



January 23, 2020

Dear Texas Tech University Community,

We are writing in follow-up to the Black Students Association (BSA) meeting that was opened to the public last Thursday evening, and our subsequent meeting with the BSA Executive Board members the following Friday morning. We are incredibly appreciative to each of you who have been part of the campus dialogue.

In collaboration with the BSA, Student Affairs, and the Division of Diversity, Equity & Inclusion, we have outlined several key areas that we will address together. Several of these priorities can be addressed quickly by adapting our current operations, while others require an ongoing commitment to achieve our desired outcomes. Goals and objectives outlined here represent our first response to needs that have been shared as a result of our recent meetings, but our ultimate goals and aspirations will continue to evolve.

Policies and Procedures

- We launched a project to review the policies and management of student organizations. Based on the ongoing review, we plan to implement changes this semester. The focus of these revisions will be to assist students in formalizing the behavioral expectations for their peers as they represent the University through formal affiliations.
- We will review the behavioral expectations outlined in the Code of Student Conduct.
- We will provide training on diversity, equity, and inclusion to students, faculty, staff, and administrators.
- We will bring increased awareness to the [Campus Inclusion Resource Team \(CIRT\)](#) and their goal of connecting students affected by acts of bias to appropriate University resources and support.
- We will work to understand and repair the harm caused by racism within our community through a multifaceted approach that includes Restorative Justice.

Outreach, Recruitment & Engagement

- We will continue to dedicate resources and commit to additional resources for recruiting and supporting a more diverse campus community of students, faculty, staff, and administrators. Our goals will include attaining a 10% black student population and significantly growing the number of black faculty in the next 7 years. This will include focused recruitment with greater Texas Tech student participation in the recruitment of diverse populations in the metro areas throughout Texas.
- We will dedicate new resources to diversity, equity, and inclusion, and Title IX training for our students, faculty, staff, and administrators.
- We will engage the citizens of Lubbock in our diversity, equity, and inclusion efforts that will include special events that bring a greater diversity of Lubbock students to our campus, especially those from East Lubbock. We plan to share more information on these plans in the coming weeks.

- We commit to meet more frequently with the BSA and other Texas Tech student groups throughout the academic year. Updates from these meetings will be shared with the community.
- We will continue to complete the annual report for the Division of Diversity, Equity & Inclusion while supplementing this effort with an annual address to the campus community to help us better share the progress that has been made.

Community & Culture

- We will engage our alumni in the campus dialogue around diversity, equity, and inclusion. We also commit to building and strengthening participation from alumni groups that include diverse communities.
- We will begin planning for a Black cultural center as a part of our commitment to a broader inclusive effort to serving our diverse communities through a TTU cultural center.
- We will work to identify and display art that is reflective of our diverse campus community.

We will have our first follow-up meeting in February and the BSA will provide an update and minutes following our discussion. The President will then provide an update in February at a university-wide address. We will continue to provide updates on our actions as we work together as a community and we look forward to your continued investment in our growth as a campus.

Sincerely,



Lawrence Schovanec
President



Carol Sumner
Chief Diversity Officer, Vice President of the Division of Diversity, Equity & Inclusion



Baahir Jinadu
President, Black Student Association