

December 1, 2021

Dear R&DE –

In May, the university conducted the first-ever campus-wide **Diversity, Equity and Inclusion (DEI) survey**. The survey focused on the individual experiences of community members, and included questions about inclusion and belonging, as well as questions about experiences of harassment and discriminatory behavior. Nearly 15,000 students, postdocs, faculty and staff took part in the survey. Many thanks to everyone in R&DE who took the time to participate in the survey and share your lived experiences.

As you may be aware, the university-wide DEI survey results were released on November 17, and many of the findings are particularly troubling. If you have not already taken the time to read and examine the DEI survey results, I encourage you to take this opportunity to review and digest the survey data which is available here: <https://idealdeisurvey.stanford.edu>.

President Marc Tessier-Lavigne and Provost Persis Drell sent a campus-wide communication in which they unequivocally stated that, *“the harmful behaviors reported in this survey have no place at Stanford and should never be tolerated.”* I wholly support their statement, and vigorously reiterate that I have a zero-tolerance policy towards racism and discrimination of any kind. The university-wide results of this survey, though extremely disconcerting, provide insight into the reality on campus and inform us of the work ahead.

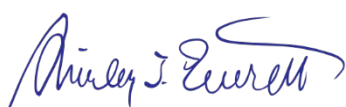
Although we have made significant progress in R&DE towards creating an inclusive environment, we will press forward together to realize our DEI goals. My vision to build a culture of excellence is aligned with a primary goal of eradicating discrimination in all forms, against any individual or group. In order to make continuous improvements to our culture of inclusion, we must remain steadfast in our devotion to excellence in DEI and ensure we are providing a safe, secure environment for our students, faculty and staff.

**R&DE EVENT ANNOUNCEMENT:** I will be holding a conversation to discuss the findings and give all staff an opportunity to ask questions and/or express their viewpoints. I have invited Brian Cook, *Director of Assessment and Program Evaluation*, to join this conversation, so he can share insights on how the survey was developed. More details about this event will be forthcoming. I look forward to this important discussion.

I will continue to work closely with President Tessier-Lavigne, Provost Drell, Vice Provost Tim Warner, Vice Provost Patrick Dunkley, R&DE leadership and other leaders throughout the campus to reach our goal of true inclusivity at Stanford. The following link highlights the critical action steps the university has taken, as well as the additional efforts underway: <https://idealdeisurvey.stanford.edu/next-steps>.

Again, your ongoing commitment to excellence in diversity, equity and inclusion is sincerely appreciated!

Warm regards,



Shirley J. Everett, Ed.D., MBA  
Senior Associate Vice Provost for Residential & Dining Enterprises  
Senior Adviser to the Provost on Equity and Inclusion