



## Faculty Senate Resolution on Racism

That the Utah Valley University Faculty Senate leads out against racism and affirms the urgency of anti-racism and JEDI (justice, equity, diversity, and inclusion) work at UVU and within our communities more broadly. Anti-racism and JEDI work is inextricably linked with the UVU mission to educate every student for success in work and life and to provide equitable educational opportunities.

This statement affirms our support for anti-racism and JEDI approaches in teaching, research, and service at UVU and our commitment to defend the rights of members of our faculty and staff to engage in teaching, research, and service in these areas. As members of a public institution of higher education it is our duty, and we hereby resolve, to use our position of influence to denounce violent and quotidian racism and oppression committed against members of our communities. This resolution recognizes the role that racism and other forms of identity-based oppression play in the United States which result in inequity and mistreatment of individuals and groups of people. We recognize that racism and oppression are systemic and institutional, and not merely the isolated prejudices and actions of individuals, and we stand in solidarity with communities that experience the impact of these structures.

Therefore, be it resolved that we the faculty at Utah Valley University denounce racism in all forms, commit to the ongoing training in and development of anti-racism education and pedagogy, affirm and protect the rights of our community members to engage in anti-racist research using a variety of theoretical approaches including but not limited to critical race theories, queer theories, feminist theories, and decolonial theories, and recognize the urgency of this work.