



MEMO

TO: Campus & Community Partners
FROM: Center for Multicultural Excellence (CME)
DATE: October 2, 2014
RE: In Consideration of Ferguson

As DU settles into the new school year, we cannot help but be mindful of and affected by the swirl of conflicts and crises across the globe and this nation. As a diverse and international learning community, we want to pause and remind you that events happening outside of our campus boundaries can and do have an impact on our day to day interactions at DU. For example, in response to the killing of Michael Brown in Ferguson, Missouri, individuals on college campuses, in neighborhoods around the nation, and in cities across the globe have been grappling with questions and implications of racial profiling, representation in, and differential experiences with law enforcement, the judicial system and government in general.

For many in US higher education, this larger situation resonates with concerns about the value of our efforts in the isolated “ivory tower,” and about whether historically underrepresented students, faculty and staff are perceived as belonging, competent, threatening or merely tokens. Recently, a group of Black/African-American faculty, staff, students, and allies met to reflect on and discuss their lived experiences at DU and in the nation with the recent events in Ferguson as a backdrop for our discussion. During this event, participants engaged in deep meaningful dialogue that echoed many of the fears, concerns, hopefulness and senses of responsibility expressed in a recent article *After Ferguson, Some Black Academics Wonder: Does Pursuing a Ph.D. Matter?*, by Stacey Patton, Senior Enterprise Reporter at the Chronicle of Higher Education.

<https://chroniclevitae.com/news/703-after-ferguson-some-black-academics-wonder-does-pursuing-a-ph-d-matter>

We at CME invite you to read this article and reflect on how the issues it addresses potentially relate to your own individual experience and those of others in our DU community that you may or may not interact with on daily basis. As you are reading the article, please consider the following questions:

- In what ways, if at all, do the issues addressed in the article relate to you, your role at DU, or others in the DU community?
- Recognizing that I may not share the experience or agree with specific opinions, what steps can I take to better understand the experiences and perspectives of other members in the DU community? And to help others understand mine?
- How do I hold myself and others accountable for creating an inclusive and affirming environment for all?

RESOURCES

We also encourage everyone to take advantage of these and other resources for ongoing engagement with issues of diversity and equity as we strive for Inclusive Excellence:

Opportunities for us all to share and learn about various local, national and global issues are shared with employees, graduate students and undergraduate students through weekly University email digests.

Student resources for succeeding through a range of college life issues are available at www.du.edu/studentlife/life-outside-the-classroom, introduced to first year students during this fall's orientation.

Pioneer CARE (Communicate, Assess, Refer, Educate) is an outreach program that helps find solutions for students experiencing academic, social, and crisis situations including mental health concerns. Information is available at: www.du.edu/studentlife/studentsupport/pioneers_care/.

The **Equal Employment Opportunity** (EEO) Office works with University partners, to foster an environment of equal opportunity for students, faculty, and staff in all aspects of educational programming and employment. More information can be found at: www.du.edu/equalopportunity/.

The **Health and Counseling Center** at DU provides students, undergraduate and graduate, with health and counseling services, as well as preventative health information, events, and activities to promote holistic health and wellness. More information can be found at: www.du.edu/health-and-counseling-center/.

Religious and Spiritual Life (Office of the Chaplain) provides DU community with spiritual resources, including interfaith discussions and confidential counseling with the University Chaplain. More information can be found at: www.du.edu/studentlife/religiouslife/.

Research, knowledge and data concerning how racial and other social inequities like the ones seen in Ferguson, Missouri become embedded in the fabric of American culture and life are explored in the faculty and student scholarship connected with the Interdisciplinary Research Incubator for the Study of (In)Equality (IRISE). More information can be found at www.du.edu/irise.

The **legal system's role** in issues such as disparity, profiling, and unequal outcomes comprise the activities of the Sturm College of Law's Rocky Mountain Collective on Race, Place, and Law. More information can be found at www.law.du.edu/index.php/rocky-mountain-collective-on-race-place.

The University of Denver **Latino Center for Community Engagement and Scholarship** (DULCCES) is as a consortium of interdisciplinary faculty dedicated to creating and advancing knowledge that gives voice to the history, politics, culture, and legacies of Latino communities. More information can be found at www.du.edu/latinocenter/.

Lastly, the Center for Multicultural Excellence, often in partnership with various campus and community offices and organizations, provides a **variety of support programs and services for and about the different affinity based communities at DU**: www.du.edu/cme/programs-services/.

There are many other resources on campus and throughout our community that serve as locations of support and connection to our ongoing efforts of building an inclusive and affirming campus climate. As part of this collective mission, we ask that you share this information and these resources with those around you; faculty, staff, and students alike. If you have any questions or would like more information about upcoming events, please visit the CME website at www.du.edu/cme.

The Center for Multicultural Excellence Staff.