



**Update: Diversity and Inclusion
May 23, 2025**

To all members of the AAUP-Bargaining Unit:

With apologies for multiple messages, we are sending separate updates to expedite information flow.

With respect to diversity and inclusion, the AAUP-UD's charge is to safeguard academic freedom and prevent discrimination based on protected origins, identities, or beliefs. Title VI remains the law of the land, and our contract backstops the Title VI protections.

After talking to many concerned students, faculty, and recently, key administrators, we are cautiously optimistic that the University remains committed a) to academic freedom and faculty authority over curricular matters, and b) to upholding contractual and legal protections for protected groups.

However, the University also has to safeguard essential resources like Pell grants, research funding, and community engagement initiatives that foster a heterogeneous student body, support student success, and enable related faculty work. We'll soon hear about a taskforce headed by John Ernest, Chairperson of the English Department, and José-Luis Riera, Interim Chief Diversity Officer. This taskforce is charged with holding campus-wide discussions about how we can continue to embody our core values of inclusion and belonging in sustainable ways.

After years of advocating for meaningful faculty involvement in decisions affecting faculty welfare and success, AAUP-UD's recent interactions with Provost Carlson on issues ranging from academic freedom to the healthcare transition reflect a much more collaborative approach. We are heartened that faculty and students will be invited to participate in this important process, and hope that this is a sign of a changing relationship between faculty and administration.

Sincerely,

Persephone Braham
For the AAUP-UD Executive Council
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