

**Statement and Resolution Against Racism and Discrimination
and in Support of Underrepresented Faculty, Students, and Staff**
Faculty Senate Steering Committee

Statement

As we stand in shock and mourn the death of George Floyd, being reminded of the death of Jason Washington on our campus in 2018 and of the many black lives unjustly lost at the hands of the police; as we learn of the higher impact of COVID-19 in communities of color, due to systemic inequities; and as we continue to witness the discrimination and violence perpetrated daily against people of color, women, transgender people, and other targeted groups in the US and at its borders, it is imperative that we ourselves break our silence and help to stop the inertia that have allowed these human abuses to continue for so long. It is our moral responsibility and our obligation to care for and ensure the safety and inclusion of communities of color and underrepresented individuals. We must make a conscious effort to go beyond words and good intentions and not only demand change but also enact change amongst ourselves.

In our higher education environment, we have the chance to implement policies that can make a difference in our university and our communities: through our curriculum, we can educate our students on the history and current patterns of dominance and oppression--the suffering and deaths that this has caused and the people who have bravely fought it in different time periods, in the US and around the world. We can help our students to acquire the knowledge and skills that they need to be empathic and ethical human beings. We can also implement hiring and retention practices to ensure that faculty, staff, and students of color come and stay at PSU and that they feel represented and supported. We can create a safe environment where no one feels harassed or threatened, or lives in fear. These are only a few examples of the many ways we could redress these long-standing issues.

To succeed at taking vigorous and effective steps to end these inequalities and prevent future deaths and violence, we all must stand in solidarity and acknowledgement that racism and discrimination are systemic problems. We must then take immediate action through the means and channels available to us and we must recruit the help of our administrations, boards, and legislators. We encourage our administration, Board of Trustees, and the PSU community as a whole to pay close attention to the PSU student, faculty, and staff voices and statements underscoring the diversity, equity, and inclusion problems that we currently face and providing recommendations. We also ask them to partner with us in making the necessary changes to resolve these problems as soon as possible, so PSU can be regarded as a safe, inclusive, and supportive university for us all. The following resolution is specifically directed to our administration with the purpose of requesting their assistance in these efforts.

Resolution

Faculty Senate, as the representative of the Faculty, RESOLVES that the PSU administration:

- 1) Work together with the Faculty to take immediate action regarding the recommendations of the resolutions related to diversity, equity, and inclusion that have been approved by the Faculty Senate during academic years 2018-20.
- 2) Present by October 15th 2020 to the Faculty Senate Steering Committee a plan of action, to be discussed and approved by the Faculty Senate in Fall 2020, aimed at effectively addressing and resolving PSU's diversity, equity, and inclusion problems in a sustained manner and, once the action plan is approved, to provide quarterly reports to the Faculty Senate detailing the actions taken, their immediate impact, and expected long-term outcomes.