



June 12, 2020

**Statement on Racial Equity and Social Justice
A Call to Action for our Colleagues**

The SUNY UFS Executive Committee calls on all the faculty and professional staff we represent to:

1. Recruit and retain more students, faculty, professionals, staff, and administrators from underrepresented, underserved, and over-policed communities.
2. Develop, participate in, and promote campus-based workshops, programs, presentations, and forums that advance anti-racism, racial equity, social justice, and inclusion.
3. Adopt inclusive teaching practices and pedagogies by seeking out relevant research and professional development.
4. Assemble multiple perspectives on how best to build racial equity and social justice by fostering in our curricula, residence halls, locker rooms, and across our campuses spaces for all where, through civil discourse and mutual respect, diverse voices can be heard, valued, and reflected upon and ideas can be exchanged, explored, and critically engaged.
5. Produce new research and creative work that engages racial equity and social justice; ensure that it is recognized in reappointment, tenure, promotion, and award decisions; and when possible incorporate it into policies and practices.
6. Mobilize shared governance processes to scrutinize SUNY's relationship with law enforcement and criminal justice systems by:
 - a. Thoroughly reviewing courses, curricula, policies, and practices in all degree programs;
 - b. Supporting the development of anti-racist and inclusive law enforcement practices and structures through such means as:
 - i. Contributing to effective reform, transformation, or abolition of policing as it is currently practiced in different localities;
 - ii. advocating that local, state, and federal law-enforcement offices require that future officers earn at least an Associate's degree; and
 - iii. realigning or reconsidering fiscal and operational relationships between our campuses and both public agencies and private security companies.
7. Advocate for our local towns/cities and counties to divest from racist and violent systems of policing and incarceration and invest instead in public health, housing, health care, education, and community-led alternatives to policing.