Dear Colleague,

I would like to post a statement in favor of the diversity requirement. The college has approved the diversity requirement, because the Moreno report has convincingly shown that there is a difference in experience of the atmosphere on campus between various groups of people. While one person may experience campus life and the interaction between faculty staff and students as cordial, others clearly perceive it as uncomfortable or even hostile. The difference is convincingly linked to whether one is part of a minority or not. Such intangible circumstances are very hard to address, but making students, staff and faculty aware of how group processes work, through history, psychology, or my own field, archaeology, will be an important first step in realizing that these different perceptions are real, and based in tacit, often unconscious biases which we all have. Addressing this explicitly in the classroom from a number of different perspectives will help. Now that the full senate is asked to vote, I would argue that senate members in other schools should show their respect and support for the college decision and vote “yes”.

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