**Chancellor Syverud:**

Good evening. Tonight I have deep appreciation of the pain, anger and anxiety recent events have caused on our campus. When I spoke to you on Friday, I made a commitment to keeping you informed, and more importantly, to taking swift action. That is what our university has been doing.

First, to address last night's report of a racist verbal attack on one of our female African-American students. We have identified the individuals we believe to be involved. I assure you those responsible will face appropriate disciplinary action. Since some of those who appear to be involved were members of a university fraternity, we have suspended that fraternity pending the outcome of a full investigation. Furthermore, the social activities of all fraternities have been suspended for the remainder of this semester. It is the collective responsibility of our fraternities and our whole university to reflect on how to prevent this very troubling behavior in the future.

I have asked three members of the leadership team to now provide further concrete updates to you. The Chief of our Department of Public Safety, Bobby Maldonado, will share developments related to the active investigations. Dean of Students, Marianne Thompson, will speak to student life concerns, and incoming Interim Provost, John Liu, will discuss academic priorities.

**Chief Bobby Maldonado:**

Hello. My name is Chief Bobby Maldonado. Syracuse University's Department of Public Safety, working alongside the Syracuse Police Department and the New York State Police, continue to investigate multiple instances of racism and anti-Semitism. We are grateful to our students and entire campus community for promptly reporting incidents and partnering with us to share information and evidence. We need to find those responsible for these terrible acts in residence halls and the physics building to date. To do that swiftly, we urgently need your help. Thanks to the generosity of a donor, a total of $50,000 will be made available for rewards for information leading to an arrest or actionable referral to the Office of Student Rights and Responsibilities.

If you have information regarding any of these incidents, please call DPS immediately. We have added additional resources to help ensure your safety. Starting this evening, two new shuttles have been added, providing service between College Place, and East Neighborhood, and South Campus locations. DPS officers have switched from 10 to 16 hour shifts. This has doubled our workforce and presence. DPS officers are increasing enhanced property checks. We are adding additional security officers to our campus patrols. We have enhanced our safety escort program to include both shuttle and walking escorts. Students needing an escort should call .315.443.SAFE (7233). DPS will provide you with timely updates throughout these investigations.

**Marianne Thomson:**

I'm Marianne Thomson, Dean of Students. Let me first say, all students on this campus should feel welcomed, valued, and respected. Some of you do not feel that way now and some of you have not felt that way in the past, and this must change. From the Barnes Center to the residence halls and Hillel and at campus forums, in our offices and in your student organizations, you have shared your experiences and solutions. I want to directly thank you for your candor and commitment while we talk about rejecting the hateful, racist and anti-Semitic acts that we have seen over the last several days.

We know that action speaks loudest, deep issues require deep solutions. My colleagues and I are focused on reviewing and revising our code of student conduct, hiring and retaining a diverse staff to support and serve our students. Building on the foundation in our residence halls so that staff are appropriately trained to be sensitive to the needs of all of our students. Your residence hall is your home and it should feel safe and welcoming. It is important that we do this work right and that we do it together, so that all of our students feel valued, welcomed, and respected.

**John Liu:**

First, let me express my great appreciation to our students who have so passionately shared their concerns. We are finding concrete solutions. We are grateful for your thoughtful words and recommendations. I am John Liu, the incoming interim Vice Chancellor and Provost. Based on what you have shared, I'm working with my colleagues in academic affairs and in the student experience on creating action plans. Here are our four priorities.

First, our curriculum. Second, inclusive teaching. Third, diversity training. And fourth, diversifying our faculty. These plans will be specific. They will outline real action and true deadlines. Our response is taking time because we want to get this right, because we must get this right. We must put forward solutions that we can achieve and create real progress. And we must all come to the table. That's why today, I call on the Syracuse University faculty to be part of the solution.

Your participation is critical to advancing these goals, and this work cannot be done without you. Many of you have played an incredibly constructive role over the last 10 days, meeting with students and providing them important advice and counsel. I am grateful for all of the work you have done so far, but there's much more work for us to do ahead. Faculty are in charge of our curriculum at Syracuse University. Ultimately, we need your help and approval to take a hard look at the proposed changes to the first year experience process, that will ultimately replace SEM 100.

We need your help and approval to define and implement a diversity requirement in the curriculum. We need you to be engaged in this process. We need you to be receptive to new ideas coming from our students, and coming from our fellow faculty. And let us all acknowledge the urgency of this moment. As educators, our job is to create a inclusive learning environment and provide the best education to our students. Only when working together, we can achieve our goals. Thank you.

**Chancellor Syverud:**

As you've now heard, there's been a lot of activity, and there's a lot more work to do. The plans we will soon be sharing will reflect the hard, thoughtful, and sincere conversations we have collectively been having over the past week with input from many students, faculty, staff, and community members. We have more than 22,000 students on our campus and beyond, and hundreds of thousands of Orange alumni and friends here and around the world. I ask all of us to strive to live the orange values that I see many members of our community live at their best each day. Our Orange values are stronger than these shameful acts. We will be sharing further detailed updates early this coming week.