

Dear Peter Kareiva,

We have met just a few times under rather precarious circumstances, but what is more concerning is your gross mismanagement of our interactions regarding my experiences of racial and gender-based harassment. I am the only Black woman in the IoES Ph.D. program, and I am now the only woman in my Ph.D. cohort.

Alexandria Herr has left the department as a result of her overwhelming distrust in your handling of harassment in our department. Many students do not feel safe given the climate of the department and the university. I have considered switching departments throughout my time at UCLA. It has been suggested to me multiple times by school administrators, faculty, and staff that I formally make the switch to protect myself from experiencing further damage. When I came to other IoES faculty members and staff about my issues of harassment in the department, they were supportive and tried to guide me towards helpful resources. Protecting us from at least institutional harm is part of your responsibility in your role as the Director of IoES.

How dare you send a letter of solidarity with BLM to your donors and students to express your standings? Your letter is disingenuous to the way that you are running the institute and is performative. How dare you share your letter to the IoES listserv and social media accounts before attempting to acknowledge your racist comments toward me?

You have made multiple remarks that describe tokenism and enact racial violence with what you have said. In late October 2019, I came to you to discuss an instance of harassment in our department. During that conversation, I was very clearly reminded of my status as a ploy for diversity. You stated that having another Black student in your department is “no different than me being here.” I was shocked that you had the audacity to shift our conversation to be about my race rather than discussing the tense circumstances under which I requested our meeting.

Your comment was doubly unnerving because your words bolstered my previous misgivings about being the only Black student in the incoming cohort. Upon my admission, I recall that another highly qualified Black applicant was waitlisted during the 2020 cycle. Instead of celebrating with this person, we met on our first day of the Competitive Edge Program at UCLA. We awkwardly introduced ourselves to realize that my position in the program could have just as easily been theirs. This does not happen to white students. It made me feel expendable before even beginning classes on campus. Despite that this fellow Black student requested to transfer into the program with financial and faculty support, you have not allowed it—leaving me isolated.

How am I supposed to look another human being in the face and know that we are different people, but our identities are the same in your eyes?

On January 30th, your comment about myself and another Black student being diversity admits to IoES was brought to your attention by a fellow faculty member. Despite that you indicated to this faculty member that you would issue a formal apology, your words were hollow as I never received an apology

from you. You have been silent. Your apathy toward me is prideful. If you offered me an apology today, your words would be deemed empty.

I feel invisible in the IoES La Kretz department and I avoid going there. When multiple professors asked to relocate our meeting room for the Issues and Methods class to help prevent the unease that other students and I were feeling in the department, you ignored the request. I spent the winter quarter in the glass conference room next to your office. Although I bumped into you multiple times over those few months, you did not even afford me with an acknowledgment of my existence with a simple hello.

I have received your silence as an affirmation that you are sorry that I was offended, but you are not sorry that you offended me.

I find it appalling that you were afforded multiple opportunities to mend an interpersonal relationship with the only Black student in your Ph.D. program. You refused to do so to protect your pride. I am exhausted from my experiences of isolation, given the climate for race and gender while navigating the opaque power structures of the department. Instead of supporting me as a part of this program, you have made it extremely difficult for me to be productive in my studies because of your disturbingly glib leadership.

I Do not want an empty apology. I want you to:

- 1. Support the immediate diversification of the graduate student body. Including providing the option to transfer in Black and URM students who have applied to IoES with funding and admitting Black and URM prospective students with funding.**
- 2. Get written input and approval from a committee of students and faculty from under-represented groups before sending messages, organizing, or fundraising on racial justice issues on behalf of the Institute.**
- 3. Stop tokenism and the exploitation of race for fundraising, communication, and photo opportunities.**

Peter, what are you going to do?

Sincerely,

A handwritten signature in cursive script that reads "Danielle Hoague".

Danielle Hoague
First Year Ph.D. Student