

## **F.1. RACIAL EQUITY TASK FORCE REPORT AND HISTORIC LANDSCAPE**

### **BOARD OF VISITORS SUPPORT FOR RACIAL EQUITY INITIATIVES**

WHEREAS, the Board of Visitors acknowledges the extensive time and effort devoted to developing the Racial Equity Task Force Report “Audacious Future: Commitment Required” (the Report) and thanks the Task Force members for their work; and

WHEREAS, the Board of Visitors supports wholeheartedly the stated objectives of creating a more welcoming climate, investing in relevant education and scholarship, committing to healing and repairing a painful history, and ensuring equal access and success;

RESOLVED, the Board of Visitors endorses the following goals articulated in the August 25, 2020 memorandum from University leadership to the Board of Visitors that reflect and build on the initiatives in the Report:

1. Doubling the number of underrepresented faculty by 2030;
2. Reviewing the tenure and promotion process;
3. Developing a plan and a time horizon for having a student population that better reflects the racial and socioeconomic demographics of the Commonwealth of Virginia, and, as much as feasible, the nation;
4. Encouraging related organizations to develop a scholarship program for the descendants of enslaved laborers who worked to build and maintain the University;
5. Reviewing policies regarding staff hiring, wages, retention, promotion, and procurement, in order to ensure equity;
6. Ensuring that the division of the Vice President for Diversity, Equity, and Inclusion and Community Partnerships has sufficient resources to do their work;
7. Developing a series of educational programs around racial equity and anti-racism, including leadership development programs focused on equity including racial equity;
8. Endowing the key programmatic elements of the Carter Woodson Institute and providing funding to create more faculty positions;
9. Exploring potential initiatives to recognize and support Native American students and Native American studies;
10. Thoroughly reviewing University police practices and policies to ensure fair, equitable, and transparent practices reflecting 21<sup>st</sup> century policing principles, and developing relevant training for officers and supervisors;
11. Forming a Department of Safety and Security Advisory Council; and

RESOLVED FURTHER, the Board asks University leadership to develop a plan for identifying resources to fund initiatives, and a plan for allocating resources, including allocating available Strategic Investment Fund monies to initiatives that align with the four core goals of The 2030 Plan in accordance with the 2019-2020 Revised Guidelines approved by the Board in August 2019, and the award allocations approved in December 2019 for three years ending June 30, 2022; and

RESOLVED FURTHER, the Board asks University leadership to create a system of metrics and assessment to identify goals and mark progress around racial equity and report to the Board of Visitors on progress on a semi-annual basis.

## **REMOVING CURRY NAME FROM SCHOOL OF EDUCATION AND HUMAN DEVELOPMENT**

WHEREAS, The University named its School of Education in memory of Jabez Lamar Monroe Curry in 1905 at the request of, and following a financial contribution to establish a school of education at the University made by, Mr. John D. Rockefeller Sr.; and

WHEREAS, J.L.M. Curry was one of the nation's leading advocates for free, publicly financed education available to all children, served as president of Howard College (now Samford University) in Alabama, and professor of history and literature at Richmond College, now the University of Richmond. His legacy has been called into question among School of Education faculty, staff, students, and alumni due, in part, to Mr. Curry's slaveholding, opposition to integrated schools, and service to the Confederate States during the Civil War; and

WHEREAS, three years ago, in an effort to fully comprehend Mr. Curry's legacy and soundness to be the school's namesake, the faculty and leadership of the Curry School of Education and Human Development began a process of diligence that engaged stakeholders; and

WHEREAS, the dean of the School submitted a report and attendant request to the University's Committee on Names and to the University's President asking that J.L.M. Curry be dropped from the School's name; and

WHEREAS, The University's Committee on Names has stated that naming decisions should reflect direct contributions to the University; and

WHEREAS, Mr. Curry was not a member of the faculty or a student at the University. His son, Major Manly Bowie Curry, attended the University; and

WHEREAS, in a report on Mr. Curry's life and legacy, John L. Nau III Professor in the History of the American Civil War Emeritus and Director, John L. Nau III Center for Civil War History, Gary Gallagher, concluded, "To reduce a complex history to a single sentence, Curry showed real vision in advocating free public education for the South's Black children but an overclouding blindness in refusing to recognize African Americans as having the same potentialities and capacities as whites;" and

WHEREAS, the mission of the School is to enhance and realize the potential of all individuals through scholarship, teaching, professional preparation, and public service promoting education and human development;

RESOLVED, The Board of Visitors approves renaming the Curry School of Education and Human Development as the School of Education and Human Development.

