bring the Common Reading topics to life for the 2021-22 school year. *Liz Kramer* will reach out to the First Year Center to begin this conversation following the start of the 2020-2021 school year.
- Working with Department of Art History & Archaeology in Arts & Sciences to support courses that address the art, history, and culture of groups that are unrepresented or underrepresented in the current canon. Dean *Carmon Colangelo* will reach out to Director *Liz Childs* in Art History to initiate this work. The Kemper Art Museum is exploring ways to diversify their permanent collection and their public programming. Assistant Professor *Shantel Blakely* is also working on re-designing the Architecture History I and II courses.
- As soon as hiring allows, reinstating the course Community Building, Building Community. Director *Heather Woofter* and undergraduate architecture chair *Igor Marjanović* will ensure this occurs.
- Developing new connections with entrepreneurial alumni and collaborators whom students can access, kicked-off with an IdeaBounce with the Skandalaris Center, held on August 3. This effort will be led by associate dean *Nicole Allen*, senior associate director of development *Brigid Flynn*, and assistant director of career development *Jen Meyer* will lead this initiative.
- Investigating different study abroad options beyond Florence for undergraduate students. Dean *Carmon Colangelo* and coordinator for special programs *Courtney Cushard* will lead this effort.

In addition, we plan to share these demands with the entire Sam Fox School faculty, and ask them for their commitment within their own teaching and interactions with students. We will be able to report back to you on what we hear back from them later in the semester.

Thank you again for these efforts, and I will follow up with additional information as we move forward. Please let me know if you have any questions or concerns.

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