

Dear Alumni Community,

Alongside millions of people around the world, we are grieving the unjust death of George Floyd. Mr. Floyd's murder, along with the killings of countless other Black people, demands we listen, reflect, and act on the need for systemic change in our communities and in our work. We must actively dismantle racism, prejudice, and intolerance at UMD and in our community.

The following are our initial commitments to help foster dialogue, learning, and new ways of working with alumni to create meaningful change:

- We will use new and existing virtual programs to highlight the efforts of individuals and organizations whose work is related to dismantling racism.
- We will identify service projects that connect alumni with organizations that support the experience of Black, Indigenous, and People of Color (BIPOC) in America.
- Under the leadership of the Office of Diversity & Inclusion, we have created a resource page for alumni that includes links to articles, toolkits, and community organizations for those individuals interested in learning and taking action.
- We will listen. Please use this anonymous form to share your needs, concerns, and suggestions. We also welcome direct feedback at alumni@d.umn.edu.

This list is a start; there is much more we must do. In the weeks and months ahead we will share more information on the concrete steps we will take. We encourage all alumni and friends to take this journey with us because *together we are stronger*.

Sincerely,

UMD Alumni Relations:

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How Alumni Relations will address systemic racism:

- **Use Bulldogs Behind the Scenes and similar virtual programs to educate on topics related to racism and the black experience in America.**
- **Work with organizations like Duluth NAACP and others on service projects for alumni.**
- Work with members of the black alumni community to more actively promote volunteer opportunities in the Mentor Program (create more opportunities for mentorship of black students) and BOLD (elevate the voice and perspective of black alumni).
- **Website with resources for alumni (see email from ODI).**

- Work with UMPR on news stories that highlight people of color and effects of systemic racism.
- **Focus on staff development on issues related to systemic racism through reading books and training (what local/affordable opportunities exist outside UMD?)**