



April 1, 2025

The Honorable Warren Petersen
President
Arizona State Senate

Dear President Petersen:

This letter serves as an update to my February 17, 2025, communication regarding the University of Arizona's work to identify all Diversity, Equity, Inclusion, and Accessibility (DEIA)-related programs, services, committees, and other activities impacted by Executive Order 14173, "Ending Illegal Discrimination and Restoring Merit-Based Opportunity."

The university responded immediately by removing language related to diversity and inclusion in our Land Acknowledgment, which appeared on all U of A websites. Shortly thereafter, the university removed the Office of Diversity and Inclusion website. Over the past few weeks, the university has conducted an expedited review to collect data from all academic and non-academic units regarding any DEIA-related activities. As of the date of this letter:

- Administrative units and personnel have begun the process of discontinuing any preferential treatment activities and programming within their units to ensure full compliance with the federal executive order and related guidance.
- Every college dean received notice of activities within their unit that are impacted by the federal executive order and have been directed to address and implement changes in a timely manner.
- All non-academic service units – including Student Affairs, Human Resources, Athletics, Business Affairs, Research Innovation and Impact, and Arizona Health Sciences – completed their unit-specific DEIA reviews, crafted plans for necessary changes, and are executing on those plans.
- The university posted "Our Commitment to an Environment Free from Discrimination" and reiterated its opposition to all forms of bias, including Antisemitism and Islamophobia. A link to this nondiscrimination statement currently appears on every arizona.edu webpage and is being added to all subdomain websites.
- In February, the university removed our institutional diversity and inclusion statement that had been included in each job posting.

We will keep you informed as this work moves toward completion. Please let me know if you have any questions that we can help answer for you.

Sincerely,

Suresh Garimella