



**A RESOLUTION ON DIVERSITY, EQUITY, AND INCLUSION (21/7)**

**WHEREAS**, responding to the killings of George Floyd, Breonna Taylor, and Rayshard Brooks, nationwide protests, including in Washington D.C. and blocks from the main campus of George Washington University, have demanded recognition of police brutality and the centuries-long systemic racial injustices enabling it;

**WHEREAS**, disproportionately affecting African-American communities across this country, the COVID-19 pandemic has further exposed racial disparities in access to resources, including education, safety, and healthcare;

**WHEREAS**, understood together, these circumstances of systemic inequality and violence faced by communities of color, including African Americans, make clear the need for George Washington University to take direct action “to dismantle systemic racism”;<sup>1</sup> and

**WHEREAS**, in the spirit of President LeBlanc’s Juneteenth statement urging the university to commit to the national and global fight for racial justice by “analyzing everything we do through that lens, [namely] faculty and staff hiring, enrollment of students, retention and development of all, and attentive stewardship of our community,”<sup>2</sup> the university can demonstrate its commitment to diversity, equity, and inclusion through dedicated resources and measurable outcomes, acknowledging that diversity does not automatically equal inclusion;

**NOW, THEREFORE, BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY THAT**

- 1) The university materialize its commitment to diversity, equity, and inclusion by increasing financial support for the Office of Diversity, Equity, and Community Engagement, and for undergraduate and graduate financial aid, including the Provost graduate diversity fellowships;
- 2) The university evaluate the existing mandated diversity training for incoming students and some staff announced by President LeBlanc on February 7, 2018, and enhance it, as appropriate in response to the recent events, and, further, consider making this training

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<sup>1</sup> “Commemorating Juneteenth,” *GW Today*, June 19, 2020, <https://gwtoday.gwu.edu/commemorating-juneteenth>.

<sup>2</sup> *Ibid.*

available to all students, faculty, staff, and administration to emphasize understanding of racial bias, privilege, and oppression;<sup>3</sup>

- 3) The university actively engage with calls from student organizations such as GW's Black Men's Initiative and D.C. universities' Black Student Unions to address police brutality;<sup>4</sup>
- 4) The faculty affirm its commitment to dismantling values, structures, and behaviors that perpetuate systemic racism and white supremacy through its teaching, research, and service functions to include, but not restricted to, using inclusive teaching methods and pedagogies to eliminate racial and cultural bias, making curricular changes (where appropriate), and expanding scholarly research and outreach programs that address racial inequalities and different forms of oppression;
- 5) The Provost, deans of the various schools, department chairs, and faculty are strongly encouraged to start conversations to re-assess tenure, promotion, and merit evaluation practices, and propose concrete plans of action to increase diversity, equity, and inclusion, including through: developing and publishing explicit criteria, evaluation metrics, and expectations for tenure and promotion;
- 6) The university start conversations to re-assess its recruitment, hiring, and mentoring practices across the various schools and propose concrete plans of action and metrics to increase and support workforce diversity, including through increased funding and resources for diversity candidate recruitment and mentoring, and procedures that hold search committees and departments accountable for their processes and outcomes; and
- 7) When the university restarts its strategic planning process, diversity, equity, and inclusion shall be treated as the central plank by which the university's progress toward its plan will be assessed.

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Professor Phil Wirtz  
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June 25, 2020

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<sup>3</sup> "Message from President LeBlanc," GW Today, February 7, 2018, <https://gwtoday.gwu.edu/message-president-leblanc>.

<sup>4</sup> Tiffany Garcia, "D.C.-area Black Student Unions Urge Local Leaders to Address Police Brutality, May 30, 2020, *The GW Hatchet*, <https://www.gwhatchet.com/2020/05/30/d-c-area-black-student-unions-urge-local-leaders-to-address-police-brutality/>; and Tiffany Garcia, "Black Men's Initiative calls on LeBlanc, Five Student Groups to Respond to Police Brutality, May 31, 2020, *The GW Hatchet*, <https://www.gwhatchet.com/2020/05/31/black-mens-initiative-calls-on-leblanc-five-student-groups-to-respond-to-police-brutality/>.

Adopted as amended by the Faculty Senate  
July 17, 2020