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## RES 2020-02 Commitment to Working Toward Anti-Racism

University of Dayton. Academic Senate. Executive Committee

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**Resolution to the Academic Senate  
Commitment to Working Toward Anti-Racism**

**Title: Commitment to Working Toward Anti-Racism**

**Submitted by: Executive Committee of the Academic Senate**

**Date: September 18, 2020**

**PREAMBLE**

In the midst of a global pandemic and national COVID-19 lock-down in Summer 2020, the killing of several African Americans at the hands of white citizens and police officers gripped national attention. Video evidence of George Floyd's murder, as well as those of Breonna Taylor and Ahmaud Arbery sparked national and global protests related to persistent anti-Black police brutality and systemic mass incarceration of people of color. Local and international demonstrations opened the conversations for mainstream dialogue about systemic racism and the normalization of white supremacy in policies, practices and norms. Within this national context, on June 15, 2020, the President's Council published an open letter to the University of Dayton Community regarding "Steps Toward Becoming an Anti-Racist University." The content of this letter stems from UD's efforts to provide a diverse, equitable, and inclusive community, including (but not limited to) the creation and/or resourcing of the UD Diversity, Equity and Inclusion 2020-24 Strategic Plan; the President's Diversity and Inclusion Assessment Task Force; the Diversity Mapping Report; the President's Commission on the Status of Women; the University Inclusive Excellence Council; the Office of Diversity and Inclusion; Flyer Promise Scholars; Academic Affairs and Learning Initiatives; Multi-Ethnic Education and Engagement Center; Greater West Dayton Conversations; Equity Advisors, Allies, and Advocates; and more.

Eleven steps were identified including (1) educate faculty and staff, (2) curricular and co-curricular advancement, (3) extracurricular learning opportunities, (4) diversify the student body, (5) diversify faculty, staff, and administrators, (6) build a climate of safety, (7) marketing and communication to support diversity, (8) strengthen relationships with alumni of color, (9) highlight the legacy of UD's African American community, (10) work with the broader Dayton Black community, and (11) expand support of Black owned businesses.

**RESOLUTION**

WHEREAS the University identified racial bias of primary concern, significant work is necessary to dismantle deeply entrenched systems of domination, hierarchy and oppression in every facet of university functioning.

WHEREAS a commitment to racial justice is aligned with our Marianist mission for social justice.

WHEREAS the President's Council and other formally recognized University leaders (e.g., Associate Deans, Executive Directors) are disproportionately white and male, and the signatories of the open letter therefore lacked the inclusion of any women of color.

WHEREAS, although the University of Dayton has taken steps to create a common framework and shared definitions of concepts such as diversity, equity, inclusion, racism, and systemic racism, there are still deep misunderstandings among UD students, faculty, staff, and alumni regarding the complexities of how social identities are tied to power structures.

WHEREAS cultural taxation burdens many faculty, staff, and students of color who are often asked to perform additional duties in service to the university.

WHEREAS national data suggest the COVID-19 pandemic has resulted in a disproportionate negative effect on professional productivity, income, and job stability for people of color, as well as a higher death rate for African American, Indigenous, and Latinx populations.

WHEREAS there still remains a lack of national dialogue regarding Indigenous Land Acknowledgement, and the rights of the Indigenous sovereign nations who are the first peoples of these lands, as well as the ways in which colonization has and continues to undermine their self-determination and livelihood.

WHEREAS Montgomery County and the City of Dayton declared racism a public health emergency, causing disparate outcomes in a variety of areas including housing, economic opportunity, infant mortality, employment, food access, and criminal justice.

WHEREAS Dayton is certified as a “Welcoming City,” it is also classified as “hypersegregated city,” consistently among the top most segregated cities in the nation over many decades.

WHEREAS centuries of persistent and pervasive anti-Black racism in policies, norms, and practices have resulted in contemporary realities of high concentrations of Black poverty, as well as isolation, inadequate educational and housing opportunities, and lack of neighborhood resources such as grocery stores and health care facilities for many communities of color, even with neighboring affluence and an abundance of resources in predominantly white neighborhoods nearby.

WHEREAS the racial disparities and costs of racism, particularly for African American, Indigenous, and Latinx communities, in terms of economics as well as health and well-being, are well-documented, however, their pain is often neglected, dismissed, minimized, discounted, or excused away.

WHEREAS good intention can still have a disastrous impact, and anti-racism calls for race and racism to be explicitly taken into account in order to disrupt (often invisible) racialized hierarchies.

WHEREAS, through an intersectional lens, racial justice cannot be untangled from justice for other underserved populations such as on the basis of sex, gender, sexuality, gender expression, social class, religion, ability, national origin, immigration status, caste, etc.

BE IT RESOLVED THAT, the Academic Senate

- embraces and commits itself to the intentional pursuit of the development of policies in support of these aims, and encourages faculty, students, staff to the work toward becoming an anti-racist university, with an inclusive definition of racial justice.
- affirms the spirit behind the June 15, 2020 Open Letter to the University of Dayton Community from Members of the President's Council Regarding Steps Toward Becoming an Anti-Racist University.
- is committed to securing and communicating updates from accountability partners on the progress toward becoming an antiracist university.
- encourages units and departments to assess their pedagogies, policies and practices to ensure they comply with these principles and to take corrective action where inequities are identified (e.g., formally recognizing the invisible labor that leads to cultural taxation in evaluation and reward structures; units and degree programs integrate curriculum from the Race and Ethnic Studies, Women and Gender Studies programs).