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**TOPIC:** Inclusion and Diversity Update

**COMMITTEE:** Education Policy and Student Life

**DATE OF COMMITTEE MEETING:** Tuesday, September 19, 2017

**SUMMARY:** Today's update will outline inclusion and diversity-related work that has been done since the last update to the Committee in September 2016.

**ALTERNATIVE(S):** This is an information item.

**FISCAL IMPACT:** This is an information item.

**CHANCELLOR'S RECOMMENDATION:** This is an information item.

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COMMITTEE RECOMMENDATION: Information Only

DATE: September 19, 2017

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BOARD ACTION:

DATE:

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## **USM Statement on August 12, 2017 Violence in Charlottesville, Va.**

**Adelphi, Md. (Aug. 13, 2017)** -- The state's public higher education system, the University System of Maryland, is committed to fostering a culture of diversity, inclusion, and fairness on each of our campuses.

The racially motivated hate and violence witnessed this weekend in the City of Charlottesville and at the University of Virginia are antithetical to these values and to the principles of free inquiry and open discussion that are the basis of learning and scholarship. Our thoughts are with the victims of these tragic events.

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# **USM Chancellor's Statement on Diversity and Inclusion**

**Adelphi, Md. (Aug. 30, 2017)** -- University System of Maryland (USM) Chancellor Robert L. Caret today issued the following statement:

Recent events in Charlottesville are yet another tragic reminder that we continue to fall far short of our aspirations as a nation. By whatever name we call them -- white nationalists, neo-Nazis, or the alt right - a toxic mix of hatred and ignorance descended upon the University of Virginia, perhaps inevitably spawning senseless violence and the loss of innocent life.

This intolerance and injustice targeting the most vulnerable among us - people of color, the LGBT community, women, and religious and ethnic minorities - remains one of America's great unmet challenges. As a community of scholars and learners, we must confront, condemn and denounce both isolated acts of bigotry and the systemic, institutional racism that continues to limit our nation's potential.

Tragically, the University System of Maryland is neither immune from these problems nor sheltered from their impact. Just a few short months ago, Richard Collins III - an ROTC student, commissioned as a second lieutenant in the Army, committed to serving his country - was murdered on the campus of the University of Maryland, College Park days before he was set to graduate from Bowie State University.

The presidents and leadership teams of the two most directly affected campuses, UMCP's Wallace Loh and BSU's Aminta Breaux - as well as presidents and leaders at every institution across our system - have been working proactively to support students, faculty and staff shaken by these events. I write today to once again express solidarity with and support for their efforts and for every member of the USM community.

We recognize that there are issues of racism that we must address. We know there is a history we must face. As a system, we are working together to confront these challenges.

As we begin the new academic year, we must reaffirm USM's core values: inclusion and tolerance, civility and mutual respect, fairness and justice, free inquiry and free debate.

At the same time, we must recognize that these values all rest on the bedrock of security. Research, teaching and learning can only flourish in an atmosphere free from fear. Our campuses serve as homes to tens of thousands of students, as centers of learning and scholarship to thousands more and as workplaces for faculty and staff. We can never tolerate violence, or the threat of violence, on any of our campuses.

The safety of all USM students, faculty and staff is paramount above all other considerations; it cannot and will not be abridged. Working with campus police and security, as well as law enforcement agencies across the state, we will take every prudent measure necessary to safeguard the wellbeing of every member of the USM community. In doing so, we will thereby enable and foster, not stifle, the process of free inquiry and speech that is at the heart of any academic enterprise.

As I walk to and from my office in downtown Baltimore, I often pass the last standing section of the city's historic train depot, the President Street Station. Much like our society, it bears the scars of racism and hatred. Built around 1850, it became infamous during the American Civil War when a pro-slavery mob attacked Union

soldiers passing through Baltimore on their way to reinforce Washington, DC. Now home to a Civil War museum, this historic, red-brick edifice is a daily reminder to me of the long and tortured road America has travelled towards a more equal and just society, and how far we still have left to go.

In the coming year, I hope we can all - through our words and deeds - support one another through this difficult phase in our nation's history and, in doing so, take a few more steps towards creating a more perfect union for every American. Our collective success will depend on each of us - students and faculty, staff and administrators - doing our individual parts to advance justice, equality and fairness for all.

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# **Letter from Chancellor Caret to the Maryland Congressional Delegation Regarding Support for DACA**

**Adelphi, Md. (Sept. 5, 2017)** -- *University System of Maryland (USM) Chancellor Robert Caret and the presidents of the USM's 12 institutions wrote to Maryland's congressional delegation to request their support for legislation to maintain and extend the Deferred Action for Childhood Arrivals (DACA) program. The text of the chancellor's letter follows.*

September 5, 2017

Dear Members of Congress:

As the leaders of Maryland's public system of higher education, we write today to urge you to support legislation that would maintain and extend the Deferred Action for Childhood Arrivals (DACA) program.

Launched in 2012, DACA enables hundreds of thousands of talented young people brought to the United States as children to fully participate in, and contribute to, America's economy and society. Marylanders participating in the DACA program are our neighbors, our students and our friends; are often indistinguishable from any other member of our community; and enrich our state and our campuses immeasurably.

America's continued greatness is tied directly to our ability and willingness as a nation to educate and harness the talents of every member of our community. We have been doing that in Maryland, where thousands of Dreamers have grown up alongside our children, thrived in our schools, earned admission to our public universities, graduated and, as young adults, become valued members of our communities. Educating every qualified student, regardless of background, is an essential component of the University System of Maryland's strategy to foster a highly skilled workforce that will help attract and create jobs.

As Maryland, along with every state and city across our country, increasingly competes in a global marketplace for jobs and talent, we cannot afford to shun the talent we have already fostered at home. Having invested in these young people for years, it is imperative that we empower those who have already graduated from college to put their knowledge and skills to use on behalf of our state and nation, and enable those yet to graduate to complete their studies so they can do the same.

The other option is unthinkable. Instead of helping our state flourish, repealing DACA would force these young Marylanders to squander their abilities and to live on the sidelines of our society, in constant fear of being deported from the only country and state many have ever known.

USM is committed to creating educational opportunities for all qualified students. In so doing, we expect to enhance individual lives while growing our state's economy. To that end, we appeal to you to support our students - past, present and future - as well as our future prosperity as a state and a nation, by maintaining the DACA program.

Sincerely yours,

**Robert L. Caret**

**Chancellor, University System of Maryland**

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