

Statement of TIDE Principles for COVID-19 Pandemic Planning
Institutional Coordinating Council for Thriving, Inclusion, Diversity and Equity (ICC)
6 May 2020

Without a doubt, the University's commitment to [inclusive excellence](#) has informed its response to the COVID-19 pandemic. Scholars from a range of fields, however, caution that in times of crisis and urgency values such as thriving, inclusion, diversity, and equity are often eclipsed. We write, therefore, in support of our shared institutional commitment to [diversity, equity, and inclusion](#) and to acknowledge the importance of reiterating that commitment in this moment of crisis.

Our University community has begun planning for contingencies for fall 2020, imagining a range of possible scenarios. In keeping with its charge to foster alignment, communication, and best practices for inclusive excellence, the [Institutional Coordinating Council](#) for Thriving, Inclusion, Diversity and Equity offers the following questions as points of reference and consideration in our planning efforts:

*Who benefits? Who is burdened? Who is missing? How do we know?
In other words, how are the perspectives and interests of under-represented groups centered in each aspect of the planning and the possible outcomes?*

Our hope is that posing these questions will heighten our capability to notice and address inequities of representation and belonging for demographic groups that have been historically restrained, excluded, or oppressed. We already know that the pandemic is disproportionately affecting people of color and other vulnerable groups, and it is crucial that our own responses serve to mitigate such inequities. For example, especially in times of urgency, there can be a tendency to think in general terms about constituent groups like "students," "faculty," or "staff" without fully considering the ways that race, gender, wealth, sexual identity, rank, nationality, etc. complicate people's actual situations and potential policy outcomes. To counter that tendency, we invite planning groups to carefully and intentionally consider the lived realities and needs of our most vulnerable and marginalized groups, approaching the current moment as an opportunity to *advance* equity, rather than allowing it to backslide or simply remain as it is.