



COMPARATIVE RACE & ETHNIC STUDIES

January 24, 2019

Dear Colleagues:

On behalf of the approximately one hundred Core and Associate faculty and staff members of the Department of Comparative Race and Ethnic Studies (CRES), and for our 81 and counting declared students, I write to express our collective support for the addition of a new Diversity, Equity, and Inclusion (DEI) Essential Competency requirement to the TCU Core Curriculum.

This change is long overdue. In 2011-12, when I co-developed and led the first TCU Civil Rights Bus Tour (now the *Justice Journey*), one student participant returned to campus and penned an editorial in the *Skiff* arguing that the experience should be mandatory for all TCU students. Similarly, for many students of color whom I've encountered since, the creation of a required core course—along with compulsory co-curricular trainings—represents the least that our university can do to create an environment in which students from all backgrounds feel truly welcomed on our campus. For some unknown reason, the proposed trainings remain elusive. Yet we, the faculty of TCU, do have control over the Core Curriculum. We have the power to meet this expressed need, if we are brave enough to make a relatively small change to the status quo.

The proposal itself is straightforward: add one new Essential Competency overlay, a type of credit that can be “double-dipped” with other Core requirements to ensure that all students learn the basic skills of intercultural relations without necessarily adding any new units to their degree plans. Draw on existing courses and faculty as much as possible—including those affiliated with CRES and Women and Gender Studies—but also make available support and resources for all departments and colleges across campus to help their faculty secure additional training and develop new classes on their own. Urge the university to prioritize the hiring of clusters of new tenure-track faculty who have experience—both professional and embodied—that will contribute to the larger mission of DEI on campus. Above all, commit ourselves to doing the work necessary to ensure it succeeds.

TCU is at a crossroads. As tuition continues to march skyward, we can do things as we have always done—with the same poor results when it comes to the diversity of our student body, faculty, and professional staff. Or, we can try something new, a proven method that will help us attract top students and faculty of all backgrounds and truly compete with our peer and aspirant institutions. Most important, we can take a vital step toward ensuring that all TCU graduates enter the workforce able to function in the multicultural, global society of the 21st century. DEI is not any one group's pet project; it is a prerequisite for success in any career, and a clarion call for all Horned Frogs.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Max Krochmal".

Max Krochmal

Chair, Department of Comparative Race and Ethnic Studies and Associate Professor of History
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DEPARTMENT OF WOMEN & GENDER STUDIES

January 4, 2019

Dear DEI Subcommittee on Curriculum:

As the Chair of the Department of Women & Gender Studies, I'm writing to support that an amendment be made to the TCU Core Curriculum to include a DEI Essential Competency.

Such a requirement will serve to enrich the college experience and intellectual development of ALL students, i.e., Students of Color/International Students/LGBTQIA+ students as well as our more privileged students in a variety of ways. For instance, in my Gender and Society, Sex, Society, and Ethics, and Introduction to Women and Gender Studies courses I repeatedly hear from students that "EVERY student should be required take this course." They emphasize that the content that they were exposed to has given them a new perspective on the world and has better prepared them for life after graduation. In other words, there is incredible student demand and support for such a requirement. Our students are aware that they will be working in a global economy and that being introduced to diversity, equity and inclusiveness will be make them more prepared for both the labor force and everyday life.

As a scholar who teaches and conducts research in areas of DEI, I think it is imperative that TCU invest in this new core requirement through additional tenure-track lines and/or cluster hires, because, as I'm sure you are aware, WGST and CRES cannot and will not bear the burden of labor for this additional requirement.

If you have further questions or would like to meet to discuss this amendment, please do not hesitate to contact me.

Sincerely,

Jeannine Gailey
Chair, Department of Women & Gender Studies
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