

Dear Commission on Race & Diversity,

Thank you for the effort you are undertaking on behalf of the University. The Diversity and Inclusion Committee held a special extended meeting on January 7, 2016 to discuss how we, as a university-wide standing group representing a wide cross section of professions, can support this critical work.

We recognize that we have a contribution to make, specifically in articulating the potential for social change and need for training and development of thousands of University of Rochester staff members in relation to undoing entrenched racism individually and structurally. This is especially true in relation to recent undergraduate student demands and the needs articulated by medical students. We also see this as a timely and vital contribution in relation to the larger work in the Greater Rochester Community's focus on poverty and ending racism. The University has a pivotal role to play in creating a more equitable community overall, where race and place do not predict human potential, accomplishment or ability to thrive.

We are creating recommendations for staff development and training for the Commission's review. We also offer any support that you, as a group, may require to fulfill your tasks on behalf of the University.

We stand ready to help,

The University of Rochester Diversity and Inclusion Committee

Co-Chairs:

Stanley Byrd, Director Organizational Development & Diversity, Human Resources

Maggie Cousin, Assistant Provost, Faculty Development & Diversity

Members:

Paul Allen, Health Project Coordinator, Otolaryngology, Pride Alliance

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