

**Approved to be shared publicly & included in letter to Dean Evans:**

*“These are the same things students have been asking for since I was at LBJ over 7 years ago. It makes me sad and angry that not much has changed.”*

-Class of ‘13

*“As a student at LBJ, I felt like a second class citizen for my first two years (I am a dual degree student). I questioned my decision of having chosen to pursue this degree. As a brown person, I felt like my voice didn't have equal weight, like I had to prove myself to my white counterparts just to be heard.”*

-Class of ‘21

*“Please ensure that your efforts include all ethnic groups and people of color -- the histories of our groups can be different but the impact of racism is just as traumatic and deep whether the group is Blacks, Hispanics, Native Americans, and other people of color.”*

-Class of ‘90

*“The LBJ school has so far to go in practicing equity work with an anti-racist lens, and as a policy school, it is urgent and important. NONE of my professors at LBJ (in DC or Austin - who were almost exclusively white and/or male) comfortably spoke about race or racism....and when they did, their language was often coded and/or riddled with micro-aggressions toward classmates of color. Certainly, none urged us, or taught us, to practice policy with an anti-racist lens. This must be a foundational aspect of every student's education at LBJ.”*

-Class of ‘19

*“As a highly ranked public policy school, it's essential all students have a fulfilling experience and are treated with dignity and respect, regardless of race or ethnicity. As LBJ teaches students who will go on to be public policy professionals making a difference in the world, it is essential all students are taught to look at policy from a lens of racial and social justice, and are committed to equity and equality.”*

-Class of ‘19

*“As the public policy school named for the president who took important steps--imperfect though they were--toward addressing systemic racism, it behooves the LBJ School to make racial justice a centerpiece of its work...especially by insisting that racial justice be about implementation of real policy reforms, not simply platitudes. The proposed mini-course for incoming students will be especially important to ensure the entire student body is grounded in the same anti-racist ethos.”*

-Class of ‘92

*“There are too many classes at LBJ that discount or exclude the realities of structural racism and the role of PWIs, like this university and this graduate school, in creating and sustaining such structural racism.”*

-Class of ‘19

*“Higher education has masqueraded on false promises of equality for far too long, all the while perpetuating marginalization and trauma among Black and Brown students. White supremacy is sewn into our institutional fabric, and those of us who identify as allies have to take a hard look at how we contribute to and benefit from racism at LBJ and beyond.”*

-Class of ‘21

**Other comments approved to be shared with PACC ExComm:**

*“Students of color should not have to do all the work.”*

-Class of ‘21

*“This is necessary action the LBJ School administration needs to take to collectively progress the mission for equity, justice, and commitment to anti-racism.”*

-Class of ‘20

*“It isn’t enough to verbally condemn racism without rooting it out of our school in its entirety. Every Black student and student of color must be made to feel absolutely supported and free in our school. Just as so many of us are doing individually during this time, our school must take a good hard look at itself and its own flaws and biases.”*

-Class of ‘22

*“Students of color, particularly Black students, at LBJ have not been listened to by current and past LBJ leadership. I cannot think of a better time than now for LBJ leadership to put actions behind their words.”*

-Class of ‘21

*“The LBJ school needs to move beyond “conversations and dialogue” and commit to action to make our Black and non-Black students comfortable. They need to be dedicated to justice and equity for their students of color—predominately their Black students.”*

-Class of ‘21

*“These requests are fairly self explanatory and a great opportunity to create a better, more inclusive, environment for students, faculty, and staff.”*

-Class of ‘20

*“I want LBJ to be a place I can proudly say embraces and encourages diversity and pushes students to engage in genuine action to build a more equitable world. I do not feel we are there. But I believe we can make this happen.”*

-Class of ‘22

*“I stand in solidarity with PACC and their efforts to make urgent changes at the LBJ School in order to better support black students, call out & condemn racism and make the school a more critically & thoughtfully inclusive space for students of color.”*

-Class of ‘21

*“I’ve personally seen and experienced LBJ’s failures to cultivate an inclusive environment, but more so its failure to be a leader in condemning racism and inspiring a future in which students of color see themselves in the school.”*