## **AUTHORITY TO CONTEXTUALIZE THE STATUE OF THE UNIVERSITY'S FOUNDER, THOMAS JEFFERSON, ON THE NORTH SIDE OF THE ROTUNDA**

WHEREAS, the life of the founder of the University of Virginia, Thomas Jefferson, is a complex one that until recent times has been explained almost exclusively with a focus on his many accomplishments as a thinker, writer, orator, politician, architect, inventor, and scientist; and

WHEREAS, Thomas Jefferson was one of the founding fathers of our democratic system, which fundamentally changed the relationship between a government and the governed by resting the power to govern in the hands of the people rather than the sovereign; and

WHEREAS, Jefferson drafted the Declaration of Independence, and in the Preamble he declared, "We hold these truths to be self-evident, that all men are created equal, that they are endowed by the Creator with certain unalienable Rights, that among these are Life, Liberty and the Pursuit of Happiness;" and

WHEREAS, Jefferson also drafted the Virginia Statute for Religious Freedom, which doctrine formed the basis for religious freedom protections contained in the First Amendment to the U.S. Constitution, and is commemorated at the University by a statue of Jefferson standing atop the Liberty Bell on the north side of the Rotunda. The Liberty Bell is surrounded by figures representing Liberty, Equality, Justice, and the Brotherhood of Man. The figure of Equality holds a bronze tablet inscribed with "Religious Freedom" and the names of the deity as described in several different religions: "God", "Jehovah", "Brahma", "Atma", "Ra", "Allah", and "Zeus"; and

WHEREAS, throughout his lifetime Mr. Jefferson owned slaves and slave labor was employed by the University's founders to construct and maintain the University's Academical Village, in direct contradiction of the American ideals of liberty and equality that Jefferson had expressed so eloquently in the Declaration of Independence and the Virginia Statute for Religious Freedom; and

WHEREAS, in the last decade the University has made efforts to study the University's historic landscape more fully and to educate the public on all aspects of its early history. This in-depth examination was undertaken by the President's Commission on Slavery, established in 2013 by President Sullivan, that sponsored courses and symposia on slavery; developed an Enslaved African Americans Walking Tour Map to recognize and interpret the important contributions of free and enslaved African Americans on Grounds and in the Charlottesville community; and spearheaded the design and construction of a Memorial to Enslaved Laborers; and

WHEREAS, the work of recognizing inequities and taking action toward achieving a racially equitable University was furthered by the findings and recommendations of the President's Commission on the University in the Age of Segregation and, more recently, the Racial Equity Task Force, appointed by President Ryan in the spring of 2020; and

WHEREAS, it is apparent that crucial to improving the racial climate is to reframe the historic landscape to tell a broader story about all of those who contributed to building

and operating the University over its 200 year history, including recontextualizing the monuments to its founder Thomas Jefferson;

RESOLVED, the Board of Visitors authorizes University leadership to engage historians and other experts to contextualize the statue of Thomas Jefferson on the north side of the Rotunda to tell the broader story about his contributions to the University, the nation, and the world, as well as contradictory writings and actions that were an integral part of his life and work.

### **SUPPORT FOR UNIVERSITY EFFORTS TO REMOVE AND RELOCATE THE STATUE OF GEORGE ROGERS CLARK**

WHEREAS, George Rogers Clark was a general in the Revolutionary Army who gained recognition for military successes against the British in the Illinois country, then called “the Northwest”, which led to an early nickname, “Conqueror of the Northwest;” and

WHEREAS, in his later military career, George Rogers Clark led fraught campaigns against Native Americans in the Northwest Indian War; and

WHEREAS, in an era of monument building in Charlottesville in the 1920s, at the request of the University, Paul Goodloe McIntire donated a large bronze statue of George Rogers Clark, where it was placed on a granite pedestal with the inscription “Conqueror of the Northwest” and located in a small park on University Avenue; and

WHEREAS, the statue depicts George Rogers Clark on horseback facing three Native Americans: a kneeling woman with a cradleboard, a crouching warrior, and a standing chief, while he is gesturing to armed men behind his horse; and

WHEREAS, the statue and its inscription were erected more than a century after the American Revolution and are historically inaccurate as the nickname referenced George Rogers Clark’s success in securing territory for the American side during the American Revolution and not his later, largely unsuccessful, campaigns against Native Americans; and

WHEREAS, at the time the statue was erected, it was described by the *Alumni News* as Clark “explaining the futility of resistance,” which supports a popular sentiment at the time of the natural superiority of white Americans over Native Americans and other non-whites, which is not a view endorsed by members of the University community now; and

WHEREAS, George Rogers Clark’s career bears no relation to the history of the University of Virginia as he died before the University’s founding;

RESOLVED, the Board of Visitors supports University efforts to remove and relocate the statue of George Rogers Clark, which shall include determining the cost and identifying sources of funds for relocation.

