



UNIVERSITY OF NORTH CAROLINA WILMINGTON

June 19, 2020

Dear Students and Friends of the Division of Student Affairs:

Our hearts and minds are with so many across our nation and here in our local community as we grapple with the horrible losses of Rayshard Brooks, George Floyd, Breonna Taylor, Ahmaud Arbery and so many more as well as our region's history with the 1898 massacre/coup and the Wilmington Ten. Student Affairs Division Directors recently spent some time together to begin to explore our feelings and reactions to the racial injustices that currently and historically have confronted us as a nation, state, town, and campus. We want our Black students, faculty, staff, and alumni to know that we stand with them.

Diversity, inclusion, and equity have always been central pillars of our developmental beliefs in Student Affairs. Where in the past we may have met those challenges with words, we must now model these ideals with our actions. The Student Affairs Management Team along with advice and support of campus partners are developing a divisional model where we more actively engage students and each other in critical conversations on topics like identity, privilege, fragility, civility, justice, and social equity. We must strive harder to expand our diverse work force and to engage our staff in additional diversity training and awareness.

We must also accept the challenge to take a critical look at our own privilege and sense of safety and to take steps to ensure that our colleagues and students of color can live, learn, and grow in a safe climate. A safe and respectful campus and learning environment must apply to all members of our campus community, no matter our race, identity, or socioeconomic backgrounds.

As we plan to return to campus safely and welcome students back in August, our staff are prepared to confront our fears and reactions to weighty issues while supporting our students and each other. Students, we have heard you and understand that you seek empathy and solidarity from university leadership and those of us who serve and live along with you. Our Student Affairs team is committed to listen without judgment, connect students with resources, and engage students and each other in a way that is caring and empathic to foster the best learning and success environment we can.

Sincerely,

Brian Victor, Ph.D.  
Interim Vice Chancellor

DIVISION OF STUDENT AFFAIRS  
OFFICE OF THE VICE CHANCELLOR