-Class of ‘21

*“ALL LIVES DON’T MATTER UNTIL BLACK LIVES MATTER.”*

-Class of ‘21

*“LBJ has the incredible legacy of advancing Civil Rights in America in the 20th Century. Now, we at his school have the opportunity to rebuild education and leadership to be anti-racist at UT, in Austin, and in the world.”*

-Class of ‘22

*“I’m a POC who has felt my race and other-ness more often than I should have at LBJ.”*

-Class of ‘20

*“it’s overdue.”*

-Class of ‘20

*“My colleagues deserve better and LBJ has the ability to do better.”*

-Class of ‘20

*“Given recent events, as well as ongoing injustices and structural and institutional racism within American society, I don’t know how any public policy professional in training cannot engage in antiracist work and conversations and approach their policy work with this lens. I support the*

*action items proposed by the PACC Board. This reflects the true state of public affairs today, and it will make LBJ graduates more conscious policymakers. It is also no secret that the LBJ student body is predominately white, and I am aware of some negative experiences that my Black classmates had. Efforts to improve the experiences of students of color are necessary.”*

-Class of '18

*“I’ll be honest, I don’t know what 4 is referring to (could you put a link?), however LBJ’s organization is asymmetrically white, liberal, and easily triggered to the frustrating point nothing of substance feels like it is discussed with \*actionable\* change in mind. I think creating a space for anti-racist policies to be clearly, openly, and authentically discussed and \*implemented\* will create an environment that makes it more likely for a more diverse student population to take a stronger foothold in the program which will be imperative for encouraging lasting change in the school.”*

-Class of '21

*“As a WOC, LBJ was one of the least diverse environments I'd ever been in, which was often reflected in the discussions and classroom dynamics. I often felt uncomfortable. I fully support the actions requested in this letter, to truly make the LBJ School live up to its ideals and be the school I know it can be.”*

-Class of '81

*“every policy interest has an impact and influence on inequality. Without addressing the inequality that exists within the field and work, we cannot maximize our impact on society. We cannot rely solely on our individual experiences but must open ourselves up to the experiences by all.”*

-Class of '20

*“our community is stronger when every individual is respected and protected. I want to use my privilege to amplify the voices and experiences of people of color and to support my friends and classmates.”*

-Class of '21

*“the LBJ school is still fundamentally white, still fundamentally imperialist and still fundamentally capitalist. These are still at the heart of anti-blackness.”*

-Class of '21

*“My Black colleagues have taken on the overwhelming burden of educating others at LBJ about race and are constantly taking on the work of advocating for themselves and others. While their efforts are incredible and they have made real change at LBJ, they are tired. The lion’s share of the responsibility for creating an anti-racist public affairs program, environment, and curriculum should fall on the administrators, faculty, dean etc. of the program itself, and all students at LBJ would benefit from this. I stand in solidarity with PACC.”*

-Class of ‘21

*“Because my 2 years at LBJ were some of my hardest as a POC, especially under Dean Evans’ leadership.”*

-Class of ‘17

*“I’m signing this because we need to do better for the students of color, specifically Black students, at LBJ. We need to take every step within our power to acknowledge and honor the dignity, humanity, and value of Black lives in all spaces.”*

-Class of ‘19

*“we need all hands on deck to dismantle systemic racism and white supremacy!”*

-Class of ‘18

*“LBJ takes its students of color for granted and does not actually try to foster a diverse community.”*

-Class of ‘20

*“I am a person of color who has been deeply affected not only by the death of George Floyd and Breonna Taylor but of every black and brown body who has died at the hands of racist police. I want to know that my fellow students of color and I will be safe, supported, and heard on campus.”*

-Class of ‘22

*“It is important that policymakers consider the traumas inflicted on black and brown communities throughout our country’s history and aim to dismantle the systems that perpetuate those very traumas.”*

-Class of ‘23

*“It’s important to create a more inclusive environment at LBJ. Additionally, introducing conversations, courses, and events around anti-racism are vital if LBJ is going to continue preparing competent and capable policy leaders.”*

