

Dear Wofford community,

The past month of focus on racial injustice has been humbling as college leaders have sought to listen, read and reflect on Wofford College's past, present and future. We have all learned a great deal thanks largely to the leadership of Wofford student and alumni leaders from the Black community and other people of color who have shared their experiences of pain. Our mission and core values include diversity and inclusiveness, yet progress has been slow and often not substantive enough to overcome the experiences that too many of our students, staff, faculty and alumni have lived.

Over the past few weeks, I have met with student leaders and I have talked with faculty, staff, graduates, trustees and community partners about a call to action. These conversations all led to the same conclusion: we must take the challenge posed by this national crisis and use it as an opportunity to build an even stronger Wofford for a world that will be very different in the years to come. In addition to reaffirming and strengthening our existing and new efforts, we must also move in ways that will sustain personal and institutional transformation, so our college truly becomes a diverse, welcoming and inclusive home to all.

A plan for immediate action followed by a process for institutional change are outlined below, but first I would like to thank those who have been working diligently in diversity, equity and inclusion for their time, energy and creativity. That we still have work to do is not a reflection on your efforts or of your support for student success. I encourage everyone to visit [Wofford.edu/dei](https://www.wofford.edu/dei) to view the updated website and to review the **2019 Diversity Report** as a baseline for future improvement. Following progress through this annual report and the website are ways to assess the efficacy of our efforts in the near and long-term.

Immediate (Summer and Fall 2020) actions. We will:

- Provide anti-racism and anti-bias training for the campus community.
- Review Campus Safety procedures and commit to police-oriented anti-bias and anti-racism education.
- Create a new student marketing committee and schedule unconscious-bias training for the student committee and staff in the college's Office of Marketing and Communications.
- Incorporate anti-racism and anti-bias education into the FYI curriculum.
- Relocate the Back of the College memorial to a more visible location.
- Create a new Black Alumni website to support the group's history and tradition of excellence. Follow this with a new website to feature women's history.
- Recommit to eliminating implicit bias through the college's Search Advocate Program.
- Evaluate and develop new strategies for the recruitment of underrepresented students.
- Renew efforts to increase the number of NPHC organizations on campus.
- Engage academic departments in consideration of diversity in their existing curricula and guide discussion of how best to incorporate diverse perspectives in curricula going forward.
- Support with internal funding the AAC&U Truth, Racial Healing and Transformation program.
- Sponsor a symposium that considers Wofford College and race relations.
- Engage a cohort of faculty in a yearlong workshop on inclusive pedagogy led by Teach.Equity.Now.
- Review the Student Handbook and disciplinary processes for the purpose of finding and removing biased policies or practices.

Envisioning Wofford for the World — a new strategic visioning process:

Even as we all commit ourselves to immediate changes, we must use the opportunity that this moment in history presents to carry forward not just conversation but action to build a stronger and more inclusive Wofford College. That starts with thinking broadly and deeply as a campus community about race, equity, diversity and inclusion. Seven years ago, when I arrived at Wofford, we developed, executed and implemented a strategic visioning process that was inclusive, thoughtful and innovative. That process led to ideas to transform Wofford in enrollment, curriculum, student experience, our physical campus and community governance. The results of the strategic vision process have been — thanks to the extraordinary generosity and hard work of so many — quite impressive. We have realized nearly all of our goals.

Thus, I believe we should and can replicate this process to generate thoughtful, aspirational and realizable ideas, programs and policies to strengthen our community around race, diversity, equity and inclusion for today and the future. The process will be designed around inclusive listening and engagement for all Wofford constituencies. To that end, I have organized a campus steering committee to review the strategic vision process and revise it to our current needs and timeframe. We will start in the coming weeks and work through the fall, offering regular committee updates throughout the semester with the goal of presenting a draft vision document to the Wofford community in February.

These groups will reflect on the history of the college and its present in order to imagine a future in which the changing demographic landscape and trends in higher education will have an increasing impact on our campus.

This new visioning process makes institutional diversity, equity and inclusion the full responsibility of the entire college community. *It is our commitment to the future.* And real and lasting progress will take the concerted and sustained efforts of us all.

In the coming weeks, please look for ways you can get involved in this new Wofford for the World strategic vision. We will have a busy fall, but I urge everyone to make the time to support our college's commitment to ending racism, oppression and injustice, wherever it may reside. In this we must succeed because our Wofford College has an important mission in this world, and we cannot truly fulfill that mission unless everyone in our community is valued.

Sincerely,

Nayef

Steering Committee:

Christine Dinkins, William R. Kenan Jr. Professor of Philosophy (co-chair)

Ramón Galiñanes, Director of Undergraduate Research and Post-Graduate Fellowships (co-chair)

Taifha Alexander, Assistant Dean of Students for Diversity and Leadership

Begoña Caballero, Dean of Diversity and Inclusion, Associate Professor of Spanish

Chris Carpenter, Trustee

Dylan Goshorn, Student Representative

Jameica Hill, Professor and Chair of the Department of Chemistry, Faculty Athletics Representative

Jurnee Jones, Student Representative

Dan Mathewson, Associate Provost and Associate Professor of Religion

Greg O'Dell, Trustee

Arsenio Parks, Senior Assistant Director and Director of Diversity and Inclusion for Admission

Costa Pleicones, Trustee

Ron Robinson, Perkins-Prothro Chaplain and Professor of Religion

Tasha Smith-Tyus, Director of Career Services

James Stukes, Coordinator for College Access and Student Success

Joyce Yette, Trustee