

# A Culture of Care

Read **Smith's UPDATED plans** as of August 5, 2020,  
for an entirely remote fall 2020 semester.

## Smith College

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# A Message from President Kathleen McCartney, October 29, 2020

Dear students, staff and faculty:

This past week, an employee of the college posted a personal video to express their concerns about the college's programming to promote racial justice. Since the video was posted, members of the President's Cabinet and I have heard from many in the Smith community who disagree strongly with the content of the post. This employee does not speak for the college or any part of the college. Further, we believe the video mischaracterizes the college's important, ongoing efforts to build a more equitable and inclusive living, learning and working environment.

You should know that the employee has not violated any college policies by sharing their personal views on a personal channel. The National Labor Relations Act (<https://www.nlr.gov/about-nlr/rights-we-protect/the-law/employees/concerted-activity>) protects employees who engage in concerted activities, including speech, with respect to workplace conditions. All members of any workplace, including Smith College, have the freedom to criticize the policies and practices of their employer.

Nevertheless, I am writing to affirm that the President's Cabinet and I believe we have a moral responsibility to promote racial justice, equity and inclusion at Smith College. To the people of color in our community, please know our commitment is steadfast. And especially to our students of color, please know we are here for you always.

Sincerely,

Kathleen McCartney  
President