-Class of ‘19

*“LBJ is too white, and not enough is being done to amplify non-white voices. I benefit from that every day, and every day I do it is to someone else’s detriment.”*

-Class of ‘21

*“BLACK LIVES MATTER”*

-Class of ‘20

*“LBJ should be a safe space for fostering equity and equality. Every single student, professor, and staff member plays a role in designing our school to its' highest potential.”*

-Class of ‘21

*“LBJ does not do enough to affirm and support black students, and their experiences, in meaningful ways. Instead, they are tokenized and used for marketing. We were having this conversation when I attended LBJ, and am saddened that students of color are still asking for the same things now.”*

-Class of ‘19

*“The school must be better at providing a safe and inclusive space for communities of color by both serving as a creator/promoter of good public policy and providing a strong and supportive environment within its own walls.”*

-Class of ‘12

*“If you are neutral in situations of injustice, you have chosen the side of the oppressor.”*

-Class of ‘20

*“I know my experience at the LBJ School was colored by my White privilege, and I want LBJ to be as positive and as welcoming of an experience for all students, including Black students. PACC has been requesting more time and attention from the executive leadership for years, and it's time these simple demands for anti-racist programming are met.”*

-Class of ‘16

*“Throughout my time at LBJ (2011-2013), I faced overt racism and micro-aggressions from professors and students alike. I was an international student, GPAC Vice-President, and highly engaged in LBJ life both socially and academically. I'm appreciative of the academic training I received and the deep friendships I formed, including meeting my husband. At the same time, I cannot look back at my time at LBJ without feeling pain and frustration. LBJ has a long way to go before it can truly consider itself a school that values diversity and inclusion. Changes need*

*to be made in the courses that are taught, the demographics of the student and teaching body, and the behaviors that are modeled.”*

-Class of '13

*“I believe that institutional racism irreparably harms our society and the actions proposed in this letter are smart first steps to addressing the presence of such institutional racism at LBJ.”*

-Class of Dec '20

*“The burden of decolonizing LBJ should not fall on the already small community of BIPOC represented at LBJ. I am signing as a symbolic statement that will further my efforts to do the work required as a person of privilege to decolonize and call out racism in all its forms - especially in a place where the tenets should align with the needs of all students, not just those who have historically benefitted from both higher education and every other system.”*

-Class of '21

*“I was surprised by the lack of diversity and inclusion training in our orientation. My undergraduate institution was way more purposeful about including anti-racist (sexism, heterosexism, etc.) I can't image being a student of color during those first few days. I remember some students trying to stand up for more clear expectations for our community. I believe that this should be coming from the top as well. If we're not being intentional, we're being passive.”*

-Class of '21

*“As a leading public affairs school, I am truly surprised and extremely frustrated at how frequently I encounter an environment that does not amplify POC's voices and individualized experiences, especially when conversations about diversity, equity and inclusion arise. I sign this petition today in hope this will change now. That being said, I also recognize my personal need to continue to learn how to contribute as an ally to diversity, equity and inclusion during the pivotal moment of history we are currently in, but also long after this moment passes. Thank you to those who contributed to this letter to Dean Evans and to all of the work that has been done and is being done at LBJ around issues of racism and other "-isms.””*

-Class of '21

*“I am signing because I stand in solidarity with my fellow students asking for critical change. In my four years at the LBJ school I have observed the lack of racial justice discussion, research, and course offerings at our school. This needs to change now. We are a public policy school committed to evidence based research, and we need to be advancing our work with a racial justice framework, and commitment to equity, justice, and transforming the institutions that conduct policy. I offer my support in solidarity and emphatic willingness to advocate for this work as a white ally, Phd student, and researcher at the LBJ school.”*

-Class of '23

*“LBJ students have asked for these changes as long as I’ve been affiliated with the school. They need to be implemented. LBJ has made strides to make our community more diverse and inclusive but the administration needs to truly listen to students and act on these recommendations.”*

