



Class C Bulletin No. 548

**Resolution Concerning “Black Lives Matter” Statement**

*January 28, 2016*

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**Class C Resolution adopted at the January 28, 2016, Faculty Senate Meeting**

WHEREAS, inherent in the tenets of our mission and values, we as University faculty know that “Black Lives Matter” and support the ideals of social and racial justice and human dignity for ALL including our students, staff, faculty and the communities we serve; and

WHEREAS, the continuing deaths of African American citizens and citizens of African descent at the hand of law enforcement officers raise questions about whether justice and equality are possible for young, impoverished and people of color; and

WHEREAS, what has been ongoing since conquest and slavery, but has recently become high profile – police killings of people of color across the United States – underscore the growing socio economic and social equity gap that threatens the current and future well-being of our students, staff and faculty and communities of color; and

WHEREAS, we as faculty recognize the value of law enforcement institutions engaging in efforts to improve relationships with communities of color and young people, we also acknowledge that problems still exist and immediate improvements are needed on and off campus in order to protect the lives of all students, staff, faculty and communities of color; and

WHEREAS, we believe that the growing income and economic gap between rich and poor in America undermines efforts to increase equality and justice in our criminal justice system, our schools, and our economy here in the United States; and

WHEREAS, we express support of protesters both locally and across the nation who endeavor to express peacefully their concern and frustration at the extra-judicial police killings of people of color; and

WHEREAS, the entire University of Washington community is impacted by racism, poverty and inequality present in our classrooms, offices, streets and communities, and many staff, students and faculty experience the campus as segregated; and

WHEREAS, our students are way out in front of faculty on these matters, and have seen the need to organize, demonstrate and bring their concerns, vision and demands regarding these issues to the University Leadership concerning how the University of Washington can better protect, promote, preserve and support the history, lives and futures of our historically under-represented students, staff and faculty, especially those who are African American and of African descent; therefore

BE IT RESOLVED that:

We, the University of Washington faculty as a whole encourage members of the University of Washington Leadership, administration, faculty, staff and student body to explore the concepts of equal justice under the law, racial justice, and institutional racism in their classrooms and other academic settings; and

BE IT FURTHER RESOLVED that the University of Washington leadership support “Black Lives Matter” forums, teach-ins, community meetings, and related peaceful demonstrations; and

BE IT FURTHER RESOLVED that the University of Washington as part of its Race and Equity Initiative started by President Cauce reach out to University of Washington Police Department and the Seattle, Tacoma and Bothell Police Departments to promote dialogue between educators and police officers in support of our University community; and

BE IT FURTHER RESOLVED that following the examples of Yale, Brown, Columbia and NYU\*, the University of Washington immediately commit to desegregating and move towards fully integrating its faculty across all units, by establishing a substantial fund to hire, retain and promote a diverse and inclusive faculty; and

BE IT FURTHER RESOLVED, that the University of Washington Leadership through the Initiative on Race and Equity and any other relevant UW groups that exist or need to be created seek long-term partnerships with other UW and community groups to work towards the following vision: 1) create a campus, community and national model for community policing and review, 2) increase innovative and well-funded programs that identify and address institutional racism in the university setting, 3) dedicate more resources for campus collaborations that provide a path for marginalized young people in the communities we serve into academic and career programs, and 4) work to end institutionalized racism in our criminal justice and educational systems.

[\\*More Colleges 'Commit' to Diversity Initiatives](http://www.diversityinc.com/news/more-colleges-commit-to-diversity-initiatives/)

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*Submitted by:*  
Faculty Council on Multicultural Affairs  
Faculty Council on Women in Academia  
January 11, 2016

*Approved by:*  
Senate Executive Committee  
January 11, 2016

*Approved by:*  
Faculty Senate  
January 28, 2016