



UNIVERSITY RISK MANAGEMENT & INSURANCE ASSOCIATION

COMMUNITY | INNOVATION | EDUCATION

The URMIA Commitment to Diversity and Inclusion

Our nation continues to struggle with the continued challenges of racially motivated incidents, brought to the forefront in the wake of the death of George Floyd in Minneapolis, and other injustices. In the midst of a pandemic, URMIA leadership has reflected on these events and the systematic racism against minority community, particularly African Americans. URMIA leadership supports the Black Lives Matter movement. We are listening, learning, and with member help, moving forward to do more than ever before.

As leaders of URMIA, we aspire to take meaningful action that reflects our association's values statement: All interactions are characterized by trust, accessibility, diversity, innovation, and camaraderie. As higher education risk managers, each of us will take a comprehensive look at how marginalization is woven into our official systems and identify these as challenges to our campuses and to higher education itself. This takes a willingness to change and be thought leaders.

We seek the input of all URMIA members to help shape our association's action plan at this critical time in history. Some initiatives recently discussed include:

- Provide training about bias for members and those they work with, as well as programs exploring how the risk management community contributes to the creation of safe and equitable learning environments.
- Provide a scholarship enabling those from marginalized groups to attend an annual conference they might otherwise be unable to attend.
- Fund a summer internship for a minority student with interest in a career in risk management.
- Encourage member institutions to invite representatives from departments beyond Risk Management that are facing diversity and inclusion challenges to become non-voting members of URMIA and contribute to our conversations. E.g., Campus police, Emergency Management teams, Athletics, HR, etc.

This is just a sample of possibilities, but we cannot do it alone or even in the confines of a committee or task force. The voice of every single person in our community counts. Please join this conversation as we move forward to implement a plan for meaningful change.

With respect,

URMIA Executive Committee, Board of Directors & National Office

P.S. You may send a public or private reply to the URMIA *network* community message or [use this contact form](#) to get a response from staff or an [URMIA board member](#).