

Dear Faculty, Staff, and Students,

Change is hard, even positive change. Staying in the racial status quo is easy for white people, and seeing one's unearned privileges can be unsettling. Remaining within the racist paradigm is dangerous for Black, Indigenous and People of Color, so change is an imperative. Tearing asunder harmful structures seems right and just, but building up better structures together is messy and difficult. Destruction is easy; creation is hard. Calling-out is easy; calling-in takes compassion. Indifference is the opposite of love.

As I wrote last night, the work of anti-racism action is for all of us on this campus. To that end, I am pleased to invite you to a series of open meetings at which we will discuss the opportunities ahead of us, including those raised by BSRFI this past summer, the recent strike demands from Women of Color House and supporters, and also other long-standing needs and projects. These sessions will also be an opportunity for faculty, staff, and students to raise additional questions, suggestions, or concerns that might not have been part of previous conversations. The sessions are open to all staff, faculty, and students, and you may opt to attend none, one, or multiple. We'll make the recordings available afterward. If conversations are productive and there is community appetite, we will add additional sessions.

- Tuesday, 11/10 - 10:30-11:30 a.m. ([Zoom link](#))
- Wednesday, 11/11 - 9:30-10:30 a.m. ([Zoom link](#))
- Friday, 11/13 - 3:00-4:00 p.m. ([Zoom link](#))

As we proceed in tandem with our academic and anti-racism commitments, I am pleased to report that work is progressing on multiple fronts, including these actions emerging from the work of Women of Color House and their supporters:

- **Chief Diversity Officer (CDO):** As interim CDO, Provost Linda Strong-Leek will be coordinating and driving forward much of the work that has been at the center of our recent conversations as well as other long-standing commitments. I will be assembling a CDO Advisory group to recommend what future CDO structure will best serve Haverford and its students; please submit advice or expressions of interest in serving on that group [here](#).

- **Academic Support and Flexibility:** Committee on Student Standing and Programs (CSSP) has begun a substantial reform process as detailed in yesterday's communication from Karen Masters.
- **Community Safety:** The [Operations Planning Group](#) has launched an investigation that will collect and evaluate information about community monitoring during the COVID-19 period to discern and respond to what some students have reported as patterns of bias.
- **Crediting Work of Black Women:** College Archives has begun collecting records related to the strike to mark this important period and the contributions of the many individuals and groups who made it such an impactful action.
- **Ira Reid House:** Facilities Management is working with students to plan priority repairs and enhancements to Ira De A.Reid House.
- **Treaty Elm:** The Arboretum Advisory Committee will be considering how to publicly present a historical contextualization of this campus tree.

For transparency and ready access, my colleagues and I will keep updating the [Anti-Racism Action spreadsheet](#) to track our progress. The spreadsheet already incorporates helpful feedback and revisions from yesterday's student response. We welcome your comments and suggestions about the work detailed in the spreadsheet via [this form](#).

- **Accountability:** The Board of Managers has approved the creation of an inclusive accountability group of community members and outside experts charged with assessing the College's progress toward its anti-racism commitments. The Board [will welcome continued advice](#) from students, as well as faculty and staff, to articulate the group's ultimate, formalized structure and charge.

I recognize this has been a challenging period for our community. Working toward racial justice in a predominantly and historically white setting is always challenging to the status quo. I have heard nothing but support for the anti-racism agenda ahead of us. I also recognize that support takes many forms. Difference is constructive; dissent strengthens arguments; difficult dialogs sharpen focus. It is my goal to make space for all of us to engage in this important work no matter where we are coming from or what spaces we inhabit. With change comes discomfort. Discomfort with vulnerable self-reflection yields growth. I pledge to push myself out of my own comfort zone along with those who will join me in the work.

Sincerely,  
Wendy