June 27, 2019

Dear Campus Community:

I am thrilled to announce the formation of Heidelberg’s Diversity, Equity, and Inclusion Committee (DEIC).  We are establishing this committee to make Heidelberg a better and stronger educational community.  This presidentially-appointed committee is critical to improving Heidelberg’s retention rate, graduation rate, and overall student success.  Recent campus forums, including last year’s “Racism Lives Here” panel, the MAC student presentation on the Diversity Climate Survey, and the recent Berg Allies Intersectionality Panel, revealed that our community is unwelcoming and unsafe for some students.  We must take deliberate and thoughtful action to promote a more diverse, equitable, and inclusive environment on our campus in order to improve Heidelberg’s commitment to fulfilling our Core Student Mission for all students.

The Heidelberg DEIC is a strong next step towards creating a Heidelberg without barriers to student learning and success.  The DEIC will address the recommendations from the student panels, focus groups, and surveys.  Please see the full DEIC charter available [here](https://heidelberg.us1.list-manage.com/track/click?u=aedcf85e9275dba4a51d423f2&id=ecef25927e&e=5208781db9).  It includes the charge, vision, mission, goals, rationale, and other important information.

I want to applaud and recognize a working group of faculty and staff who joined together and framed the committee’s purpose, scope of activities, and integration with existing structures during the 2018-2019 academic year.  This working group consists of co-chairs Cherrelle Gardner and Margaret Rudolph, as well as DoHee Kim-Appel, Ellen Nagy, Douglas Stoll, Rebecca Taylor, and Courtney DeMayo Pugno.  Please join me in expressing our collective appreciation for their hard work and passion in articulating the imperative and developing this important proposal.  Thank you very much.

Cherrelle Gardner and Margaret Rudolph will co-lead the DEIC going forward.  Under their shared leadership, the DEIC will have a direct line of reporting into the Senior Leadership Team and me.  We envision a committee of 7-10 individuals whom I will appoint.  At this time, I invite all members of the campus community to nominate themselves or others with an interest in joining this committee.  Any campus colleague who would like to join the DEIC should fill out this short [Google Form](https://heidelberg.us1.list-manage.com/track/click?u=aedcf85e9275dba4a51d423f2&id=eeb90ea926&e=5208781db9).  Cherrelle and Margaret will review those nominations and make recommendations to me regarding the committee’s membership.

1. **Individuals do not need to re-submit a nomination - all nominations received to date are accounted for and included.**
2. **The last day to submit nominations is Monday, August 26th, but you are encouraged to submit as soon as possible.**

Our goal is to confirm the DEIC membership and launch it officially in September.  In the meantime, we will continue to address our needs during the summer months through such initiatives like creating a DEI Campus Calendar or helping us plan for our MLK, Jr. Day of Service in January 2020 and all interested colleagues are welcome to participate in this work.

Thank you very much for your interest, commitment and support of Heidelberg’s Diversity, Equity, and Inclusion Committee.

And huge thanks to everyone who helped make Commencement 2019 a great success!

I wish everyone a wonderful summer.

Cheers.

Rob Huntington
President