



June 12, 2020

**Statement on Racial Equity and Social Justice
Call to Action to our Administrations**

The SUNY UFS Executive Committee calls on our campus administrations to take swift and decisive action to:

1. Express their solidarity with communities particularly vulnerable to police violence and support of the right to protest.
2. Condemn police brutality and terror and call for an end to police militarization, racial profiling, hyperincarceration, and killings.
3. Commit to advancing anti-racism, racial equity, social justice, and inclusion on campus by:
 - a. Mandating anti-racist professional development for campus police, and ensuring policies guiding officer training and conduct are reviewed by students, unions, and governance bodies, including many members of over-policed communities.
 - b. Improving campus bias reporting systems, including those involving campus police.
 - c. Reviewing and improving campus procedures for disciplining individuals who participate in racist and other discriminatory speech, behavior, and actions. Individuals found through fair and equitable procedures to have violated campus policies should face appropriate discipline, up to removal from our campuses.
 - d. Consulting with vulnerable communities to identify other measures needed to ensure the safety and well-being of everyone in our campus communities.
 - e. Funding and promoting professional development and other workshops, programs, presentations, and forums that advance anti-racism, racial equity, social justice, and inclusion.
 - f. Recruiting and retaining more students, faculty, professionals, staff, and administrators from underrepresented, underserved, and over-policed communities.
 - g. Realigning or reconsidering fiscal and operational relationships between our campuses, public agencies, and private security companies.
 - h. Working with local governments to develop action plans to ensure those from over-policed communities are well served by all our public institutions.
4. Advocate for:
 - a. Future law enforcement officers to be required to earn at least an Associate's degree.
 - b. Our local governments to divest from racist and violent systems of policing and incarceration and invest instead in public health, housing, health care, education, and community alternatives to policing.
 - c. State and federal government recognition of the trauma and mourning that drives mass protest, de-escalation and demilitarization of the police, and investment of public resources in long-term remedies to racial inequities and social injustices.
5. Call for sufficient direct state aid to SUNY campus core operating budgets so that our campuses can continue to transform students' lives and opportunities and serve New York state as foundations for democracy, platforms for civic engagement, engines of economic development, pathways to the middle class, magnets for population growth and private investment, and generators of health, creativity, innovation, and social justice.