Dear ,

We hope this mail finds you well. We are writing to seek your endorsement for a proposal that recognizes caste-based discrimination and adds it to the non-discrimination policy of UMass Amherst. The proposal was unanimously endorsed by the MSP (Massachusetts Society of Professors) board, and forwarded to the UMass Amherst administration for their consideration. We need your support to end caste-based discrimination at the campus and to safeguard the rights of caste-oppressed people, especially Dalits (a stigmatized caste identity).

While the reality of discrimination and bias against BIPOC (Black, Indigenous and People of Color) faculty, staff and students is recognized in policy and legal statutes, caste discrimination in the university remains unacknowledged. Inattention to caste seriously hinders recruitment and support of Dalit and caste-oppressed members in higher education, and significantly diminishes the university’s commitment to inclusion of caste-oppressed groups. We therefore request your organization to endorse the **attached support letter** to request the university administration to make it a protected category in human and civil rights law and equal employment laws like gender, sexuality, race, and disability.

Please support this letter, and we will forward it with a list of supporting organizations to the Chancellor, the Vice-Chancellor of diversity, equity and inclusion and the Chief Diversity Officer.

In Solidarity,

**Name of organization**, UMass xxxxxx