



Letter from the Academic Senate Executive Committee (ASEC) on the Systemic and Historical Racism and State-Sanctioned Racial Violence in the United States

The ASEC expresses solidarity with the global movement demanding an end to white supremacy and state-sanctioned violence against members of the Black community. We call on others to see the murder of George Floyd not as an isolated incident of anti-black violence but rather as one that is linked to a historical, social and economic context that maintains systemic discrimination and institutionalized racism and violence. We recognize that the loss of George Floyd, Ahmaud Arbery, Breonna Taylor, and Rayshard Brooks are the most recent tragedies in a long history of killings in a nation that has not valued and protected black and brown lives. We recognize that Monterey County and the surrounding region are not immune to the mistreatment of black and brown people by law enforcement.

We condemn the widespread use of clubs, tear gas, pepper spray, and other weapons against peaceful protestors, which have caused terror, physical injury, and permanent disability. We call for an end to militarized policing, mass incarceration, and for a reprioritization of budgets in support of true safety and justice.

We recognize calls from protesters across all 50 states that in this moment statements of solidarity alone are insufficient and that we must take action in identifying and implementing specific policies and practices that strive to eliminate systemic racism within and beyond higher education.

We commit to lead campus and community discourse and action by:

- Supporting the establishment of an ad-hoc committee on equity composed of one faculty member from each college and three additional members elected by the Academic Assembly starting the Fall 2020 semester until the end of the 2020-21 academic year. This committee will develop recommendations on the following:
 - Charge and composition for a permanent standing committee of the Academic Academic Senate.
 - Possible changes to the [Constitution of the Academic Assembly of CSUMB](#) and Bylaws to the [Constitution of the Academic Assembly of CSUMB](#) to ensure the governance of CSUMB's Academic Assembly is anti-racist.
 - Possible changes to the current practices and procedures of the Academic Senate to ensure they are anti-racist.
 - How the Academic Senate can work with and support the Office of Inclusive Excellence in fulfilling its mission to advance excellence at CSUMB through inclusion and equity.
- Integrating reflective practices into our normal course of business (e.g., grounding in, and recognition)

- Advocating for the further development of the ethnic studies curriculum and theoretical and pedagogical support for faculty developing and teaching ethnic studies tagged courses.
- Recommending to the Provost that the Ethnic Studies Workgroup be formally reconstituted and supported.
- Supporting the ongoing development and implementation of an Ethnic and Gender Studies major.
- Leveraging the intellectual and structural resources of the university to improve law enforcement's relationship with people of color.
- Recognizing the additional uncompensated work taken on by faculty of color because of cultural taxation such as establishing Senate and President awards in this area.
- Engaging in intentional efforts to identify and dismantle systemic racism on the CSUMB campus.

We see this letter as a necessary first step in standing together to recognize that every member of the CSUMB community has a role to play in fighting systemic injustice and building a truly equitable society while each of us works to better understand and combat the racist practices and policies embedded in American culture.