

Xavier University President's Cabinet's Commitment to Fight against Racism

As members of Xavier's leadership team, we condemn racism in all its manifestations and pledge to work toward establishing and sustaining an anti-racist culture at Xavier University, whereby each member of the campus community feels a sense of belonging, being supported and being enabled to succeed. Though antithetical to our nation's fundamental principles of equality, liberty and justice for all, racism has been indisputably evident in our society, permeating all aspects of our lives and preventing communities of color from experiencing these same principles in their own lives.

Likewise, racism is diametrically opposed to Xavier's ideals and values. Our mission cannot be fulfilled without us affording each person equality, liberty and justice, which in turn requires that we actively work to eliminate unjust policies and practices and replace them with ones that advance racial equity. In the spirit of *Magis*, the Ignatian principle that calls us to do more, we go beyond our pre-existing University commitment to equity and inclusion to further declare that Xavier University is committed to being anti-racist. The Xavier community must collectively develop a new mindset that requires taking action against racism, and to walk with those who are harmed by it.

We state this commitment because:

- As members of a Jesuit Catholic Community, we are bound to be and declare herein again that we are people for and with others;
- Many recent events, including the brutal murder of George Floyd at the hands of a sworn police officer that was recorded and broadcast across the world, compel us to speak in one amplified voice; and
- It aligns with and advances the vision of the Society of Jesus, including The Universal Apostolic Preference 2019-29 (especially Preference 2: *To walk with ... those whose dignity has been violated, in a mission of reconciliation and justice*) and the Midwest Province's Go Forth: 2020-2025 (in press).

We solemnly make this commitment on behalf of ourselves, even as we also humbly make it on behalf of the over 1000 employees at Xavier and proudly declare it for Xavier University. As a Jesuit Catholic university, Xavier is poised and equipped to exemplify and model an anti-racist institutional culture as it graduates students committed to acting with integrity, generosity, and justice for all as they work with others to change the world. Therefore, be it declared that we, members of the President's Cabinet, commit to:

- 1) Use our voices, influence, and positions to work toward eliminating racism in the ways that members of the Faculty Assembly have agreed to do;
- 2) In accord with the Apostolic Preferences, walk with Black, Indigenous, and People of Color whose dignity has been violated and who are demanding and entitled to equality, liberty, and justice and, given recent events, it is especially important now for us to publicly declare that Black lives matter;
- 3) Engage in activities, including Mission Reflections, that permit vulnerability and transparency with one another and promote self-awareness about our beliefs, assumptions, and biases;
- 4) Make a concerted effort to interact with and understand others with different identities and to listen more attentively to all voices, especially those that have been traditionally marginalized;

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- 5) Continue to cherish and adhere to our Jesuit Catholic mission and identity and employ Ignatian values, including “solidarity and kinship” and “service rooted in justice and love,” to guide our actions and decision-making;
- 6) Articulate clearly, openly, regularly and without hesitation or reservation the integral role not only of establishing and sustaining a diverse, inclusive and equitable environment to fully live out Xavier’s mission but also that we are committed to eliminating racism and white supremacy within our institution;
- 7) Take responsibility for educating ourselves about power, white privilege, white supremacy, and systemic racism, as well as for understanding and working to undo our own complicity in systemic racism;
- 8) Closely collaborate with Faculty to further the principles of the resolution passed by Faculty Assembly and to further the principles of this commitment; and
- 9) Account to the Xavier community for reviewing and assessing our commitment twice each year and for executing on the specific actions of the Xavier University Anti-Racist Action Plan below.

August 31, 2020

(The Xavier University Anti-Racist Action Plan will be determined and added here.)