



# Our Commitments

## Andrews University

*February 23, 2017*

In an undergraduate chapel presentation and video shared on the Andrews University campus and through social media on February 23, Andrews University affirmed a series of commitments and next steps in response to the questions raised in an #ItIsTimeAU video released on February 18.

Additionally, some of these issues were also discussed in a speech of apology and reconciliation that was made by President Luxton on October 1, 2016, at a Lake Union Conference “A Journey to Healing and Understanding” event held in Berrien Springs, Michigan.

Those commitments and next steps are as follows:

1. Andrews University will immediately begin a search for a full-time, senior-level administrator of diversity, a new cabinet-level position that reports directly to the president and will drive meaningful, visible and ongoing change. The plan is for this position to be filled by the beginning of the 2017–2018 school year.
2. This senior-level administrator of diversity will develop and implement a revised and expanded cultural diversity training program. This training will be required and specialized for each group on campus: faculty, staff and students.
3. Andrews University will continue to diversify our faculty, staff and administration in order to assure a high-quality education that prepares our students to serve meaningfully in a global environment. Our curriculum should also clearly reflect and educate students about our diversity. Regular online and campus reports will confirm progress towards these goals.
4. Andrews University will have a strengthened grievance process that allows students to simply and directly report injustice and mistreatment of all kinds and to seek resolution.
5. Andrews University will commit to honor, support and celebrate all the ways we seek and achieve community—including how we gather and worship together throughout our University family. Faculty, staff and the campus community will be encouraged to understand, respect and honor all the ways we worship.

Andrea Luxton  
*President*

Christon Arthur  
*Provost*