



NEW YORK UNIVERSITY

Memorandum

Date: November 12, 2015

To: NYU Community

From: John Sexton, President
David W. McLaughlin, Provost
Deans and University Senate Leaders

Re: Diversity and Inclusiveness on College Campuses

Dear Fellow Members of the NYU Community,

We suspect that, like all of us, many of you have been watching events unfold at campuses around the country in recent days, as they grapple with pressing issues of racial inequality in university life, and in our broader culture. If you have been following this news, you have no doubt shared the sense of frustration and distress felt by the members of those communities as they try both to hold their universities to the high ideals they proclaim and to understand why these institutions have not fully lived up to them.

The anguish — particularly among students of color — is palpable, a consequence of falling short of our ambitions for achieving true diversity, inclusiveness, and respect. That gap between aspiration and reality fills itself with disappointment and hurt.

These incidents provide an important occasion for us to take stock. When we apply the requisite honesty in examining our own campus, we acknowledge that there is much work still to be done. We are committed to making NYU an institution where every member of our community can thrive and succeed.

The university is a place where the difficult and urgently needed conversations about race and diversity can and ought to take place. We owe it to ourselves to deepen and expand the existing conversation here at NYU — to listen carefully, to speak truthfully and respectfully, to come to understand what matters, and to figure out how we make progress.

While many of us have been in dialogue on these issues, next Wednesday, November 18 we will hold a University-wide conversation led by deans and others in the Kimmel Center's Eisner and Lubin Auditorium to surface issues, explore possible responses, and move us forward as an institution.

Our attention to this effort is important for all of us. We hope each and every one of you will participate.

Sincerely,

John Sexton, President

David McLaughlin, Provost

Roger Bagnall, Director, ISAW

Gerard Ben Arous, Director, Courant

Charles Bertolami, Dean, Dentistry

Dominic Brewer, Dean, Steinhardt

Tom Carew, Dean, FAS

Joy Connolly, Dean for Humanities, FAS

Dennis DiLorenzo, Dean, SPS

Sherry Glied, Dean, Wagner

Allyson Green, Dean, Tisch

Robert Grossman, Dean, Medicine

Anna Harvey, Dean, GSAS

Cheryl Heaton, Dean, Global Public Health

Peter Henry, Dean, Stern

Michael Laver, Dean for Social Sciences, FAS

Carol Mandel, Dean, Libraries

Geeta Menon, Dean, Undergraduate College, Stern

Trevor Morrison, Dean, Law

Michael Purugganan, Dean for Science, FAS

Pat Rubin, Director, IFA

Fred Schwarzbach, Dean, Liberal Studies

Katepalli Sreenivasan, Dean, Engineering

Gabrielle Starr, Dean, CAS

Eileen Sullivan-Marx, Dean, Nursing

Lynn Videka, Dean, Social Work

Susanne Wofford, Dean, Gallatin

Fred Carl, Chair, Full Time Continuing Contract Faculty Senators Council

Michael Hengerer, Chair, Student Senators Council

Allen Mincer, Chair, Tenured and Tenure Track Faculty Senators Council

David Vintinner, Chair, Administrative Management Council