-Class of '19

*“During my time at the LBJ School, and after graduation, I was struck by the inconsiderate tone and lack of action from the administration on the issue of lack of diversity in recruitment. In this historic moment of public demonstration for reform, abolition, and systemic change, the LBJ School must acknowledge its past failures and do better at every level. Black lives matter.”*

-Class of '18

*“The EMPL program at LBJ School was woefully inadequate in preparing working professionals for the types of conversations, policies, and organizational structures needed for leading in the public sector today. While the program took pains to source diverse students, the curriculum, books, lectures, and course content ignored issues of race and gender - with the exception of a symbolic, one period course on “women in the workplace” for which we read Lean In and guided the discussion ourselves.”*

*“Texas policymakers should reflect Texas residents, and without ongoing work by the LBJ School marginalized students are not welcome to enter the realm of policy.”*

-Class of '20

*“We cannot simply acknowledge that racism exists. As a community, we must be actively anti-racist in everything that we do. It's time to put our actions where our mouth is. Additionally, Dr. Joseph does incredible work with CSRD, but it should not all be on him to advance the LBJ School's work to combat racism and support Black liberation.”*

-Class of '18

*“Thank you for your leadership putting together this memo. I'd like to support any way I can in continuing this conversation and implementing changes at the LBJ School.”*

-Class of '11

*“Because all public policy professionals should be prepared and equipped to address racial inequities and injustices head on in all work they do.”*

-Class of '10

*“I stand in firm solidarity with the Policy Alliance for Communities of Color (PACC) and their requests for creating a more inclusive environment for students of color at the LBJ school. Given LBJ’s legacy, these efforts are long overdue. While the LBJ school has improved its efforts to diversify its faculty and student population, it can and should do much more.”*

- Class of ‘85

*“Individuals who attend the LBJ school have the opportunity to influence change in enormous ways. However, change starts at home. If the university is going to have the tagline, what starts here changes the world, we need to live by that.”*

-Class of ‘17

*“I believe that LBJ would greatly benefit from having a more inclusive and diverse body of students and this would expand our policy conversations and perspectives into new realms of thinking. I hope that the Dean and the student recruitment efforts will reflect this.”*

-Class of ‘18

*“One of the reasons I chose to pursue a master's at LBJ was to gain skills in leadership in a very changing world. It's critical that we be prepared to address racism, inclusion and equity now and in the future--and frankly, that is where the LBJ School failed me most. I witnessed concerns about the curriculum brought to professors and the program director and we--both white and POC students--were brushed off with white-centric excuses that place more value on the preferences of professors than the needs of the students. Faculty, administration and staff are woefully unprepared for what students will be demanding from the school now, in Fall 2020 and beyond.”*

-Class of ‘19

*“as a former of PAACC and current graduate coordinator for dual degree LBJ students, I see that has been and continues to be necessary”*

-Class of ‘11

*“During my LBJ Orientation nearly four years ago, Dean Evans' first Fall Semester as Dean, she directly addressed and acknowledged the fact that the program needed to do better, and work harder to "foster a diverse and inclusive environment." But as my time at LBJ progressed, those words did not translate into action. After a tumultuous four years for the ways in which we conceptualize public service and strategize public policy, the conversation within the walls of LBJ appears to be much the same. One thing I learned during my time at LBJ: President Lyndon B. Johnson wouldn't have passed the Civil Rights Act of 1968 without a movement that pressured him to do so and deployed a diversity of tactics — including, crucially, mass uprisings in the wake of Dr. King's assassination. We must use our power to challenge the institutions we are*

*part of to do better, and hold them accountable when they do not. These requests are the bare minimum, and should have been implemented long ago.”*

*-Class of '18*

*“I wasn't taught by a single woman professor for any of my core classes (and only 1 non-white man); my only black professor was at the Law school (Mechele Dickerson rules). LBJ should do better.”*

