

## Message to encampment organizers sent at 10:15 p.m. on 5/1/24

Thank you again for the productive conversations. We're following up with you this evening to provide additional detail and clarification from this morning's meeting, as well as our conversation late this afternoon and evening. **If these actions are acceptable, we understand that you will communicate your agreement to us via email by replying all, publicly release this message, and then promptly remove all tents and otherwise disband the encampment tonight.** Our aim is to resolve matters yet tonight, so if you have any concerns, we welcome your call or another meeting as soon as possible this evening to resolve them; please **reply all** to this message if you wish to have another discussion.

On your six items below, here is our understanding of the progress we have made so far:

1. **DIVEST.** We have received confirmation from the Board of Regents that your coalition will be provided an opportunity to address the Board and share your advocacy priorities at their meeting on May 10. We encourage you to also prepare materials that can be included in the public docket that the Regents will read in advance. Those materials can be sent to [uregents@umn.edu](mailto:uregents@umn.edu) by 5pm on Monday, May 6. The Office of the Board of Regents has contacted you separately to coordinate details. We support your request for further conversations with the Board and will communicate that support to Board leadership.
2. **BAN.** We do not support restricting student career opportunities by instituting a ban of employers on our campus or in our career fairs, but would be willing to facilitate a meeting with Career Services leaders to discuss appropriate mechanisms you could use to advocate to other students around their choices of potential employers.
3. **BOYCOTT.** We will follow up with information on our existing program for hosting scholars at risk. We will connect your group with the Vice Provost for International Programs and Senior International Officer to identify the process to explore a program affiliation with one (or more) Palestinian universities. We are happy to have you participate in the process of developing those affiliations. If you provide specific information on departmental or other affiliations with Israeli universities, we will also report back to this group as to the status of those agreements. At your meeting with the Vice Provost, you can discuss the process by which new agreements are formed and explore potential mechanisms for providing input.
4. **DISCLOSE.** We will bring additional detail to our next meeting of how to access publicly-available information on University expenditures. If you have questions about specific expenditures, please communicate those to us and we will do our best to provide more detail about them. As we discussed, investments in public companies can be shared, but other investments are protected by non-disclosure agreements or other legal constraints. We will make a good faith effort to provide as much information as possible about the University's holdings in public companies by May 7, and will supplement this list with any remaining public company holdings by May 17.

5. THAWABIT. The University appreciates and wants to support our Palestinian student body. We will seek to find ways to better express and evidence this support. We agree to send a follow-up email tomorrow to the University community reporting on the results of today's discussions, and will now include the following acknowledgement. "We regret that this meeting did not happen sooner, and have committed to regular meetings moving forward to continue to discuss this coalition's concerns." We will seek to include the incoming President-designate in these meetings once she is regularly on campus.

In terms of the specific example you offered as a possible future indication of such support, you may initiate the complaint process with the Equal Opportunity and Title IX office (EOT) regarding the faculty member you feel is acting inappropriately, and we will follow our processes in an investigation (which may take some time). As is the case with many misconduct circumstances, the University appreciates the reticence to come forward. Please know that we have reached out to EOT leadership, who are always willing to meet on a confidential basis with any complainant to discuss the circumstances or the process to allow the impacted individual to determine how to proceed.

6. AMNESTY. We have recommended to UMPD that they not arrest or charge anyone for a criminal offense based on activities of the past few days if the encampment is removed tonight without incident, and UMPD has confirmed that this is acceptable. Further, we will agree to not pursue University disciplinary action against any students or employees for participating in the encampment of the past few days.

You are committed to not organizing disruptions to finals and commencement. The University will commit to advocate to the Minneapolis City Attorney for lenient remedies for those previously arrested in connection with last week's encampment, with any related University disciplinary process offering an informal, educational remedy. Having the University address the matter via our disciplinary process is likely to be relevant to the City Attorney's assessment of whether the pursuit of a criminal remedy is necessary.

In addition, we heard your concerns about the treatment of one of the arrested individuals last Tuesday while they were at the Hennepin County Jail. We will make the University's resources of the Gender & Sexuality Center available to you and/or that individual.

In the spirit of candor that we hope has characterized our exchanges today, we also want to let you know that we will be meeting with Jewish student leaders tomorrow, as we aim to appreciate and support our Jewish student body as well. Our commitment to foster an environment supportive of all members of our diverse community remains unwavering.

Finally, once we have resolved matters, we want to let you know that the University intends to communicate about the success of our conversations today, especially to University governance but also to the media. The message will express our appreciation for how you engaged in productive discussions, and that we will continue to seek additional ways for positive dialogue among all groups.