

***DEI Statement on Recent Protests and Institutional Change
October 3, 2016***

Numerous offices have put out statements in support of students, staff, and faculty working to make KU more inclusive. We would like to add our voice to the conversation. Black lives matter. Trans lives matter. Indigenous lives matter. We support our community using their voices and silence to push conversations around systemic inequalities and oppression, such as the silent Stand with Me Protest on Tuesday and the Standing Rock Protest on Friday.

Statements like this are not enough. Explicit action is necessary. Our Committee is tasked to serve as advocates for accountability, pushing the University to live up to the challenges our Report laid out, and taking every opportunity to make systemic and institutional change to better our community (the full report can be read here: <https://provost.ku.edu/dei-report>).

We require the Provost's office create and communicate a policy that allows staff members in all units across campus to be compensated for their participation in activities and professional development related to the work of diversity, equity and inclusion, broadly speaking. For example, during last week's Stand with Me protest, some offices allowed staff members to participate with pay while others obstructed participation by requiring staff who attended to use paid time off. Additionally, some offices forbid their staff members from wearing university name tags. If we are to encourage a community to participate in the "marketplace of ideas" we must consider how this factors into their compensated work time.

We are equally concerned about the differential enforcement of the posting policy. The University ordered the removal of Black Lives Matter posters using a non-standard and more extreme process than has been used in the past. University Public Safety Officers were deployed to Wescoe to remove posters. The use of KU Public Safety Officers implies that Black Lives Matter is a threat to safety on campus. This is unacceptable. In other places, posters were removed from places where other posters were allowed to remain. We require consistency and transparency in how the posting policy will be implemented in the future.

Further, in accordance with the commitment to diversity, equity and inclusion and as specified in the DEI report from last year, we require the University recognize this coming Monday (10/10) as Indigenous People's Day. This requirement is only a start to move forward on the recommendations laid out last year, including strengthening the relationship with Haskell Indian Nations University and enhancing KU's commitment to Indigenous Studies and our Indigenous and First Nations communities at the University.

Over the course of the year we will select specific challenges laid out in the Report to champion and focus administrative attention on by calling for accountability and working as resources in reform efforts. You can expect to see updates here: provost.ku.edu/dei.