

Subject: Black Lives Matter

Date: Mon 6/22/2020 4:35 PM

Dear Extension Family,

Today's Black Lives Matter social justice movement calls upon every organization to engage in self-reflection and the search for self-improvement. UC San Diego Extension supports and champions the lives of our Black community of staff, students and partners and we are committed to addressing ways to end systemic racism and inequality. This is not something we say lightly. This is not something we want to treat with a Band-Aid and empty promises.

This is our commitment to our entire community, because the consequences of systemic racism is not just a problem of Black people. It is an unacceptable condition that affects us all. We want you to hold us accountable.

It is time for us to join friends and colleagues in speaking out. Our stance is clear. Extension joins the country in mourning the unspeakably tragic and untimely deaths of George Floyd, Breonna Taylor and Ahmaud Arbery, and far too many Black Americans who died because of the color of their skin. And, we are outraged that their deaths would have gone unquestioned if not for video evidence and public demands.

We know that statements such as these do not resolve the intractable issues we face as a country. We are dedicated to working for a more just, equitable and humane society in our words, attitudes, service, activism and pedagogy with community and in collaborative efforts.

UC San Diego Extension leadership is committed to work toward change. We don't want to get back to normal; we want to improve. We want you to be proud to work here, just as we are proud to have you as part of Extension.

As we begin to examine our role in perpetuating inequalities, we will review personnel and human resources issues, workplace culture, and consumer discrimination. This will require community conversations, spaces for healing and safety, and identifying ways to be agents of change in this moment.

The immediate steps being taken are:

Working Group: As a first step, leadership identified a small, initial working group with an understanding that we must move forward with speed and urgency. We also realize

that our passion to do good is not enough. It requires that critical and diverse voices and people must be included in our working group. If UC San Diego Extension is to create and implement immediate and sustainable change, it will require diverse perspectives and talents. Therefore, we are seeking outside counsel and support on next steps to assure success.

Guidance and Direction: With the specific intention of building a group qualified to address inequities, we have immediately engaged the leadership of UC San Diego's Office of Equity, Diversity and Inclusion (EDI) to provide perspective, resources, and clear and actionable guidance for the next immediate steps. Ed Abeyta and Laura Fandino will meet on our behalf with EDI on June 24, 2020.

As the working group evolves and comes to better represent the UC San Diego Extension community, our intention is to engage the entire Extension family in the identification of actions we can take that will make a difference.

Every person on our staff, each of our students, and all of our instructors are valued members of the UC San Diego Extension family. This is, however, a moment when we say Black Lives Matter because, sadly, Black lives are the ones most in danger. Disparities in the treatment of Black people, and other underrepresented, underappreciated populations, are why we are having this conversation today. We appreciate each and every one of you and we believe strongly that by making these changes at home, we can contribute to making the world a better place for us and coming generations to live and thrive.

Together we can make a difference,

A handwritten signature in black ink, appearing to read "Mary L. Walshok". The signature is fluid and cursive, with a long, sweeping underline that extends to the left.

Mary L. Walshok, AVC/Dean
On behalf of the Extension Leadership Team