

## CRGC Faculty Statement of Solidarity with Anti-Racist Organizing

The faculty of the Department of Critical Race, Gender, and Culture Studies join with protesters across the world to denounce police brutality and systemic anti-Black violence. We condemn the murders in the United States of George Floyd, Breonna Taylor, Tony McDade, Ahmaud Arbery, Rayshard Brooks, and the thousands of other Black people who have been killed by police or in the name of law enforcement, and with the tacit approval of others in the criminal justice system.

We dedicate ourselves to dismantling white supremacy. We support the Black Lives Matter movement and its call to “Defund the police and Invest in Communities.” This is urgently important in a city with skyrocketing rates of death in Black communities from health and economic disparities amidst a global pandemic, massive dislocation of Black residents due to gentrification, and a looming carceral system which disproportionately targets Black people.

In our work to build an anti-racist department and university we commit to the following:

- Center the needs and experiences of Black, Indigenous, Latinx, Asian-American, Arab-American, and other students and communities of color in our classrooms, programming, and community-engaged work
- Further educate ourselves about and implement anti-racist and decolonial pedagogies
- Equip our students with the analytical tools to understand, critique, and undo structural racism, settler colonialism, and intersectional inequality. This includes studying efforts to build a more just world.
- Listen to and advocate for structural support of students, staff, and colleagues of color within our department and in the broader university
- Recruit, retain, and support faculty of color, particularly those of African descent, at all ranks.
- Acknowledge when we fall short of our goals, analyze the reasons for our failings, and continually work to do better.

We look forward to collaborating with students, colleagues, staff, and community members as we seek to build an anti-racist department which stretches all its participants intellectually and politically, provides sanctuary to those who are marginalized, and strategizes and labors for the transformation of our university, city, and country.