




March 28, 2024 (Revised)

To: Tara Evans, Vice President & General Counsel, Chair

Zebadiah Hall, Vice President for Diversity, Equity & Inclusion, Co-Chair
Kim Chestnut, Vice President for Student Affairs
Parag Chitnis, Vice President for Research & Economic Development
Becky Garcia, Senior Internal Auditor
Ray Fertig, Faculty Senate Chair-Elect
Isa Helfgott, Vice Provost for Global Engagement
Alex Kean, Vice President for Budget & Finance
Bob Link, Associate Vice President, Human Resources
Laura McGinley, Staff Senate Representative
Paula Medina, ASUW Representative
Brent Pickett, UW Casper
Mike Smith, Vice President for Governmental Affairs & Community Engagement
Scott Turpen, Dean, College of Arts & Sciences

From: Ed Seidel, President 

Re: Diversity, Equity & Inclusion Review Working Group

Following the footnote in the Wyoming Legislature's FY 25-26 budget bill that reads "No funds from this appropriation shall be expended on the office of diversity, equity, and inclusion at the University of Wyoming or on any diversity, equity and inclusion program, activity or function," I am convening this working group to thoroughly review UW's activities related to DEI, and provide me with a report of the review process and suggestions on which programs, activities, and functions should be continued, modified or discontinued. While Governor Gordon vetoed the portion of the footnote stating "or any diversity, equity and inclusion program, activity, or function," we received the clear message from the Legislature and the Governor's veto message – UW needs to make changes. However, we will always strive to be a place where all will be welcomed. That is part of our culture at UW and Wyoming's founding principles. As such and in support of UW's 2023+ Strategic Plan (specifically Objective 3: Provide a Supportive Community), I am forming this working group to

- Inventory and critically review all of the University's DEI programs, activities, and functions, regardless of where they may be housed in the University
- Detail compliance with required applicable federal and state laws, rules, regulations, court orders, or executive orders related to DEI
- Review contracts or grants requiring DEI efforts
- Review the requirements of accreditors or similar entities

- Review UW regulations, policies, and procedures for language that requires DEI efforts or advocates for DEI
- Review the University's four pillars and strategic plan to assess whether and to what extent UW's DEI efforts are aligned with the overall mission and purpose of the institution
- Review UW's websites to identify content related to DEI
- Provide suggestions (not formal recommendations) on how essential DEI programs, activities, and functions could be organized and funded within the university to make them most effective

I ask that Vice President and General Counsel Tara Evans chair this working group and submit the working group's report to me by April 22, 2024. This will ensure there is adequate time to prepare a report to the UW Board of Trustees during their May 2024 meeting

My office will be in touch to schedule a kick-off meeting during which I will further articulate my vision and expectations for this group.

I appreciate in advance your assistance, collaboration, and input on this important topic.

cc: President's Cabinet
Faculty Senate Chair
Staff Senate President
ASUW President