



August 5, 2020

Dear members of the University Senate,

I am pleased to accept the following action passed by the University Senate on June 10, 2020:

- US19/20-18: Resolution Against Racism and Systemic Oppression
- US19/20-19: Approval of Curriculum Report, Spring 2020

I am grateful for the work that the Senate and its committees continue to do to improve and innovate our academic offerings and I am very pleased that the new undergraduate Minor in Black Studies has now been established.

I am also deeply appreciative of the Senate's Resolution Against Racism and Systemic Oppression. It is critical that we take responsibility for addressing the ongoing and systemic racism within our country, state, and institution. As the stated in the resolution, "these will not simply be words on a page but must represent enduring structural change and a willingness to dismantle systems that perpetuate racial inequities to create justice for the Black community."

I am committed to supporting the work of the Senate as you carry out the charge in 2.4 of the resolution to ensure all of your academic committees "can best support fulfillment of our obligation to educate the next generation of leaders about these issues." I have received the final report from the Committee Recognizing Our Diverse History and will be updating campus at the beginning of fall term on how we will move forward with implementation of their recommendations.

In addition, I have directed the administration to determine how to carry out these specific components of the resolution:

2.5 BE IT FURTHER RESOLVED that the Senate will invite an annual report from the Office of the Provost sharing disaggregated student outcomes (enrollment and achievement) across colleges and departments, and that institutional data be regularly disaggregated to help colleges and departments track and improve the achievement gap for Black students and other students of color compared to white students.

2.6 BE IT FURTHER RESOLVED that the Senate will invite an annual report from the Center for Multicultural Academic Excellence, the Multicultural Center, the Ombuds Program, the Office of the Dean of Students, and the Office of Investigations and Civil Rights Compliance on the kinds of experiences students report in UO classrooms and campus, both ones that increase a sense of belonging and that exclude or negatively impact Black, Indigenous, Latinx, Asian, and Pacific Islander students, to heighten faculty awareness of how their teaching practices differentially impact students.



2.8 BE IT FURTHER RESOLVED that the Senate urges the university to present to the Senate a written analysis of whether the University of Oregon should have a sworn law enforcement agency (i.e., UOPD) or an unarmed public safety structure.

I commit to providing the reports and data as described in 2.5 and 2.6. Unfortunately, due to the limited representation of Black, Indigenous, and other students of color, we may not always be able to provide information disaggregated down to the department level. In these instances, we will utilize methods, such as combining department data together to ensure we are protecting student privacy, consistent with FERPA. Similarly, we will not be able to share singular experiences of students in UO classrooms and on campus as we cannot provide information that might identify an individual student. We will strive to provide contextual information and patterns that will help all of us understand how we are supporting our Black, Indigenous, LatinX, Asian, and Pacific Islander students and their experiences at the University of Oregon.

Section 2.7 of the resolution provides:

2.7 BE IT FURTHER RESOLVED that the Senate urges the university to create an independent civilian oversight process for the University of Oregon Police Department with investigatory and disciplinary authority.

I do believe that ensuring we have public accountability for the University of Oregon Police Department is critical for developing and maintaining trusting relationships with our campus community and our campus police. I will be working with others in the administration and UOPD on how to best implement the spirit of 2.7 given our current structure and background legal rules. While there are legal restrictions on the extent to which external civilians can participate in investigations and disciplinary decisions, I commit to working together with you, and with UOPD Chief Carmichael, to determine how we can appropriately address your concerns.

I look forward to working with you more on these efforts to ensure we are evaluating ourselves and our systems “to actively combat and dismantle racism and oppression in all their forms and to embrace unity, build bridges between communities, and heal divisions” (2.3).

Thank you again for your hard work and contributions to our university.

Sincerely,

A handwritten signature in black ink that reads "Michael Schill". The signature is fluid and cursive.

Michael H. Schill
President and Professor of Law