



Dear ECU Graduate Students,

The ECU Graduate School values and promotes diversity and inclusiveness in our community, our partners, our faculty, our staff, and most importantly in our graduate student body. Due to several events in our country over the last few months, it is more important than ever to state that the Graduate School condemns racism and discrimination in all forms. Recent racist events, including the murder of George Floyd this past summer have prompted many to realize that we have been silent for far too long.

It is our responsibility to acknowledge that problems of racism and discrimination exist and that through our educational mission we must address these problems. As leaders in graduate education, we recognize the need to continuously educate ourselves and our faculty, staff, and students on diversity and inclusion matters. Our intent is to ensure that our prospective graduate students and current graduate students feel safe and welcomed on our campus and in our online programs. To this end, the Graduate School is engaging in actions that we believe help foster this mission.

1. We promote the use of holistic admission strategies and we strongly advocate against the use of cutoff scores when considering undergraduate GPA or GRE scores. We will increase training resources for holistic admissions to avoid implicit bias in admission processes.
2. We will work with faculty and students to create a graduate-level course about diversity and inclusion available as an option for all graduate students.
3. We will develop a graduate course for students who want to take leadership roles in the multidisciplinary series titled [Grad PIRATE Talks: Promoting Inclusion through Research, Action, Teaching, and Education](#)
4. We will investigate the possibility of creating a digital badge or transcript note for students who engage in these new courses.
5. We will promote social responsibility in our diversity and inclusion activities through social media, such as Twitter and Instagram.
6. We will promote ECU's Office for Equity and Diversity's (OED) procedures for reporting incidents of discrimination and how to report them without fear of repercussions to protect vulnerable individuals.
7. We will develop methods for our staff who wish to do so to add pronouns to their name tags, office signs, and web pages.

The Graduate School will be a passionate advocate with students, faculty, and staff in these efforts. We acknowledge and thank our graduate students for the work they are doing in these difficult times and for contributing to ECU's diversity and inclusion work by addressing the gaps between what is said and what is done.

Sincerely,

Paul J. Gemperline, Ph.D.
Dean of Graduate Studies