

Dear colleagues,

Recent events at the University of Missouri and elsewhere have brought renewed focus to critical conversations about inclusion and diversity at our nation's colleges and universities—including here at Miami. Miami University is steadfastly committed to inclusion and diversity and to providing an educational environment where all students, faculty and staff feel welcome, respected and supported, and where opportunities are available to all.

Open, engaging conversations are vital to moving us forward. Through the #MIAMI4MIZZOU gathering yesterday in the Armstrong Student Center, discussions in our classrooms, and meetings planned for administrators, student leaders, and faculty over the coming weeks, we will vigorously continue this focus.

Unfortunately, in every community, these discussions often lead to offensive and deplorable responses from a few. Such responses are counter to Miami's values of character, integrity, and personal responsibility. I urge all of us to immediately challenge these responses. Miami's "[No Hate Initiative](#)," "[What you Should Know](#)" and "[Bias Incident Reporting](#)" websites provide information about how to recognize hateful or biased behavior, how to respond, how to report it, and what each of us can do to make a difference.

Miami's [Office of Diversity Affairs](#) is one of many university offices and areas offering opportunities, events, and other resources to help us to connect with each other. One event, the "Let's Talk Dialogue," is scheduled for Monday, November 16 at 6 pm, in room 2030, Armstrong Student Center.

We can and must move Miami forward and be among those leading the higher education community in constructive dialogue and providing support to all members of Miami's community. As we continue these important discussions, I urge us all to reflect on our ideals and actions, and to identify ways each of us can support and enhance future efforts and initiatives. We should expect nothing less from ourselves and from each other.