

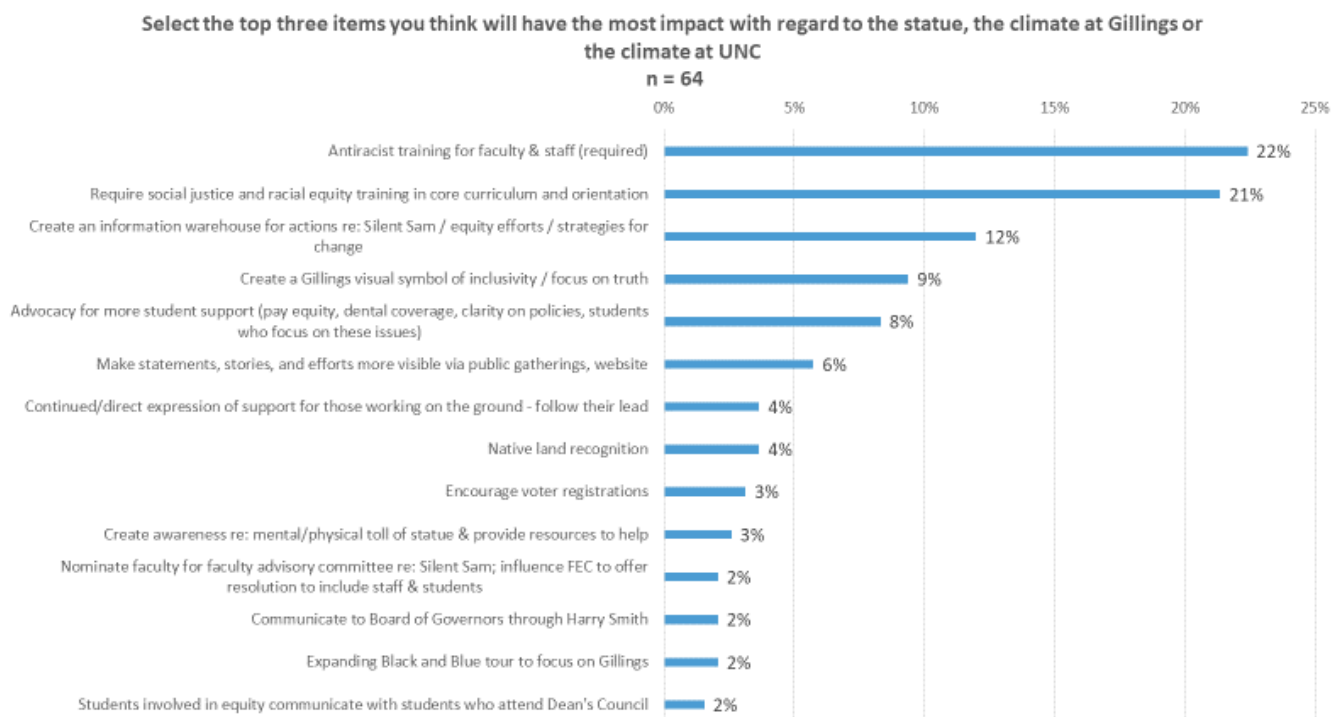
January 18, 2018

All,

Thank you! Thanks so much to all of you who joined us for the Silent Sam Action Session last week on Tuesday, Jan. 8. We had more than 100 people participate in-person or online, and we heard from many more people who wanted to participate but could not because of essential prior commitments. We recorded [remarks](#) from Barbara Rimer, DrPH, dean; Kauline Cipriani, PhD, assistant dean for inclusive excellence; and OJ McGhee, MA, instructional media services manager and immediate past chair of the Carolina Black Caucus, for those who wish to listen to them; but we did not record the remainder of the session in the interest of ensuring that that participants would feel free to speak up.

With the events of this week – the Chancellor’s resignation, the removal of the statue’s pediment and the continuing call by the UNC Board of Governors for a plan for disposition of the statue by March 15 – we are in a changed environment. We will need to pivot somewhat with our strategies. Regardless, we recognized the statue as a symptom of our larger problems, and we will continue moving forward with plans to improve our climate here at the Gillings School.

Silent Sam Action Session: What did we hear? At the Action Session, we asked participants to share specific, actionable ideas for either ensuring that the statue does not return to campus *or* for making Gillings a more inclusive, diverse and equitable environment. We asked speakers to consider the outcome they aimed to achieve, who we need to influence to get the outcome we want and how the action would help achieve the desired outcome. We agreed, in our ground rules, to use the meeting to compile ideas, not critique or respond to each one. Toward the end of the meeting, we took a quick poll to identify people’s top three preferred action steps. The results of that “real time” poll are below and are helping to guide decision-making regarding next steps.



If you have additional insights or ideas you would like to share, we welcome them. Please submit them [here](#).

Next steps. At the time of our Action Session, we indicated that we would bring the results of this poll to our School's leadership group, the [Gillings School Dean's Council](#), at their meeting on Wednesday, Jan. 16, to discuss these inputs and arrive at consensus on next steps for what we can do as a School over the coming weeks. We promised to share back next steps with the broader Gillings community by March 8. We are working on that report now.

Of course, we are grateful to all the individuals and groups already working in this space and know that they will keep moving ahead, even as we solidify plans for what we can do as a unified school.

Other resources? As promised at the Action Session, here are a few additional resources you may wish to review.

- A [recording](#) of opening remarks from the Silent Sam Action Session;
- The [Gillings School Dean's Council Consensus Statement](#) on the Board of Governors' decision regarding Silent Sam. NOTE: This statement is posted to the Gillings School's [Diversity and Inclusion](#) landing page;
- [Dean Rimer's blog](#), which includes several posts about the statue; and
- [Silent Sam: The confederate monument at UNC-Chapel Hill](#) — Dean Rimer referenced this slide deck in her remarks. It was developed by James L. Leloudis, PhD, professor of history, and Cecilia Moore, PhD, both at the University of North Carolina at Chapel Hill, with research assistance from Rob Shapard, PhD, and Brian Fennessy, a doctoral candidate in the history department at that time.

Upcoming related events. A number of related events already were in the works prior to the Silent Sam Action Session. Please hold them on your calendar:

- Implicit bias training for UNC Gillings faculty and staff will be held Friday, Feb. 15, 11:30 a.m. – 2 p.m. (An announcement is forthcoming);
- The [40th annual Minority Health Conference: Advocacy for Change](#) will take place Friday, Feb. 22 at the William and Ida Friday Center or Continuing Education; and
- There's more to come!

Thank you. A huge thank you to the *many* people who made sure that the Action Session was a valuable step in helping us achieve our goals to ensure the statue does not return *and* to become a more diverse, inclusive and equitable environment. Thank you to OJ McGhee, Yesenia Merino and Barbara Rimer for speaking and helping facilitate. Thank you to those who advised on and handled the hundreds of logistical, technical and communications decisions and steps needed to make the event seamless, especially Kathy Anderson, Layla Dowdy, Angelica Figueroa, OJ McGhee, Corey Sanders and Aiya Williams. And thank you, most especially, to the courageous people who spoke at the meeting, sharing thoughtful ideas for a way forward.

We will be back in touch with a report on next steps no later than March 8, 2019.

The Silent Sam Action Session planning team

Kauline Cipriani, Elizabeth French, Yesenia Merino and Kurt Ribisl