

Dear Students, Faculty, and Staff,

The work of Women of Color House, Black Students Refusing Further Inaction, Black Student League, and supporters, preceding and during the strike, has been a necessary and galvanizing component of the focus on racial justice at Haverford College. I thank and commend these students for their extraordinary leadership and labor, including their most recent constructive feedback received today. These students' investments in Haverford have inspired learning and progress across the College.

I believe that the detailed steps laid out in the [spreadsheet response](#) shared Friday with the campus make clear the multiple changes ahead. I also recognize that these changes must be understood as only a start, for this work can never be seen as complete: it requires continuous dedication and movement forward. I hope that staff, faculty, and students see in that document a strong, transparent “living” roadmap for anti-racism action that impacts critical parts of Haverford. This evolving document will be expanded upon iteratively and continuously within our larger effort to become a more anti-racist institution. Another important outcome of this strike has been to significantly raise the standards and expectations of accountability. Newly established systems, including an [Accountability Group](#) approved and run by the Board of Managers, will hold me and all other College entities responsible for meeting the commitments we are making.

The strike has inspired and challenged our entire community to participate in anti-racism action. We are eager to move forward with the process of transformation. We need to join together and engage, beginning tomorrow, with the action steps detailed in the spreadsheet response, and with the continuation of classes and delivery of the Fall semester's curriculum. Students will be able to meet their learning goals and earn the credits needed to keep them on track in their academic trajectories, a commitment that we know is unequivocally shared by the faculty. As an organization that prizes individual choice and integrity, we will respect the different pathways students and faculty choose in continuing the semester and participating in various aspects of the campus experience.

Looking ahead, we will provide opportunities for members of our community to gather with each other in order to do our best work as we create, embrace, and help sustain change. I am mindful that we have work to do to foster trust. I will work to bring us all along, together, by providing professionally-facilitated spaces for healing, while also providing the education and training that profound change requires.

Sincerely,

Wendy