



June 9, 2020

Dear Students, Colleagues, Friends, and Family;

This year has been terrifying and heart breaking for each of us, for our university community, and for the whole world. We continue to see heinous acts of violence and threats of violence against Black people in our country. Systemic racism and targeted violence is a deep problem we all must face to affect positive change toward equity and safety for all. Healing our nation is the responsibility of everyone.

The Department of Mathematics continues to strictly uphold the University of North Carolina's policy statement on Non-Discrimination which is "not to discriminate on the basis of age, color, disability, gender, gender expression, gender identity, genetic information, national origin, race, religion, sex, sexual orientation, or veteran status." The full text of the current policy on non-discrimination is posted [here](#)¹. Violence, or threats of violence, are incompatible with the mission of the Mathematics department and the broader University.

We value the wonderful diversity on the campus of a major research university. We stand in solidarity with students, faculty, and staff exercising free speech and engaging in non-violent protest.

The University Office for Diversity and Inclusion has a space on their website [here](#)² where you can anonymously share your thoughts, experiences, feelings, and outrage about the anti-Black violence gripping our country right now.

On behalf of the Department of Mathematics,

Richard McLaughlin
Professor and Chair

Hans Christianson
Assoc. Professor

Katherine Newhall
Assoc. Professor

¹<https://eoc.unc.edu/our-policies/policy-statement-on-non-discrimination/>

²<https://diversity.unc.edu/yourvoicematters/>