

## **Faculty Assembly Commitment to Fight against Racism<sup>1</sup>, Anti-Black Racism, and White Supremacy<sup>2</sup>**

**Whereas**, the killing of Ahmaud Arbery, Breonna Taylor, George Floyd, and countless other Black Americans, and the subsequent local, national, and global demonstrations against ongoing police brutality and racism have reminded us of the persistence of racism, anti-Black racism and white supremacy; and,

**Whereas**, we believe that Black Lives Matter; Black lives matter as much as all other lives despite a history of institutional racism that has devalued and dehumanized Black lives; and,

**Whereas**, this history is not detached from Xavier University, as Xavier's first president Bishop Edward Fenwick was a slaveholder and the Society of Jesus owned and profited from slave-owning; and

**Whereas**, the Gifts of our Ignatian Heritage include the Gift of Solidarity and Kinship, which "invites us to walk alongside and learn from our companions as we journey through life, fostering a spirit of community, both within and outside the University," and the Gift of Service Rooted in Justice and Love, which "invites us to invest our lives into the well-being of our neighbors, particularly those who suffer injustice," and encourages us to develop "a culture of mutually beneficial community engagement as an expression of faith that promotes justice;" and,

**Whereas**, the Xavier Vision Statement invites us to "become people of learning and reflection, integrity and achievement, in solidarity for and with others," and the Xavier Mission Statement calls us to challenge and support "all our members as we cultivate lives of reflection, compassion and informed action;" and,

**Whereas**, the Faculty Assembly stands with President Graham (see Pentecost Sunday letter addressing "racial injustice and civil unrest:" *Today at Xavier* 6/1/20) in affirming that systemic racism and its effects must be countered, and white faculty members in particular must recognize their privilege and role in maintaining a racial hierarchy on campus and in our country.

**Therefore, be it resolved** that the Xavier University Faculty Assembly commits to use our voices, influence, and positions of power through our research, teaching, and service both at Xavier and in the community to work actively to end racism and white supremacy, and repair the harm it has done. We stand in solidarity with others in higher education and the broader society who are working to bring about justice and eliminate racism. We commit to the following:

- Listen to one another and especially to voices that we have traditionally marginalized;
- Recognize that racism exists within our faculty as a body and at Xavier University and that white faculty have benefited from institutionalized racism;

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<sup>1</sup> Racism – the degradation of a people's humanity based on the constructed concept of race. It is prejudice plus power which operates at a systemic level as well as an individual level.

<sup>2</sup> White supremacy – the ideological, social and epistemic structures and practices that privilege white life over others ways of being human.

- Acknowledge that diversity is not simply an add-on, but its intrinsic worth is rooted within Xavier's mission, and diversity should be deemed as integral in matters of hiring, merit, and promotion;
- Incorporate the intrinsic value of diversity work in our research, teaching, and service into annual reviews, merit, and promotion;
- Recognize that white faculty are responsible for educating themselves on matters of race, reflecting on their own role in systemic racism, and contributing to resources and actions that address institutionalized racism;
- Acknowledge that racism negatively impacts all students and Black students in particular and commit to support our Black students in promoting their overall success and flourishing at Xavier;
- Recognize that racism negatively impacts all faculty and Black faculty in particular and commit to support Black faculty in promoting their overall success and flourishing at Xavier;
- Acknowledge the prevalence of white-centered pedagogy within our curriculum and resolve to establish a multicultural curriculum that promotes racial justice;
- Improve the ability of faculty to address matters of diversity and inclusion in the classroom by achieving an 80% faculty participation rate in the Diversity and Inclusion Teaching Academy in the next 3 years;
- Call upon administration to respond openly to student, faculty, and staff requests for action to counter racism and to contribute sustainable resources and support for student enrollment and support; hiring, appointment, and promotion practices; teaching, research, and service work; trainings; and outreach;
- Expect Faculty Assembly to strive proactively to elect a more diverse Faculty Committee that represents our university community;
- Expect the faculty to hold police on campus accountable to the anti-racist standards articulated in this document, and call on the administration to reassess the current model of community safety to ensure that police policies and activities on Xavier's campuses are in accord with the anti-racist standards articulated in this document;
- Expect Faculty Committee and Faculty Assembly on a continuing basis to partner with and seek guidance on achieving the above commitments from various offices and constituencies on campus that are working to end racism, such as the Office of Institutional Diversity and Inclusion, the President's Diversity and Inclusion Action and Advisory Council, the Diversity and Inclusion committees of the Colleges, Shades of X, Aspiring Anti-Racist Allies, Gender and Diversity Studies, Center for Diversity and Inclusion, Black Student Association, and others; and,
- Review this document on an annual basis to assess how we as a faculty are progressing on the commitments herein and to update as necessary.