

Dear _____,

I am contacting you today in regards to the recent executive orders that impact this university directly. As a university that receives _____ dollars in national funding every year, including grants and funding related to diversity, equity and inclusion, I urge you to stand up for those who will be affected by this funding freeze and potential reorganization.

The university has a large program related to _____, which receives millions of dollars from the National Institutes of Health. Funding from the National Institute of Drug Abuse and the National Institute of Mental Health has provided the means for groundbreaking research related to health conditions across the community in which this university serves. This includes further understanding of _____ and _____, which directly impacts populations such as _____.

Given our university is in a state that is largely made up of _____ citizens, it is important to recognize the unique challenges our area faces regarding health disparities. For example,

_____. Research at this institution, including my own, can provide insights into this issue, but not if funding is removed.

The university also receives support for programs providing access to medicine to underserved populations, advancing women's health, and providing opportunities for those with mental and physical disabilities to have employment or medical services through diversity, equity and inclusion initiatives. This funding also provides a salary for several employees at the university, including students and trainees, who come from diverse backgrounds. Diversity is a cornerstone for better research, innovation and profits. In 2019 alone, companies in the top quartile for gender diversity on executive teams were 25 percent more likely to have above-average profitability than companies in the fourth quartile—up from 21 percent in 2017 and 15 percent in 2014. For more information on the positive impacts of diversity in the workplace, please see: <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-wins-how-inclusion-matters>

By the freeze and removal of certain programs under executive review, this will negatively impact the younger generation of scientists the greatest, as many may have to start over with new funding or abandon their research and career paths entirely. The continuation to support people across the board is important to furthering research and ensuring the next generation does not lose opportunities they have worked extremely hard for.

If you have a unique perspective about how you would be affected by these orders, insert here. Please only put something if you are comfortable/feel safe or supported at your university. Try to frame this section as how your unique skill set or experience will further the mission of the university and research, how you've received funding based on these experiences, and/or how your perspective enhances scientific rigor. If not, end by restating concerns/importance of this issue or just moving to the next section.

I urge the Board of Directors and the Office of Research to do the following:

1. Consider the impacts of losing funding and therefore several students, researchers and employees and issue a statement of continuing to support students, staff and employees from all walks of life, as they promote better research and innovation.
2. Provide clear communication to all students, staff, and employees at every level in regards to the ongoing changes in the funding freezes and redistribution of funding/grants.
3. Provide additional resources for funding outside of the U.S. Government institutions and provide opportunities for counseling and assistance to those at every level in regards to these funding avenues.

Thank you for your time and consideration,

Name