

Dear Meredith community,

As our work on anti-racism continues across several venues and groups, I'd like to give you a brief update on upcoming cross-campus opportunities for input and action.

First, we are awaiting the final report on our campus climate survey, a nationally normed instrument that will help shape our understanding of the challenges before us, and priorities for moving forward. We had hoped to have those results in January and have recently learned the final report will not be in hand until the end of this month. We will announce the results of that survey as soon as possible.

Meanwhile, the Diversity, Equity, and Inclusion exploratory committee, a diverse group of professionals experienced in DEI and inclusive recruiting/hiring practices, is researching position descriptions and qualifications of other institutions' DEI roles to shape the new DEI position at Meredith. We understand that the DEI profession is not one-size-fits-all and has multiple avenues and means of defining its work, making it imperative that Meredith's new DEI professional is recruited with the greatest attention going to our most critical priorities. Thus, we want to use the results of the campus climate survey and other institutional data to shape the position description in coordinated conversations with specific constituent groups and individuals (faculty, staff, and students) from across the campus.

In addition, faculty are involved on multiple fronts with the work of anti-racism, from the School of Arts & Humanities year-long attention to "Belonging at Meredith College" to collaborations with the University of Virginia's Universities Studying Slavery to the Council on Independent College's selection of Meredith as a regional hub for studying racism's history and ongoing impacts. Black History Month has given us more opportunities to study and celebrate the work and lives of Black entrepreneurs, scholars, artists, scientists, politicians, and more. Numerous student organizations are coordinating efforts to represent anti-racism initiatives, and convocations and guest lecturers and curricular revisions are calling more attention to the ways that race and other forms of diversity have impacted disciplines, history, and higher education.

As we continue this important work to address systemic racism that continues to impact our BIPOC faculty, staff, and students, we encourage your ongoing participation in our efforts to denounce and eliminate racism and discrimination at Meredith college.

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**Jo Allen, President**  
**Meredith College**