



Faculty and Staff Resolution Affirming Our University's Commitment to Racial Justice

We, the Marymount University Faculty and Staff Councils, join millions of people across the United States and globally in calling for justice in the deaths of George Floyd, Ahmaud Arbery, Breonna Taylor, and the thousands of Black people before them. Our anger and sadness persist as the cases of harassment, abuse, and killing of Black men and women mount. These events are stressful, frightening, and life-threatening for Black people.

Since late May of 2020, we have witnessed widespread protests across the United States. Black community leaders, activists, and members—along with their allies—are protesting the long-standing systemic racism that pervades our country. We affirm our support for racial justice and condemn racial violence. It is clear that we are not doing enough to address the unfairness and brutality of systemic racism.

Consonant with Marymount University's mission to serve those most in need of justice and with the vision of the Religious of the Sacred Heart of Mary (RSHM) that "ALL may have life and have it to the FULL," our responsibility for advancing knowledge does not stop at the classroom door or campus hedges. Now more than ever, curricular and co-curricular education about antiracism, allyship, and community organizing—alongside critical inquiry in our disciplines—must guide our commitment to the intellectual and social lives of our students and their ability to transform the world. Inspired by our RSHM values, we affirm our commitment to eradicating the racism and exclusionary structures that persist on our campus in order to begin healing the wounds fracturing our community.

We realize public statements can only do so much. Action makes change. Therefore, we insist the university administration demonstrate its commitment to addressing these issues by taking the following steps:

- Establish immediately a Diversity, Equity, and Inclusion Office with full-time staff, a physical space, and programming to support students, staff, and faculty from historically marginalized groups.
- Provide funding for quality inclusion training for students, faculty, staff, administrators, and Board of Trustee members.
- Commit to the recruitment, hiring, retention, and promotion of full-time, tenure-track faculty of color (with particular emphasis on hiring Black and Latinx faculty to better reflect the diversity of our student body).
- Commit to the retention and promotion of staff members of color (with particular emphasis on hiring Black and Latinx staff to better reflect the diversity of our student body).
- Ensure that the members of the Board of Trustees reflect the diversity of our society and campus community and fully share our RSHM values.
- Create a diversity, equity, and inclusion requirement for the liberal arts core.
- Commit to the release of an action plan, along with progress updates, to students in August.

Taking the concrete steps outlined in this resolution will bring us more in line with our peer/aspirant institutions and other institutions nationally recognized as leaders in diversity and inclusion work. Most importantly, these actions will allow Marymount to reflect our RSHM values more fully, thereby enhancing the health and well-being of our students and community.