

**CMU Statement on Diversity**  
**November 15, 2007**

Over the last several weeks and months, campuses across the country have had to address acts of hate and violence directed toward their students and employees. Unfortunately, Central Michigan University is not immune to these same types of occurrences. CMU police are investigating the discovery of four nooses in a classroom in the Engineering and Technology Building Nov. 12.

We unequivocally denounce this act and what it represents. This type of activity will not be tolerated at CMU, and we realize that we have much to do to continue our mission of raising awareness and educating everyone on diversity issues.

Historically, the hanging of nooses is an act of racism, aggression, harassment, intimidation, and terrorism against African Americans, as well as others, who have challenged the system of slavery, segregation, and Jim Crow. The legacy of discrimination is embodied in these nooses, and it is a legacy that we must aggressively strive to discontinue.

We call on the CMU and Mount Pleasant communities to join us in our denouncement of this reprehensible act. We understand that the person or persons who did this does not represent the majority of our community. However, the university must acknowledge that it continues to encounter individuals who hold on to attitudes and beliefs of hate and intimidation, whether knowingly or ignorantly. We hope everyone will use this despicable occurrence as an opportunity to learn and talk about the importance of inclusion — something most of us know is right and want.

One way to demonstrate your support of the acceptance of diversity is to participate in the Campus Diversity Forum. The forum will be held Nov. 27 at 7 p.m. in Warriner Hall's Plachta Auditorium. Three distinguished guests from across the country will address issues and concerns pertaining to cultural competency; and understanding, and appreciating, diverse groups in our society. Education; along with open, honest, and ongoing dialogue; is the means of improving our community.

Please join a petition of inclusion and denounce these senseless and cowardly acts by sending an e-mail listing your name to [cmuline@cmich.edu](mailto:cmuline@cmich.edu). Your support will be recognized in an upcoming ad in local newspapers.

We are not in agreement with continuing this legacy of hatred and discrimination and affirm that we have benefited from the courage of those who were willing to ensure fairness and equality for all human beings. It is up to each one of us to continue that same tradition, upholding values that embrace all people.

Michael Rao  
President

Gary Shapiro  
Executive Vice President/Provost

Stan Dinius  
Chief of Police

Denise Green  
Associate Vice President/Institutional Diversity

Tim Hartshorne  
Chairman/Academic Senate

Bruce Roscoe  
Dean of Students

Barbara Taylor  
Interim Affirmative Action Officer

Barrie Wilkes  
Interim Vice President/Finance and Administrative Services

Michael Zeig  
President/Student Government Association