

**Appendix for the Change.Org Petition,
“Fire Antonio Bernardo, Dean of UCLA’s Anderson School of Management”**

Gordon Klein was responding to an emailed request from students who identified as nonblack allies of their black classmates, *Inside Higher Education* [says](#):

According to screenshots of the exchange shared with *Inside Higher Ed*, the group of students asked Klein for a "no-harm" final exam that could only benefit students' grades, and for shortened exams and extended deadlines for final assignments and projects.

In light of recent “traumas, we have been placed in a position where we much choose between actively supporting our black classmates or focusing on finishing up our spring quarter,” the students wrote. “We believe that remaining neutral in times of injustice brings power to the oppressor and therefore staying silent is not an option.”

Theirs was “not a joint effort to get finals canceled for non-black students,” the self-identified allies wrote, “but rather an ask that you exercise compassion and leniency with black students in our major.”

Klein [responded](#) with:

Thanks for your suggestion in your email below that I give black students special treatment, given the tragedy in Minnesota. Do you know the names of the classmates that are black? How can I identify them since we've been having online classes only? Are there any students that may be of mixed parentage, such as half black-half Asian? What do you suggest I do with respect to them? A full concession or just half? Also, do you have any idea if any students are from Minneapolis? I assume that they probably are especially devastated as well. I am thinking that a white student from there might be possibly even more devastated by this, especially because some might think that they're racist even if they are not. My TA is from Minneapolis, so if you don't know, I can probably ask her. Can you guide me on how you think I should achieve a "no-harm" outcome since our sole course grade is from a final exam only? One last thing strikes me: Remember that MLK famously said that people should not be evaluated based on the "color of their skin." Do you think that your request would run afoul of MLK's admonition? Thanks, G. Klein

Dean Bernardo [adopted the standard bureaucratic defense](#) of refusing to explain himself under the audacious excuse of protecting the victim's confidentiality:

The lecturer is on leave from campus and his classes have been reassigned to other faculty. Due to confidentiality and privacy laws and concerns, we are unable to comment further on this matter at this time.”

That said, UCLA and UCLA Anderson are committed to creating a learning, working and living environment that is free from discrimination, harassment or retaliation.

A spokesman for the school [said](#):

"Respect and equality for all are core principles at UCLA Anderson. It is deeply disturbing to learn of this email, which we are investigating. We apologize to the student who received it and to all those who have been as upset and offended by it as we are ourselves."