

From: Andrea Talbot <[Redacted]>
Sent: Friday, July 9, 2021 4:59 PM
To: Timothy Clare; Jack Stark; James Pillen; Elizabeth O'Connor; Robert Schafer; Paul Kenney; Robert Phares; Barbara Weitz
Subject: Critical Race Theory

Non-NU Email

Dear Distinguished Regents,

I am an employee of the UNO/UNMC Accessibility Services Center, an executive member of the UNO Staff Advisory Council, a member of the UNO Sustainability Committee, and a UNO alum. However, today I'm writing to you simply as an individual resident of the State of Nebraska who's concerned about our state's system of higher education.

I urge you to vote "no" on Regent Pillen's resolution to ban Critical Race Theory ("CRT") from the University of Nebraska system. I have seen firsthand how the UNO and UNMC campuses are working diligently toward Diversity, Equity, Access, and Inclusion initiatives, and this resolution flies in the face of those principles. Antiracism training is foundational to our institutional and educational goals. CRT facilitates our understanding of the complexity of racism as it relates to our history, our society, and most importantly, our students. It's disingenuous and incorrect to say that CRT disparages American ideals. On the contrary, CRT upholds some of the greatest strengths of our nation, our state, and our university system: the humility to explore our shortcomings, the accountability to admit our mistakes, the flexibility to pivot, and the willingness to do the hard work.

Politicians like to wax poetic about "Nebraska, the Good Life," but that generally doesn't include people of color, not to mention immigrants, the LGBTQ+ community, religious minorities, or disabled people. Nebraska isn't a white monolith. We can't operate authentically as a university, and our state can't promise "the good life" to its citizens, without acknowledging our past mistakes, correcting those mistakes, and moving forward in wholeness and transparency.

I love our university system, I love Nebraska, and I want to see our state succeed. To do that, we need to embrace CRT and antiracism training in our system of higher education. Banning CRT is a step backwards, and the economic, educational, and social impact of doing so would be severe. I encourage you to please vote "no" on Regent Pillen's resolution. Show our students that they matter. Send a message to our students, faculty, staff, and to the residents of Nebraska that EVERYONE matters. Thank you for your thoughtful attention to this matter.

Respectfully,

Andrea Talbot

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