

**From:** [Mary Carr Lee](#)  
**To:** [Krystal Tucker](#)  
**Subject:** FW: UW-Madison event October 27  
**Date:** Monday, November 23, 2020 10:25:37 AM

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**Mary Carr Lee, MPA**

**Communications Director**

*Office of the Vice Provost and Chief Diversity Officer  
Division of Diversity, Equity & Educational Achievement  
University of Wisconsin-Madison  
175 Bascom Hall, 500 Lincoln Drive  
Madison, WI 53706  
(608) 890-4383  
[Mary.CarrLee@wisc.edu](mailto:Mary.CarrLee@wisc.edu)*

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

**Date:** Tuesday, July 28, 2020 at 10:43 AM

**To:** RJD Contact <contact@robindiangelo.com>

**Subject:** Re: UW-Madison event October 27

Jason,

Please prepare the new contract for the 15% discounted price.

Thank you,

Mary

**Mary Carr Lee, MPA**

**Communications Director**

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175 Bascom Hall, 500 Lincoln Drive  
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(608) 890-4383  
[Mary.CarrLee@wisc.edu](mailto:Mary.CarrLee@wisc.edu)*

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**From:** RJD Contact <contact@robindiangelo.com>

**Date:** Monday, July 27, 2020 at 5:48 PM

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

**Subject:** Re: UW-Madison event October 27

15k is already below her current rates for virtual events, and we've agreed to discount that price by 15%.

On Mon, Jul 27, 2020 at 12:34 PM Mary Carr Lee <[mary.carrlee@wisc.edu](mailto:mary.carrlee@wisc.edu)> wrote:

Jason,

Would Dr. DiAngelo accept a \$10,000 speaking fee from UW-Madison for a virtual event?

Mary

**Mary Carr Lee, MPA**

**Communications Director**

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**From:** RJD Contact <[contact@robindiangelo.com](mailto:contact@robindiangelo.com)>

**Date:** Monday, July 27, 2020 at 1:35 PM

**To:** Mary Carr Lee <[mary.carrlee@wisc.edu](mailto:mary.carrlee@wisc.edu)>

**Subject:** Re: UW-Madison event October 27

We have been offering a 15% discount for previously-scheduled events converted to virtual. So her fee would be \$12,750 for a virtual keynote.

Let me know if I should prepare a revised contract.

On Mon, Jul 27, 2020 at 11:22 AM Mary Carr Lee <[mary.carrlee@wisc.edu](mailto:mary.carrlee@wisc.edu)> wrote:

Hi Jason - can you tell me what Dr. DiAngelo's rate is for a virtual address?

Mary  


Sent from my iPhone

On Jul 25, 2020, at 6:47 PM, Mary Carr Lee <[mary.carrlee@wisc.edu](mailto:mary.carrlee@wisc.edu)> wrote:

Hi Jason - we definitely still want Dr. DiAngelo as our Keynote. Krystal had shared the feedback she received. However it's my understanding we definitely want her and I will confer with our chief of staff about the virtual status. Thank you for getting back to me.

Mary

Sent from my iPhone

On Jul 25, 2020, at 5:52 PM, RJD Contact  
<[contact@robindiangelo.com](mailto:contact@robindiangelo.com)> wrote:

Hello Mary ~ Jason Toews here, Admin Assistant to Dr. DiAngelo. Based on the surge of COVID-19 cases and the advice from health organizations, Dr. DiAngelo has made the decision to transition all 2020 engagements to a virtual format. She has provided virtual keynotes and fireside chats for dozens of orgs over the past several months, to great success. If you are willing to accept a virtual event, I can prepare a new contract.

Also note that Dr. DiAngelo had been in discussion with Krystal re: concerns that were raised by some students. Were you apprised of that? The (entirely legitimate) question of whether you want to have a white speaker at this moment, instead of a person of color. Have you come to a decision on that point?

On Fri, Jul 24, 2020 at 8:55 AM Mary Carr Lee

<[mary.carrlee@wisc.edu](mailto:mary.carrlee@wisc.edu)> wrote:

Hello Dr. DiAngelo,

We look forward to having you join us for our Diversity Forum 2020 keynote.

At this time we're not sure if we'll be having you onsite with a limited number of audience or be totally virtual. We hope to have guidance from our university in August.

Either way, we're thinking you would provide your keynote, 75 minutes, to be followed by a panel discussion with submitted questions for Q and A.

