



BELONG TOGETHER

OFFICE OF DIVERSITY, EQUITY, AND INCLUSION

U.S. Supreme Court Ruling on Affirmative Action: *Students for Fair Admissions, Inc., v. President and Fellows of Harvard College*

July 3, 2023

Dear EMU Community,

Last week, the U.S. Supreme Court issued a decision in *Students for Fair Admissions, Inc., v. President and Fellows of Harvard College* that curtails the practice of considering the race of student applicants as part of the admission process.

As vice president of DEI—and an attorney whose work has centered around advocating for those who are often denied needed services because they are Black, Queer, poor, or deemed ‘different’—this decision is heart-wrenching. There is bountiful empirical evidence of the correlation between economic inequality and racial inequality. One example is how the practice of Redlining has created long-lasting impediments to equal access to housing, education, justice, and health.

The decision also strengthens my resolve to continue to lead EMU in our DEI journey. At EMU, we know that diversity matters. We also know that diversity without equitable processes is harmful and oppressive. As allowed under the law, we will continue our DEI initiatives to move our community toward equity, social justice, and racial justice.

Together, we will continue to live into EMU’s vision to *open new pathways of access and achievement for **all** students who aspire to grow as unifying leaders*. The Office of DEI will support opening these new pathways through our ongoing commitment to:

- Bringing to life our values of community, service, and peace in everything we do.
- Fostering a community of learners with members from a range of backgrounds, experiences, social identities, and views that intersect in many ways.
- Valuing the uniqueness and gifts of each individual.
- Taking the necessary steps to correct past, present, and future inequities.
- Ensuring that everyone actively participates in our community of learners and is seen for who they are.
- Building reciprocal relationships where everyone's humanity and right to exist are not threatened.
- Acknowledging our own power and challenging structural inequities.
- Striving for shared accountability and for the well-being of others.

All of you—students, staff, faculty—belong here!

In solidarity,

Jackie

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She/Her/Ella

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