

MEMORANDUM

To: Members of the Unconscious Bias Taskforce
From: Jeremy Haefner, Provost and Senior Vice President for Academic Affairs; Keith Jenkins, Interim Vice President for Diversity and Inclusion; Sandy Johnson, Senior Vice President for Student Affairs
Subject: Response to the Taskforce report
Date: 30 August 2016

This memorandum serves to provide a response from the three sponsors of the Unconscious Bias Taskforce, which was charged in the spring and delivered its report in May.

We express our deep gratitude for the enthusiasm, the work and the report of the committee. We are impressed with the passion people brought for this topic and thoroughness of your deliberations.

As you know, your committee began its work in January and in March another committee began to look at university processes for responding to (particularly conscious) bias incidents. This group is nearing the end of its work and we expect to receive a report in the fall semester.

Consequently, rather than respond and prioritize the recommendations your committee provided, we feel it is important to integrate the recommendations from both groups into a unified whole. This way we will have a systems approach to tackling how the university is to respond to bias – both conscious and unconscious.

Again, we thank you for the work and we look forward to further discussions as this process unfolds.