

UCCD Statement in Support of Anti-Racism, Equity, and Social Justice*

As a nation, we are in the midst of an unprecedented reckoning of systemic racism that has historically affected and continues to affect American society. Such pervasive, structural racism deeply undermines our efforts towards emancipatory education and creating a socially-just society. As the University Council of Chairs and Directors (UCCD) at San José State University, we strongly condemn the police brutality against Black persons and communities--these actions being the impetus that brought us to draft this statement--as witnessed in the recent killings of George Floyd, Breonna Taylor, Tony McDade, Regis Korchinski-Paquet, David McAtee and many others. We also condemn racial injustice and violence against Black, Indigenous and People of Color (BIPOC), persons who are of non-white ethnicities, those of diverse ability, linguistic and cultural backgrounds, religion, gender identity, and sexual orientation. We recognize that staff, faculty, and students in any of these categories may be the subject of discriminatory actions, bias, exclusion, or discrimination. Thus, our efforts to promote equity for Black, Indigenous, and People of Color are part of our larger commitment to actively cultivate equity for all members of the SJSU community.

As an institution, we acknowledge that academia is often complicit in maintaining and upholding educational inequities and racial injustice, stemming from systemic racism. The mission of the UCCD is to "*provide a forum for discussion and dialogue among SJSU's department chairs and school directors. In addition, the group serves as a mechanism for communication between chairs/directors and units across the university*". As members of the UCCD, we strongly believe that this mission requires that chairs and directors reaffirm their commitment to diversity, equity, inclusion, and anti-racism. We seek to lead our programs such that we work actively to shape a university community that is empowered to act boldly for racial justice for students, faculty, and staff.

As part the greater efforts being implemented at SJSU, the UCCD commits to concerted action, critical and reflective dialog, the development of equity-minded policies and practices, and advocacy for resources to support racial justice goals in our units. We recognize as chairs and directors that we have a responsibility to listen and learn from our faculty, staff and students about the issues facing them, and to take action to address those issues.

With this commitment, the UCCD agrees to these actions:

- 1) The UCCD will have regular trainings from/discussions with the Office of Diversity, Equity and Inclusion (ideally once a semester) and engage in difficult dialog for the purpose of seeding and implementing change. Organizations such as the Center for Faculty Development may help with such activities by providing trainings and other activities, such as organizing panels of BIPOC scholars/leaders for facilitated/moderated discussion on critical topics.
- 2) Chairs and directors will regularly discuss with their staff, faculty and students issues undermining BIPOC members or other groups in our community, and determine how to address these issues.

- 3) Chairs and directors will share with the UCCD what their department/college is doing to move their programs toward becoming equitable, anti-racist and multicultural. This may be achieved via an on-line spreadsheet or Canvas site with chairs/directors providing activities, readings and resources that we would like to share with each other, such as references on structural racism in academia and effective interventions to address it.
- 4) The UCCD will develop equity-enabling resolutions specific to the mission of the UCCD to inform administrators/other constituents of campus about issues on campus that need to be addressed.
- 5) The UCCD will extend invitations to student, faculty and staff groups on campus to help us learn how faculty and staff can support equity and anti-racism in the context of their programs and courses.
- 6) To promote diversity and great participation in the UCCD, the UCCD will investigate/develop strategies to encourage all chairs and directors across colleges to get involved with the UCCD. Approaches to investigation may include surveys of: a) all chairs to determine why they do or do not participate in the UCCD, and/or b) faculty to identify barriers to serving as chair/director (since such barriers may play a significant role in who actually leads our Departments and Schools).

* The UCCD recognizes that this is a living document and we will update it as needed and appropriate.