What we see:

CIGU understands that Goal II is an integral part of Skidmore' Strategic Plan, and we believe that the College has worked vigorously and with integrity in the last several years to implement that goal in a systematic and sustained way.

However, we have been particularly struck and troubled by the dialogue and actions related to diversity this academic year. In particular, after the community meeting which occurred on February 18, 2011, CIGU met as a group and we collectively decided to issue this statement.

We believe that Skidmore is currently at a crucial moment in our efforts to become a diverse, inclusive, and interculturally literate campus -- a moment of considerable frustration, misunderstanding, and differences. Such moments of impasse occur when the stakes are high, when the College as a whole can either move away from the challenges that implementing Goal II involves or when we can acknowledge the real impediments that exist on campus and make changes in our daily practices—institutionally, professionally, and personally—in the interest of making Skidmore a truly diverse and welcoming place for all.

We are deeply troubled and particularly frustrated by the following three institutional dynamics that we believe impede real dialogue and hinder our collective progress in advancing Goal II. CIGU highlights them in this statement because we believe that unless we are willing to actually name these impediments, they will not change. These impediments are:

1. As a community, we do not hear or believe the stories that we do not want to hear or believe.

Over and over again, CIGU members and some other members of our community have been at open meetings and forums where students of color and/or LGBTQ students tell us in specific, detailed, and emotionally painful ways how they are marginalized on campus, in the classroom, and in the community of Saratoga Springs. In the last several years, we have also read multiple reports from the Bias Response Group about acts of violence that have targeted members of our community because of their sexual orientation and about verbal intimidation and harassment based on race, gender, sexual orientation and religion. During exit interviews with graduating students of color, CIGU and other community members have repeatedly heard themes of alienation, frustration, and

disempowerment. We thank those students who have been passionate and