



Dear Members of the John Carroll University Community,

This week, protestors are gathering nationwide, including on college campuses, to express their outrage against recent police shootings of two Black men. These tragic events continue to remind us of the need for true, lasting, systemic change. The call for change resonates through our actions -- from protests and demonstrations, to calls to action, to boycotts and strikes, to active social media movements. These movements, in their many different forms, underscore the ways that justice is created by breaking down oppressive structures with one hand and building equitable systems with the other.

Throughout the past months, we have been seeing the rise of social media movements that are raising concerns about bias-related incidents in higher education environments, including experiences of microaggressions, discrimination, harassment, and assault. Students, faculty, staff, and alumni at universities across the country, including John Carroll, are sharing experiences and support through Instagram, Twitter, TikTok, and other social media platforms. By doing so, they are giving voice to campus climate concerns that impact life for everyone in colleges and universities, particularly marginalized communities.

These movements show us that concerns expressed about campus climate and bias incidents experienced at JCU are not unique to our university. However, I wish to make clear that these incidents are never acceptable on our campus and run counter to our mission and values as a Jesuit Catholic university. We are working hard as an institution to improve inclusivity and community conduct. We take all issues affecting diversity, equity, and inclusion very seriously. Yet, as the voices in social media point out, we know that we can always do more. So, first and foremost, please know that we hear you and we are listening!

I want to remind our campus community that the new Division of Diversity, Equity, and Inclusion (DEI) is available to review and resolve any concerns or issues regarding the safety and inclusion of all members of the JCU community. The division also is available as a resource to accept and consider ideas related to these issues. Students, faculty and staff are welcome to reach out to me directly, or to connect with our staff in the Center for Student Diversity and Inclusion (CSDI), Student Accessibility Services (SAS), and Title IX office. These staff members can listen, provide resources, and offer guidance. The University also offers student support resource staff in many other departments, who can offer both in-person and remote assistance as we prepare for a new fall semester.

I commend those on our campus and across the globe who are mobilizing “virtually” around these issues of concern as a way to build and sustain community while we are in the midst of anxious and uncertain times. By amplifying the voices of those who may have been hesitant to speak of their experiences, these movements help us to do an even more in-depth analysis of ways we can improve as an institution. It is my hope, as well as my charge, to promote a community of care and safety for all at John Carroll University.

Please reach out to us directly at diversity@jcu.edu, csdi@jcu.edu, sas@jcu.edu, or titleix@jcu.edu so that we can be of direct assistance. We also seek your input and recommendations for ways that we can extend programming or activities to improve our campus climate and to respond to matters of injustice.

Sincerely,

Tiffany Galvin Green, Ph.D.
Vice President for Diversity, Equity and Inclusion

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[1 John Carroll Boulevard](#)
[University Heights, OH 44118](#)