

The Faculty Senate of the University of Texas at San Antonio stands in solidarity with the Black Lives Matter Movement and all those advocating to upend racial injustice, police brutality, anti-blackness and institutional racism. We condemn the murders of George Floyd, Breonna Taylor, Ahmaud Arbery and countless unnamed others by police officers who systemically carry out state-sanctioned violence rooted in this country's long history of white supremacy. As educators at an institution of higher education, we recognize both our vital role in shaping society's future leaders, and our complicity in reinscribing institutional racism and violence.

Like their counterparts in universities nation-wide, Black students and faculty at UTSA also face barriers inside and outside our classrooms that result in both macro and microaggressions, challenging retention and graduation rates, unequal promotion, retention, and hiring rates, and racial profiling from our campus police force. It is time for us to admit to our role in this disparate and unjust reality and pledge to integrate anti-racism pedagogy in our classrooms, support black-centered curriculum, revamp policies that uphold structural racism, and advocate for initiatives that support Black faculty. Further, we call upon UTSA administrators to fulfill President Eighmy's declaration that UTSA has an "obligation to ensure that Black students and other underrepresented students feel welcome in our inclusive community, experience a powerful educational journey and graduate prepared to change the world" by:

1. Dedicating resources to fully staff and fund a robust African American studies program, and draw from this disciplinary expertise to offer a quality curriculum for all UTSA students that engages the histories, inner workings and experiences of systemic racism, equipping our students with an understanding about the racial logics underlying the divisiveness and tensions igniting the country right now.
2. Committing resources that support the recruitment, hiring and retention of Black faculty and Black administrators at all ranks.
3. Requiring all incoming students to take an ethnic studies and/or gender studies course as a core requirement. As indicated by President Eighmy, "public research universities have a responsibility to be at the forefront of change for our country" and can "serve as models for diversity, equity and inclusion." UTSA should lead out on incorporating a social justice requirement grounded in our race- and gender- base disciplines.
4. Investigating UTSA's relationship with the city of San Antonio's police force and the training and utilization of UTSA's police force. We need to divest and/or rethink the institution's relationship with modern-day policing tactics, especially if these current partnerships reinforce unjust policing of Black and Brown bodies at UTSA.