

To the Pomona College faculty,

We are extremely encouraged and hopeful to hear that you are considering the incorporation of the ability of professors to foster "inclusive classrooms that support diversity and equity outcomes" into your criteria for promotion and tenure. The FPC motion before you today is a crucial step towards recognizing that an essential component of exceptional teaching and service is meeting the needs of a diverse student body.

Last semester, we voiced our pain and disappointment with unsafe academic environments and the negative effects of those environments on students' well-being and everyday lived experiences. As a result, we asked in the Fall 2015 List of Demands for "a commitment to amending the wording of the Faculty Handbook to include a faculty member's support of a diverse student body as a criteria considered in reappointment, tenure, and promotion." In his November 24th email to students in response to the List of Demands, President Oxtoby wrote, "Amending the Handbook to include a faculty member's demonstrated commitment to diversity, equity, and inclusion as criteria considered in reappointment, tenure, and promotion is an idea with merit." We applaud the FPC for following through and putting forth this motion as well as the efforts of several academic departments that have created opportunities for students and faculty to work together in addressing such issues.

Furthermore, this motion is in line with the goals of the College's "Lighting the Path to 2025" document, which states in part:

- 2.1 Access & Inclusion: "In addition, it is imperative that our increasingly diverse student body be supported by an equally diverse group of faculty, staff, and leadership at every level"
- 2.2 Climate & Community: "Ensure that individuals of all backgrounds and identities perceive a safe, supportive, and respectful climate in which to live, work, and learn"
- 2.3 Scholarship & Learning: "Advisees should be matched with faculty members who will be motivating, supportive, and cognizant of the needs of students from diverse backgrounds."

In "Lighting the Path to 2025," in conversations with students, and in written statements, Pomona College has expressed a commitment to fostering inclusivity within academic departments. We believe that this motion is a crucial step towards actualizing this commitment.

Thus, we hope that you will stand with us and vote yes on this motion. We hope that you will choose to support students from all backgrounds and move forward with us to create those avenues of support.

Sincerely,

**>>> TO SIGN, submit your name and info at this form (<http://goo.gl/forms/5c78YNtQ8p>) and we will MANUALLY add your name to the list below**

**400+ students:**

**Names have been hidden for student privacy.**



A horizontal bar chart consisting of 40 rows. Each row contains a single black bar. The bars vary in length, representing a distribution of data. The longest bars are approximately 100% of the chart width, while the shortest are around 10%. The bars are arranged in a single column, with no labels or titles visible.

| Bar Index | Relative Length (approximate) |
|-----------|-------------------------------|
| 1         | 5                             |
| 2         | 15                            |
| 3         | 100                           |
| 4         | 5                             |
| 5         | 20                            |
| 6         | 45                            |
| 7         | 50                            |
| 8         | 45                            |
| 9         | 75                            |
| 10        | 85                            |
| 11        | 75                            |
| 12        | 25                            |
| 13        | 40                            |
| 14        | 55                            |
| 15        | 60                            |
| 16        | 100                           |
| 17        | 75                            |
| 18        | 40                            |
| 19        | 35                            |
| 20        | 95                            |
| 21        | 5                             |
| 22        | 30                            |
| 23        | 40                            |
| 24        | 70                            |
| 25        | 65                            |
| 26        | 50                            |
| 27        | 40                            |
| 28        | 95                            |
| 29        | 70                            |
| 30        | 60                            |



















[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]