*-Class of '18*

*“Many would say that the Civil Rights Act was LBJ's greatest legacy. So the fact that Communities of Color at the LBJ School are still experiencing racism is not only a reflection of how far we still have to go to stamp out racism, it is also tragically ironic. The time has come when we can no longer pretend that being well-meaning and liberal minded is good enough. I would challenge every non-Black member of the LBJ community – starting with the senior leadership and including each new incoming class from now on and all my fellow alums – to read “Me and White Supremacy: how to recognise your privilege, combat racism and change the world” by Layla F Saad. It's not just a book to read, it's a 28-day challenge. Fifty-four years after the Civil Rights Act was passed, it's clear that we all need to engage more deeply, more personally and ongoingly with racial injustice until our Black sisters and brothers no longer live in fear of the police and are no longer systemically disadvantaged in any way.”*

*-Class of '93*

*“I'm signing on because it is important to listen to students of color, especially black students of color at this time, not question their or alumna's' experiences while at the LBJ school, and support their work to end racism and white supremacy. Moreover, the LBJ school is a place where future leaders are shaped and now more than ever it is important that leaders learn to grapple deeply with racism and our school should work to instill the importance of always pushing to advance justice and equity in their future work. Excluding a few teachers and courses, I found the curriculum at the LBJ school severely lacking in this area and that I often had to go to other schools on campus to prepare for these aspects of my future career. Having a deep commitment to anti-racism, an understanding of how race impacts policy, and experience at working to help dismantle racist policies is possibly the most important skill I have needed at my current job in Detroit. To fail to prepare students to adequately meet this moment is at minimum a disservice to students and at worst a promotion of an unjust status quo. I whole heartedly support these students and sincerely hope that the LBJ administration works with them in a spirit of true collaboration to advance a more equitable and just school and world.”*

*-Class of '16*

*“We dealt with similar shit when I was at LBJ 24 years ago when the Hopwood v. Texas case came out. Keep up the Good Fight!” - Class of ‘97*

*“PACC has been asking for these changes for years. All of LBJ School suffers when students, faculty, and staff of color are not able to fully participate due to a persistent culture that is rooted in white supremacy. The time to make the changes PACC is asking for was yesterday. Please make them now.”*

*-Class of ‘17*

*“We have to practice what we preach. All LBJ students should feel welcome as we increase the equity and diversity of our classrooms and our community.”*

*-Class of ‘20*

*“I’m signing b/c the LBJ school is the kind of place that provides the tools to excuse the mundane forms violence of white supremacy, but no critical analysis or semblance of moral guidance.”*

*-Class of ‘17*

*“It’s important that institutions of higher education, particularly prominent colleges like the LBJ School, be deliberate, proactive and concerted in their efforts to address systemic racism. The university and LBJ School should strive to continuously improve in this area and meaningfully respond to current conditions.”*

*-Class of ‘17*

*“It is the responsibility of the LBJ school to make sure that the students have all the tools they need to go into the workforce, especially a background and understanding of race and it’s intersectionality in every field of policy. As of right now, I feel like the LBJ school fails at this. Several students who have asked for a required course on race and inequality have been told that it’s not possible. Several students have complained that PRPs fail to have a discussion on race in the issue they are researching and working on. If the students are going to be the ones making policies and decisions, it is important that they are taught to confront their bias and privilege as to make sure that their policies and decisions will benefit all members of society.”*

*-Class of ‘21*

*“I believe that we At the LBJ School can and must do more to create a more just and inclusive society. One place this must start is the school that President Lyndon Johnson established to train future policy makers and leaders who will be on the front lines of developing and*

*shepherding policy that impacts just how successful future efforts at societal diversity and inclusion will be.”*

-Class of '85

*“As citizens of a democracy it is our responsibility and our privilege to take a stand against injustice”*

-Class of '15

*“This is not a new topic of conversation within the LBJ School and the administration has had prior discussions with students and alumni regarding the racial climate at the LBJ School. I am signing to continue to support students at the LBJ school in their demand for action from administration”*

-Class of '16

*“I want to help support in any way I can to make our society more equitable and just. LBJ is an important influence in developing our future leaders- and must do all it can to live up to the highest of standards for them.”*

-Class of '07

*“I fully support the goals and objectives stated in the enclosed letter and recommendations made from the DEI Committee. Keep pushing!”*

-Class of '82