

**Subject:** Re: Media Inquiry — DEI Division Relocation  
**Date:** Tuesday, June 13, 2023 at 4:27:47 PM Central Daylight Time  
**From:** John F. Thomas  
**To:** Antoinette Grajeda  
**Attachments:** image001.png, image002.jpg

Hi Antoinette...

Please see the answers to your questions below. Thanks.

1)What is the goal of reallocating the DEI Division's resources and personnel?

The goal is to further our land-grant mission by shifting resources in direct support of enhancing access, increasing opportunity for all Arkansans and improving student success. Aligning resources directly to the “front lines” of our support for student success and employee recruitment and development will provide direct access, achieve measurable results and help us better fulfill our land-grant mission for which we are accountable to the people of Arkansas.

2) What was the weakness of the division that resulted in this realignment?

As part of our strategic planning process– we are developing new and meaningful ways to improve access and opportunity for all students.

3)Are any DEI personnel at risk of not having a job in the fall?

All the DEI office employees will have the opportunity to be reassigned to a new position in HR, OEOC, Advancement, Student Affairs, (or other units) focused on student or employee recruitment and success.

4) Is this move in response to the affirmative action bill filed in the Arkansas Legislature or the impending Supreme Court ruling on affirmative action?

While as a state institution, we are always respectful of the laws, regulations, and various viewpoints on how we carry out our mission, from an educational standpoint and as an employer, we believe that this is the best way to fulfill our land-grant mission of access and opportunity for all.

### **John Thomas**

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**From:** Antoinette Grajeda <[agrajeda@arkansasadvocate.com](mailto:agrajeda@arkansasadvocate.com)>

**Date:** Tuesday, June 13, 2023 at 2:39 PM

**To:** John F. Thomas <jfthomas@uark.edu>  
**Subject:** Media Inquiry — DEI Division Relocation

Good afternoon,

I'm working on a story about Chancellor Robinson's announcement that the Division of DEI will be incorporated into other areas this fall and I had a few questions for you:

- 1) What is the goal of reallocating the DEI Division's resources and personnel?
- 2) What was the weakness of the division that resulted in this realignment?
- 3) Are any DEI personnel at risk of not having a job in the fall?
- 4) Is this move in response to the affirmative action bill filed in the Arkansas Legislature or the impending Supreme Court ruling on affirmative action?

My deadline is 5:30 p.m. so if I could have a response by the end of the day, I would be most grateful.

Thank you!

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**Antoinette Grajeda**

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