

September 7, 2022

Mark Mercer, PhD
President, Society for Academic Freedom and Scholarship
1801 Chestnut Street
Halifax NS B3H 3T7
via email: sergechestnut@gmail.com

Dear Dr. Mercer:

Re: Diversity and Inclusion Statement

Thank you for your letter dated August 26, 2022, regarding a position in Dalhousie's Faculty of Computer Science. We appreciate the time that you and your colleagues from the Society for Academic Freedom and Scholarship (SAFS) have taken to share your perspective.

Our decision to require a Diversity and Inclusion Statement from candidates interested in this instructor position is aligned with the university's commitment to advancing Equity, Diversity, Inclusion and Accessibility (EDIA), both through our hiring practices and the implementation of our Strategic Plan. Furthermore, experience advancing EDIA initiatives will be particularly relevant to this role. We are confident that requiring a Diversity and Inclusion Statement will help us identify the best candidate for this position.

You may post this response on your website.

Sincerely,



Deep Saini
President and Vice-Chancellor

cc: Frank Harvey, Provost and Vice-President Academic
Leslie Phillmore, Associate Vice-President Academic
Theresa Rajack-Talley, Vice-Provost Equity and Inclusion
Andrew Rau-Chaplin, Dean of Computer Science