

## **FSHD Statement on Social Justice, Equity, and Inclusion:**

### **A Focus on Race & Racism**

#### **Our Values**

The Department of Family Science and Human Development (FSHD) reaffirms our commitment to social justice, equity, and inclusion and vows to continuously and systematically strengthen that commitment. At the heart of this commitment is our belief in a world that affords all peoples, families, and communities dignity and respect, full access to every opportunity, and the resources and tools to make every dream and hope become reality. We will thrive because we lift each other up.

#### **Acknowledging Systems of Oppression**

We acknowledge systemic racism, xenophobia, and additional systems of oppression that permeate our society and negatively impact the health and well-being of some individuals, families, and communities while privileging and enhancing the health and well-being of others. We acknowledge these systems are elaborate and devious, intricate and interlocking, sometimes visible and other times invisible; we must use an intersectional lens to combat them. We acknowledge that we have multiple identities that combine to create a unique self and experience. We further acknowledge that each unique combination of identities not only create a unique self, but also creates a unique social location intimately connected to levels of privilege and oppression.

- ❖ We hear, see, and share the anguish, fears, and frustrations of witnessing Black individuals, like Breonna Taylor, George Floyd, and Ahmaud Arbery and countless others, who are being unjustly targeted, threatened, and harmed or killed. #SayTheirNames (<https://sayevery.name/say-their-names-list>)
- ❖ We hear, see, and share the anguish, fears, and frustrations of witnessing racist and ethnic attacks on people of Latin and Asian descent, as additional examples, that are also at an all-time high.
- ❖ We hear, see, and share the anguish, fears, and frustrations of witnessing the murder of so many trans women of color.
- ❖ We hear, see, and share the anguish, fears, and frustrations of witnessing and or being the recipient of constant microaggressions based on identity, social location, and experience.
- ❖ To all of those who experience oppression based on any of your identities and social locations, we hear, see, and share your anguish, fears, and frustrations.
- ❖ We hear and see each of you. We vow to do more, to do better, to create change.

## Our Action

We stand together--students, staff, and faculty--as the Department of FSHD and reaffirm our commitment to be an active part of the conversation *and* to be an active part of the solution to these injustices. Social justice, equity, and inclusion are an intrinsic part of our FSHD identity. As an academic community, we must be agents of change. We recommit ourselves to social justice, especially our work to combat racism and dismantle structural inequalities that create and perpetuate it. We will be transparent in our efforts and we will hold ourselves accountable to this work.

Accordingly, we, the faculty, staff, and students of Family Science and Human Development commit ourselves to the following goals, initiatives, and efforts:

1. We will be transparent and clear in our commitment to antiracism, social justice, equity, and inclusion as integral parts of FSHD's identity. For example, we will enhance the visibility of these commitments in many ways such as departmental and course materials, social media activity, and departmental programming.
2. We will elect an FSHD faculty member to serve as our first Associate Chair for Social Justice Initiatives, who will be tasked with planning, organizing, and supporting social justice work in the department.
3. We will evaluate our curricula and propose changes and updates to our course and program offerings.
4. We will collaborate with the Office of Social Justice and Diversity and other departments and offices to establish training and professional development opportunities for students, staff, and faculty.
5. We will empower diverse voices from our FSHD community, including our current and former students, staff, and faculty and give these voices space in a shared governance system. For example, we will establish our first Student Advisory Board which will consist of current and former undergraduate and graduate students. The Student Advisory Board will work in tandem with our department staff and the Associate Chair for Social Justice Initiatives to communicate students' ideas, needs, and concerns, and lead or collaborate on social justice work in the department.
6. We will seek direct ways for our efforts to have community impact.
7. We will develop a broad departmental statement on social justice, equity, and inclusion that makes visible the myriad oppressions and inequalities that exist (e.g., those based on age, bodies, class, family structures, gender, Indigenous status, sexuality, religion). This statement will be dynamic and fluid.
8. We will listen, we will act.

#BlackLivesMatter #SayTheirNames