

Dear campus community,

On Wednesday, January 24<sup>th</sup>, approximately 350 students sat in at Galpin Hall, to bring forward their urgent concerns.

Over the course of the afternoon and evening. We discussed their experiences and concerns, and the changes that could best address them. Everyone present shared one goal; taking concrete and effective action to make Wooster a better, more welcoming, and more equitable, place.

The conversations were wide-ranging. Several of the initiatives proposed in the demands had also been part of the College's [Diversity Equity and Inclusion plan](#), which was developed with students, staff, faculty and the board of trustees last year. In those cases, we discussed with students the actions that are already underway and ways to ensure that they are as effective as possible in improving student experience. Other concerns raised by the students were not addressed in that plan, and so we considered new approaches as well.

**Resources for student groups that support underrepresented students and/or**



: We will add reports of bias and discrimination, as well as reports of drug and alcohol incidents, to the existing monthly campus climate report, which currently relays Title IX issues. We also agreed to conduct campus climate surveys every two years, and to regularly assess our training programs on cultural competency and diversity to ensure that they are meeting our goals.

Below is a matrix showing the timeline and point people for each of these areas of work. Overall progress will be monitored by a student group convened by Dean Smith, which is also discussing the rollout of the Diversity, Equity, and Inclusion Strategic Plan as well as ongoing student concerns.

- - o CDI funding
  - o Campus Council/ SGA budget committee -structural fundi

Bolton/Smith

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