



June 16, 2020

RE: Response to Petition from John Carroll Alumni

To the Valued Members of Our Alumni Community:

Thank you for your messages and your constructive recommendations. We appreciate your passion for John Carroll and value your commitment to make a positive change for our campus and our community.

We acknowledge our obligation to provide new and different tools, experiences and resources to build and nurture a culture of understanding, inclusion and equity. To improve our value for our graduates, we need to improve the scope and content of their preparation. The Alumni Petition includes specific and actionable suggestions on how we may do so. We appreciate the ideas and willingness to help, and we want to listen and learn. As mentioned in our [June 12 message](#), we have established an [active forum](#) for concerned individuals to submit ideas for consideration by John Carroll's Peace & Justice Committee.

The Committee will examine and act upon the requests set forth in this petition along with all other submissions at its next scheduled meeting. The group will communicate updates and actions with the John Carroll community updates via the Peace & Justice website page, social media and emails.

In the interim, here is an initial response to some of the proposed actions of the petition and your message:

1. Regarding the request to reform History/Social studies curricula, as reflected on our Peace & Justice website page, we are actively evaluating and updating our curriculum to place greater emphasis on diversity, equity and inclusion. This is an ongoing effort and you can expect to hear more about this in the near future, particularly as it relates to our new course, "Exploration of Human Rights, Genocide and the Pursuit of Justice."
2. In response to the request to hire an experienced Diversity Coordinator, we recognize the value of this position. We are exploring options to fund and fill the role.
3. Our intent is to work in partnership with professionally trained anti-racism experts to identify ways to incorporate these discussions into Advisory or Patriot Transitions. We will consider the request not to use these time slots for this purpose and to identify other opportunities to do so.

4. Since arriving on campus three years ago, a focus has been to enrich the diversity of our faculty and staff. Despite our best efforts and intentions, we have not met our objective. We will continue to identify and explore new recruiting methods and networks that may help us be successful.
5. All funds raised at the Black & Gold Gala this past November went towards the new Andrew P. Klein Memorial Peace & Justice Grant. We will carry this initiative forward and include the Peace & Justice Designated Fund as an Annual Giving option effective July 1.
6. Pre-service trip orientation was not among actions being considered by the Peace & Justice Committee; however, it will be explored, and a decision will be made prior to the new school year.

We understand you are eager for immediate action. We share a sense of urgency and will move forward quickly and thoughtfully. We respectfully ask for your patience, understanding and collaboration as we develop sound strategies and execute definitive actions to enhance and sustain a John Carroll culture of diversity and inclusion for years to come.

Again, we sincerely appreciate your input and ideas. If you would be interested in attending an upcoming Peace & Justice Committee meeting, we encourage you to contact Committee Chair Danica Attanasio at [dattanasio@johncarroll.org](mailto:dattanasio@johncarroll.org).

Sincerely,



Steve DiBiagio  
President



Tom Durkin  
Principal

CC: Mrs. Danica Attanasio '97, Assistant Principal; Peace & Justice Committee Chair