Please feel free to reach out anytime as I'll be coordinating Diversity Forum planning [REDACTED]

Thank you,

Mary

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[Mary.CarrLee@wisc.edu](mailto:Mary.CarrLee@wisc.edu)

--

**Jason Toews**

Pronouns: He/Him/His

Administrative Assistant

**Robin DiAngelo, PhD**

[robindiangelo.com](http://robindiangelo.com)

Error! Filename not specified

**White Fragility ~ Beacon Press**

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**Jason Toews**

Pronouns: He/Him/His

Administrative Assistant

**Robin DiAngelo, PhD**  
[robindiangelo.com](http://robindiangelo.com)

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**White Fragility ~ Beacon Press**

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**Jason Toews**

Pronouns: He/Him/His  
Administrative Assistant

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**White Fragility ~ Beacon Press**

**From:** [Mary Carr Lee](#)  
**To:** [Krystal Tucker](#)  
**Subject:** FW: UW-Madison event October 27  
**Date:** Monday, November 23, 2020 10:25:20 AM

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**Mary Carr Lee, MPA**

**Communications Director**

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**From:** Mary Carr Lee <[mary.carrlee@wisc.edu](mailto:mary.carrlee@wisc.edu)>

**Date:** Saturday, July 25, 2020 at 6:47 PM

**To:** RJD Contact <[contact@robindiangelo.com](mailto:contact@robindiangelo.com)>

**Subject:** Re: UW-Madison event October 27

Hi Jason - we definitely still want Dr. DiAngelo as our Keynote. Krystal had shared the feedback she received. However it's my understanding we definitely want her and I will confer with our chief of staff about the virtual status. Thank you for getting back to me.

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Sent from my iPhone

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Either way, we're thinking you would provide your keynote, 75 minutes, to be followed by a panel discussion with submitted questions for Q and A.

Please feel free to reach out anytime as I'll be coordinating Diversity Forum planning



Thank you,

Mary

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--

**Jason Toews**

Pronouns: He/Him/His

Administrative Assistant

**Robin DiAngelo, PhD**

[robindiangelo.com](http://robindiangelo.com)



**White Fragility ~ Beacon Press**

**From:** [Mary Carr Lee](#)  
**To:** [Krystal Tucker](#)  
**Cc:** [Valeria Davis](#); [Nick Heynen](#); [EDWARD BROWN JR](#)  
**Subject:** Re: RJD GENERAL: UW Madison Diversity Forum  
**Date:** Monday, July 20, 2020 7:00:00 PM

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Thanks Krystal for passing along and we'll talk about it in tomorrow's communications team meeting. We've been responding to one offs quite regularly that come into the chief diversity officer account. I must say I'm surprised they folks are her reaching out directly to her. Great talking the other day - [REDACTED]

M

Sent from my iPhone

On Jul 20, 2020, at 6:14 PM, Krystal Tucker <[krystal.tucker@wisc.edu](mailto:krystal.tucker@wisc.edu)> wrote:

See Robin DiAngelo's message below concerning an email her team received as to why we selected her as the DF keynote. I have already responded that we will handle it and that one of you will follow up with her soon - not right away. She's offered that if we want a person of color to be the keynote that we could break the contract with no penalty.

[REDACTED]

Krystal Tucker  
Events & Logistics Specialist  
Division of Diversity, Equity & Educational Achievement | University of Wisconsin-Madison  
182 Bascom Hall, 500 Lincoln Drive  
Madison, WI 53706  
Office: (608) 263-1659 | [REDACTED] [krystal.tucker@wisc.edu](mailto:krystal.tucker@wisc.edu)

Sent from iPhone

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**From:** RJD Contact <[contact@robindiangelo.com](mailto:contact@robindiangelo.com)>

**Sent:** Monday, July 20, 2020 6:01 PM

**To:** Krystal Tucker

**Subject:** Fwd: RJD GENERAL: UW Madison Diversity Forum

Hi Krystal. Robin here. I received this email last week. I assume that you chose me because you are a primarily white audience and my message is primarily to white people (and you value my work :), and you made this choice before the events surrounding the killing of George Floyd. Still, she still makes a good point. I am not sure who is best to respond - you or me.

If you decide that you should go with a person of color I would completely support you in that decision and there would be no penalty with cancellation.

It seems that you should discuss this with your team, and if we move ahead that

we should be prepared on both ends to address this concern.

Your thoughts?

Robin

----- Forwarded message -----

From: [REDACTED] <[rd.smtp@robindiangelo.com](mailto:rd.smtp@robindiangelo.com)>

Date: Mon, Jul 13, 2020 at 8:09 AM

Subject: RJD GENERAL: UW Madison Diversity Forum

To: <[contact@robindiangelo.com](mailto:contact@robindiangelo.com)>

Name: [REDACTED]

Email: [REDACTED]

Subject: UW Madison Diversity Forum

Message Body:

Hi Dr. DiAngelo,

I am contacting you in regard to your scheduled Diversity Forum keynote appearance at University of Wisconsin - Madison this year. My colleagues and I read your book and appreciated the opportunity for self-reflection and discussion about our white fragility. It also led us to wonder, however, about the applicability of your message in terms of the Diversity Forum. Typically, the keynote spot is reserved for people of color since the goal of the forum is to update attendees with the latest research, educate them about best practices for equity, and activate them to make positive changes in the world. In the wake of George Floyd's murder and the worldwide protests, it seems one thing is overwhelmingly agreed upon by people seeking equity - that now is the time to elevate people of color's voices. On that note, I was wondering if you could share why such a prestigious speaking spot should be saved for you rather than a person of color. With all due respect, it seems like that runs contrary to some of the messages in your book.

I am sure you are very busy now but if you find time to respond it would be greatly appreciated.

Respectfully,

[REDACTED]

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Sent from the Contact - General Inquiry form on Robin DiAngelo, PhD site

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**Jason Toews**