### **REQUEST TO EXPLORE REDEDICATION OR REMOVAL OF THE HUME MEMORIAL WALL**

WHEREAS, born in 1843 in Culpeper County, Frank Hume enlisted in the Confederate Army at age 18. He worked as a soldier and spy, fought in several major battles, and was wounded at the Battle of Gettysburg; and

WHEREAS, Hume later became a successful grocer and businessman in Washington D.C and served in the Virginia House of Delegates representing Alexandria; and

WHEREAS, Hume was known in northern Virginia for his civic engagement and philanthropy. He served on the Washington Board of Trade, and he donated land to build a school and playground in Arlington, Virginia that bore his name; and

WHEREAS, two sons of Frank Hume, John Edmund Norris Hume and Howard Hume, donated funds to the University to erect a curved wall and fountain honoring their father. The wall is known as the “Whispering Wall” because it transmits sound; and

WHEREAS, in addition to the date and location of Frank Hume’s birth and death, the inscription on the Whispering Wall reads, “A MEMORIAL TO THE HONORABLE FRANK HUME—A DEVOTED VIRGINIAN WHO SERVED HIS NATIVE STATE IN CIVIL WAR AND LEGISLATIVE HALL;” and

WHEREAS, in recent years the University community has undertaken a re-examination of its past and has removed or renamed a number of symbols of unequal treatment of racial minorities on Grounds. Efforts have included changing the names of several buildings, removing the Confederate War Memorial plaques from the Rotunda, constructing the Memorial to Enslaved Laborers, and naming a residence hall for a formerly enslaved couple who lived and worked at the University; and

WHEREAS, the inscription on the Whispering Wall celebrating the Confederacy is a symbol of support for slavery and inequality;

RESOLVED, the Board of Visitors requests that the University Committee on Names undertake to determine if rededication of the Hume Memorial Wall is appropriate and feasible, or if the memorial should be removed, and make a final recommendation to the Board at a future meeting.

## **REMOVING THE WITHERS NAME FROM WITHERS-BROWN HALL**

WHEREAS, Henry Malcolm Withers was born into a slave-holding family in Culpeper County, Virginia, in 1845, and served in the Confederate army from 1863 to the end of the war as a member of “Mosby’s Raiders”, a cavalry unit that conducted irregular warfare, including ambushing a train carrying Union paymasters, known as the Greenback Raid of 1864; and

WHEREAS, following the Civil War, Mr. Withers studied law at the University of Virginia School of Law for two years and received a certificate of distinction in his classes. Mr. Withers did not complete the course of study at the Law School, which was common at the time; and

WHEREAS, Mr. Withers moved to Kansas City, Missouri in 1870 and had a successful business and legal career until his death in 1908. He was a regular speaker at Confederate veterans' events, glorifying the Lost Cause and expressing his belief that black Americans were inferior to whites; and

WHEREAS, in 1981 Mr. Withers' daughter, Lacy Withers Armour, passed away, leaving a will that stipulated a gift be made from her estate to the University in honor of her father. In 1983, the estate pledged \$3 million to establish a scholarship fund in her name. The Lacy Withers Armour scholarships continue to provide significant support to students in the Law School and in the College of Arts & Sciences; and

WHEREAS, to show appreciation for Lacy Withers Armour's generous bequest to the University, the Board of Visitors approved naming a portion of the Law School building to honor her father. Today Withers Hall and conjoined Brown Hall are commonly known together as Withers-Brown Hall; and

WHEREAS, at the time of the naming, there were objections to the Withers name expressed by, among others, members of the Black Law Students Association; and

WHEREAS, in the summer of 2020, an ad hoc committee appointed by the dean of the Law School undertook extensive research on the history of the Withers Hall naming and asked members of the Law School community, including faculty, students, staff, and alumni, to comment via a website dedicated to the issue; and

WHEREAS, the ad hoc committee filed a comprehensive report which concluded with a recommendation to Dean Goluboff to forward a request to the University Committee on Names and President Ryan to remove the Withers name from Withers-Brown Hall; and

WHEREAS, Dean Goluboff concurred with the ad hoc committee's recommendation and forwarded that recommendation to the Committee on Names; and

WHEREAS, the Committee on Names and President Ryan approved the removal of the Withers name and forwarded the request to the Board of Visitors for final approval;

RESOLVED, the Board of Visitors approves removing the Withers name from Withers-Brown Hall. The former Withers-Brown Hall shall be designated Brown Hall.

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