

January 25, 2021

Dr. John L. Junkins
Interim President
Texas A&M University
Jack K. Williams Administration Building, Ste. 200
College Station, TX 77843-1246

Dear Dr. Junkins:

This report provides findings on the current state of Texas A&M University and how it can improve to better serve its institutional stakeholders (e.g., parents, donors, the Bryan-College Station community, prospective students, prospective faculty, prospective staff, legislators and branch campuses). Institutional stakeholders benefit when Texas A&M lives up to the promise of being a public, land-, sea- and space-grant institution that is a member of the prestigious Association of American Universities (AAU).

When culture and climate are created and sustained that are inclusive to all faculty, staff, and students, our institution is better positioned to compete with aspirant peers and be a model for citizens of Texas and the world.

Research shows that there is a direct correlation between limited diversity in the student body, curriculum, faculty and staff, or underfunded diversity initiatives and climate (specifically racial climate), and the attrition of underrepresented minority students. Diversity and inclusion promote a sense of belonging, improve professional and academic success, and enhance Texas A&M's excellence.

If Texas A&M does not extol diversity and related values, it shortchanges the growth of students and alumni who may turn out lacking in the knowledge, skills and attitudes essential to success. The Commission on Diversity, Equity and Inclusion's charges were to research, discuss and present findings related to topics of racial intolerance, historical representations and campus climate and culture. Our 45-person commission of students, former students, faculty and staff have completed our evaluation at Texas A&M and the Bryan College Station community.

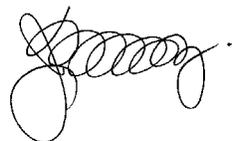
We respectfully submit our findings for actions resulting in impactful and sustainable policy and process changes for Texas A&M.

We appreciate the opportunity to serve.

YOURS TRULY,



Johnny Hurtado '91 Co-Commission Chair



Jimmy Williams Jr. '83 Co-Commission Chair