

From: [Mary Carr Lee](#)
To: [Krystal Tucker](#)
Subject: FW: Compensation for 2020 Diversity Forum...
Date: Monday, December 7, 2020 3:07:11 PM

Last one, thanks.

Mary Carr Lee, MPA

Communications Director

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(608) 890-4383
Mary.CarrLee@wisc.edu*

From: Mary Carr Lee <mary.carrlee@wisc.edu>

Date: Thursday, November 19, 2020 at 12:24 PM

To: RJD Contact <contact@robindiangelo.com>

Subject: Re: Compensation for 2020 Diversity Forum...

By the way that same Beacon reporter emailed today a follow-up question which I sent to you a little bit ago, in case you had any insights how best to handle.

We had two speakers that did not have replay tape—one was an internal speaker for us.

Mary Carr Lee, MPA

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From: RJD Contact <contact@robindiangelo.com>

Date: Thursday, November 19, 2020 at 12:20 PM

To: Mary Carr Lee <mary.carrlee@wisc.edu>

Subject: Re: Compensation for 2020 Diversity Forum...

BTW, Austin Channing Brown did not speak at the same event that I did, did she?

On Wed, Nov 18, 2020 at 12:56 PM Mary Carr Lee <mary.carrlee@wisc.edu> wrote:

Totally understand Robin. It was a pleasure to work with you on our Forum and we've received wonderful feedback.

Best to you always,

Mary

Mary Carr Lee, MPA

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From: RJD Contact <contact@robindiangelo.com>

Date: Wednesday, November 18, 2020 at 2:53 PM

To: Mary Carr Lee <mary.carrlee@wisc.edu>

Subject: Re: Compensation for 2020 Diversity Forum...

Hi Mary. Robin here. I wanted to personally reach out. I was quite distressed to see this journalist's email in my inbox again this morning. He is intent on maligning me and others in the field, and definitely not interested in racial justice. His previous article on me was full of misinformation, pulled personal photos from my husband's Instagram page, and so on. I appreciate your brief answers and for letting us know. The less we can engage the better and the less he has to twist our words.

Take care,
Robin

On Wed, Nov 18, 2020 at 11:45 AM Mary Carr Lee <mary.carrlee@wisc.edu> wrote:

You too!

Mary Carr Lee, MPA

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From: RJD Contact <contact@robindiangelo.com>

Date: Wednesday, November 18, 2020 at 1:42 PM

To: Mary Carr Lee <mary.carrlee@wisc.edu>

Subject: Re: Compensation for 2020 Diversity Forum...

It's been a pleasure working with you, Mary. Have a great week!

On Wed, Nov 18, 2020 at 11:38 AM Mary Carr Lee <mary.carrlee@wisc.edu> wrote:

Thank you Jason!

Mary

Mary Carr Lee, MPA

Communications Director

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Mary.CarrLee@wisc.edu

From: RJD Contact <contact@robindiangelo.com>

Date: Wednesday, November 18, 2020 at 1:34 PM

To: Mary Carr Lee <mary.carrlee@wisc.edu>

Subject: Re: FW: Compensation for 2020 Diversity Forum...

Thank you, Mary. This conservative journalist has been doing the same to Ibram X. Kendi and other anti-racist educators, with the clear intent to discredit the whole field. I'm sorry that you were put in this position, but you did the right thing by answering truthfully, and we appreciate the heads-up.

On Wed, Nov 18, 2020 at 10:28 AM Mary Carr Lee <mary.carrlee@wisc.edu> wrote:

Hello Robin and Jason,

As FYI—forwarding you a media request from the Washington Beacon yesterday.

Our answers are highlighted.

Please reach out with any questions and thanks,

Mary

Mary Carr Lee, MPA

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Mary.CarrLee@wisc.edu

From: Mary Carr Lee <mary.carrlee@wisc.edu> on behalf of UW-Madison Chief Diversity Officer <chiefdiversityofficer@cdo.wisc.edu>

Date: Tuesday, November 17, 2020 at 5:05 PM

To: Charles Lehman <lehman@freebeacon.com>

Subject: Re: Compensation for 2020 Diversity Forum...

Please see answers below.

From: Charles Lehman <lehman@freebeacon.com>

Date: Tuesday, November 17, 2020 at 3:37 PM

To: UW-Madison Chief Diversity Officer <chiefdiversityofficer@cdo.wisc.edu>

Subject: Compensation for 2020 Diversity Forum...

Hi,

I'm in receipt of payments issued to the two keynote speakers at UW-M's 2020 Diversity conference. Reaching out with a few questions.

1) can you confirm that only the keynote speakers were compensated for their appearance? **Yes.**

2) If so, why were other presenters not paid? **It is our practice at Diversity Forum every year to only compensate our keynote speakers.**

3) the documents lead me to believe that Dr. Robin DiAngelo, who is white, was compensated ~70% more than Austin Channing Brown, who is black. Can you explain this disparity? Do you feel that paying them different rates for the same work aligns with your values of equity and inclusion? **We worked directly with each speaker's agent and compensated the keynote speakers at their requested rates.**

If you could get back to me by Thursday, I'd appreciate it.

Thanks,

Charles Fain Lehman

Staff Writer

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Jason Toews

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Administrative Assistant

Robin DiAngelo, PhD

robindiangelo.com

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White Fragility ~ Beacon Press

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Jason Toews

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