



**TO:** Presidents of U. T. Institutions

**FROM:** The U. T. System Student Advisory Council Racial Justice Committee

**DATE:** May 18, 2021

**RE:** Letter of Support for the Creation of Campus-Based Advisory Committee to Address Diversity, Equity, and Inclusion for Students with Annual Reporting Mechanisms for Current Practices

The U. T. System Student Advisory Council recognizes the differences that create diversity among our peers and seeks to create a culture within our System that acknowledges, embraces, and understands that each student is unique. Diversity can include, but is not limited to, a student's race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, nationality, religious beliefs, veteran status, or other ideologies. Among the unrest that emerged from the unjustified and violent murder of George Floyd in the summer of 2020, we have identified growing anxieties, fears, and disparities of underrepresented student groups across U. T. institutions. These tensions primarily relate to student race relations.

The equal opportunity and representation of U. T. System students, in all their diversity, should be embraced, recognized, and honored. Therefore, the Council supports and recommends the following course of action. While this action may already be underway at your institution, continual review and improvement of inclusion practices are essential for meaningful change and sustained success.

- Each U. T. institution should create a university-based Diversity and Inclusion Committee designed to address, review and implement best practices identified for your institution. This committee should contain no less than three student representatives. These student representatives should be selected by the institution's representative student body (i.e., Student Government Association, Graduate Student Association).
  - Each committee should be responsible for creating a reporting process, including the designation of a responsible office, specifically for students to report incidents and violations of diversity, inclusion, and equity principles. The Committee should develop the process and designate the responsible office with attention to ease of access and visibility for the student body at large.
  - Each Diversity and Inclusion Committee should monitor the usage and effectiveness of Diversity and Inclusion programming and services and make these data available to the larger campus community on a publicly available website.

The U. T. System Student Advisory Council believes that this Committee will help facilitate the creation of equitable campus environments, which is crucial in making our System's students, staff, and faculty more communicative of their diverse needs.

Thank you for your consideration.