

Dear members of the MSU Texas community,

I am writing to request your participation in conversations, deliberations, and actions that will change the trajectory of racial justice at MSU Texas. The Task Force for Racial Equality will be composed of and serve the MSU students, faculty, staff and regents at this time of challenge and promise. In the past days and weeks I have read and heard the heartfelt criticism of current and former Black students regarding their experiences on our campus. Their criticism outlines a path for the progress we need to make to become a racially inclusive community. Examples of racial injustice at MSU are not confined to a single program or policy, a single action or attitude. The examples indict many of us, from the president to the faculty member, from fellow students to staff. Because racial injustice permeates campus life, not only at MSU but across the United States, we have an unprecedented opportunity to bring our leadership skills to changing the present experience of our students and shaping a more just experience for our future students. I ask that you join me in this process, with meetings that will be, while predominantly virtual, also uncomfortable or affirming as they address the deeply embedded prejudices we are to name and work to dismantle.

The task force will begin meeting this summer and continue through the fall and spring semesters of 2020-2021. We will begin by doing the following:

- Determine proper training and protocols for the MSU community to facilitate a racial climate, practices, and interactions devoid of bias and inequity in time for fall 2020.
- Review practices and policies in place at MSU addressing racial equality.
- Review our current numbers of faculty and staff of color and recommend approaches to enhance recruitment of faculty and staff of color.
- Create faculty and staff diversity hiring targets for inclusion in the MSU strategic plan.
- Address issues identified by the Task Force as significantly demanding change.

As a starting point for our first meeting I am including several important initial documents, including demands and questions put forward by the Black leadership group with whom I met on June 3rd and my resulting statement of June 10. These documents can provide a base for discussion with our Black student leaders, some of whom make up the membership of this task force. We will discuss the motivating factors around their experience on campus as Black students and we will begin to work through the questions they have submitted for inter-racial dialog. We will also look at this website below to see if it reflects what we need to build out for mapping our progress at MSU toward defining and ultimately achieving racial equality.  
<https://diversity.uiowa.edu/action-planning/diversity-equity-and-inclusion-action-plan-updates>

I thank those potential members named below for their consideration of this invitation. The timing of this request in the two summer months may prevent some of you from being able to accept this assignment immediately; if so I hope you will indicate if you can join us in September. Your presence and input can make a world of difference for our students and our university.

Sincerely,

Suzanne Shipley, President

Regents

Ms. Tiffany Burks, Regent and Secretary of the Board of Regents  
Mr. Oku Okeke, Regent

Faculty

Dr. Martin Camacho, Dean, Fain College of Fine Arts  
Dr. Tiffany Stewart, Associate Professor, Counseling, Kinesiology & Special Education  
Dr. Adam Lei, Professor, Finance  
Dr. Marcos Lopez, Assistant Professor, Mathematics

Staff

Ms. Cammie Dean, Director, First2Go and The Priddy Scholars  
Mr. Mario Ramirez, Director, Student Leadership and Involvement  
Ms. Judy Salazar, Benefits Administrator, Human Resources  
Dr. Delores Jackson, Director, Applied Arts and Sciences (BAAS Program)  
Ms. Ruby Arriaga, Activities Coordinator, Student Activities

Students

Ms. Monique Fields – MSU NAACP  
Mr. Jamilah Kangudja, MSU Black Student Union  
Mr. Edwin Bah, Men of Color Alliance  
Mr. Mendelson Seaman, Caribbean Student Organization  
Mr. Issac Nuñez, Organization of Hispanic Students  
Ms. Leslie Picasio, Kappa Delta Chi

Ex Officio

Dr. Suzanne Shipley, President  
Dr. Keith Lamb, Vice President for Student Affairs  
Mr. Marcus Jones, Interim Director, MOSAIC Cross Cultural Center