



OFFICE OF THE PRESIDENT

November 8, 2024

Daemen University
Students, Faculty, and Staff

Dear Colleagues,

I am writing to let you know that students in a number of universities nationwide, including here in Buffalo, have received racist anonymous text messages instructing them to report to a plantation in order to pick cotton. To our knowledge, no one here at Daemen has received such a message.

Nevertheless, I want to make clear that we have zero tolerance for hate speech of any sort at any time ever. Such speech is completely contrary to Daemen's core values.

Should you receive such a message, please do not answer it but report it immediately to Vice President for Institutional Equity & Belonging and Chief Diversity Officer, Tiffany Hamilton (thamilto@daemen.edu) and submit a Bias Report (<https://www.daemen.edu/studentlife/center-diversity-and-inclusion/resources/bias-reporting-form>).

We will continue to monitor these developments as they occur.

Thanks for continuing to uphold Daemen's high standards.

Cordially,

Gary A. Olson
President