

As members of the CEP Department, we are committed to promoting a just, equitable, and inclusive society, free of all structures of oppression that deprive marginalized individuals of well-being and their humanity. We share in the anguish and outrage over the killings of Breonna Taylor, George Floyd, Adam Toledo, Daunte Wright, and so many Black individuals and other People of Color who have died at the hands of the police. These killings have rightfully sparked outrage and moved many to activism all across the country. And they have pointed to a large pattern of structural racism that exist in our society--including in our training programs and university communities--taking many forms (e.g., segregation, discrimination, microaggression, tokenization, etc.).

As our [Faculty Senate recognized](#) in Proposition 02-20/21, a *Memorial to Support the Elimination of Systemic Discrimination at NMSU (8/25/2020)*, "NMSU itself occupies Indigenous land; employs white faculty and staff disproportionate to its student and local population; tenures and promotes white faculty at greater rates than non-white faculty; and evaluates students using discriminatory metrics." As such, we add our collective voices to the call "to eliminate all forms of racism and discrimination from the University and build a culture committed to diversity and equal opportunity."

To that end, we as a department, in order to listen, accept, and engage in collaboration for uprooting racism and other structures of oppression—particularly anti-Blackness—in our communities, collectively commit to the following:

- We will ensure that all our courses include perspectives from Black, Indigenous, and People of Color (BIPOC), women, and other marginalized groups, and not just the views of cisgender White men.
- We will engage in social justice and antiracist action in our teaching, training, research, and service activities to address, challenge, and undo the systems of oppression and colonial practices that we might knowingly or unknowingly uphold and engage in as scholars, mentors, practitioners, colleagues, and friends.
- We will continuously reflect on and confront our own implicit biases, no matter how difficult, and learn to think and act in ways that affirm and support our BIPOC students, staff, faculty and community members.
- We will also seek to continuously reflect, educate ourselves on, and address institutionalized racism and other forms of oppression, in particular that which may be embedded as normal practice in our department, college, and university at large.
- We will seek and welcome feedback from various sources (e.g., students, staff, outside consultants, etc.) to further enhance our awareness, education, and growth.
- We will use what we learn and speak up in our classrooms, in our research teams, in our meeting spaces, in our various professional settings, in our interactions with larger institutions and organizations, and in our local, national, and international associations.
- We will actively recruit and seek to retain students, faculty, staff, and leaders from a variety of diverse and intersecting social identities, giving equitable treatment to individuals who identify as Black, Indigenous, or as a Person of Color, and who may simultaneously hold other marginalized identities.
- To promote further reflection and accountability, the department's annual evaluation process will address faculty's continued engagement with culturally relevant pedagogy.
- Additional reflection of the aforementioned will take place bi-annually at departmental retreats

Approved by CEP Faculty, 8/16/2021