

January 29, 2021

Dear Members of the Michigan Tech Community,

Members of the Office of the Provost, in conjunction with the leadership of the College of Engineering, College of Sciences and Arts, College of Computing, College of Forest Resources and Environmental Science, College of Business, Pavlis Honors College, Graduate School, Van Pelt and Opie Library, Jackson Center for Teaching and Learning, and the Office of the Registrar, collectively represent the academic leadership of Michigan Tech.

As a group, we stand united in our commitment to continue to improve the climate at Michigan Tech for all members of the University community. We recognize that in order to see real progress, we ALL need to work together to enact change. Universities are neither places nor things—they are groups of people who come together to learn from one another as they pursue and develop knowledge. Thus, it will take collective action to transform Michigan Tech into a place where diversity is valued, all members of the community feel welcome, and equity is achieved. We embrace President Koubek's charge to work in collaboration with the Vice President for Diversity and Inclusion to continue to develop and implement specific diversity and inclusion action plans for each academic unit. We are committed to this work. We recognize the power and benefits of diversity and affirm the concept that Michigan Tech can only reach its full potential by striving to become a diverse, inclusive, and equitable organization.

Our signatures below serve as evidence that each of us is dedicated to the following:

1. We will take actions to address injustice, bias, and hostility.
2. We will hold ourselves and others accountable for actions and speech and be prepared to provide critical and constructive feedback when necessary.
3. We will listen respectfully to those who express their opinions, whether we agree or disagree.
4. We will continue to learn, adjust, and grow through education, communication, and collaboration.

These collective actions are intended to help Michigan Tech realize the goals embodied in the University's [Value Statements](#). We invite all Huskies to review these statements and commit to taking at least one action to demonstrate personal commitment to the University's values.

Sincerely,

Jacqueline E Huntow
J Keller
David J. Kemmer
Dsh
Adrienne Mueick
LSD
Jean L L

Spulle E Meadors
Jean Kanyse
Will Cantrell
Glen Mator
Michael R. M
Shirisa Jacques