

## Next Steps from Board Retreat Focused on Anti-Racism Examen

February 18, 2022

Dear Members of the University Community

As we previously announced, the Board of Trustees engaged in a facilitated discussion of the Anti-Racism Examen as a key part of a retreat held this week on campus.

This Examen was developed by the Association of Jesuit Colleges & Universities (AJCU) to "... strengthen the link between personal reflection and institutional action." In order to assist our deliberation, the Board enlisted two expert colleagues from sister Jesuit institutions: Robert Kelly, Ph.D., vice president and special assistant to the president, Loyola University Maryland, and Catherine Punsalan-Manlimos, assistant to the president for Mission and Integration, University of Detroit Mercy.

Our engagement with the Examen was informed by a comprehensive review earlier in the day of the newly revised Characteristics of Jesuit Higher Education, a discussion that was facilitated by Nancy Dallavalle, Ph.D., associate professor of religious studies, Fairfield University. Among other recommendations, these new characteristics call for mission reflection on how well Jesuit colleges and universities are addressing racial injustice and systemic racism.

The trustees were deeply moved by the experience of the Anti-Racism Examen and by its