



Date: December 2, 2020

Memorandum to: Andrew D. Hamilton, President
Katherine Fleming, Provost

From: Ethan Youngerman
Chairperson, C-Faculty Senators Council
A/Y 2020-2021

Subject: Joint T-FSC and C-FSC Resolution on Anti-Racist Education

The C-Faculty Senators Council (C-FSC) submits the attached joint resolution approved by the C-FSC on December 1, 2020 and by the T-Faculty Senators Council (T-FSC) on November 19, 2020.

cc: Richard S. Baum, Chief of Staff to the President
Ellen Schall, Senior Presidential Fellow
Kristen Day, Vice Provost
Charlton McIlwain, Vice Provost for Faculty Engagement and Development
Lisa Coleman, Senior Vice President for Global Inclusion, Diversity, and Strategic Innovation

C-FSC Steering Committee Members:
John Gershman, C-FSC Vice Chairperson
Scott Illingworth
Leila Jahangiri
Mary Killilea
Noelle Molé Liston
Agnes Tourin

Ashley Maynor, C-FSC Diversity, Equity, Inclusion Committee Chair

JOINT T-FSC and C-FSC RESOLUTION ON ANTI-RACIST EDUCATION

WHEREAS, the Tenured/Tenure Track Faculty Senators Council (T-FSC) and the Full-Time Continuing Contract Faculty Senators Council (C-FSC), representing the NYU tenured/tenure track and full-time continuing contract faculty (hereinafter, the “Faculty” and “NYU Faculty”) acknowledge that New York University has publicly condemned the racist attacks that have taken place in the United States over the past several months and applaud the educational initiatives, resources, and programming offered by NYU’s Office of Global Inclusion, Diversity, and Strategic Innovation (OGI) as well as the ongoing efforts of NYU’s Office of Equal Opportunity to address racism nationally and at NYU;

WHEREAS, racism and racial discrimination exist at NYU in teaching and scholarship and in the recruitment, retention, and accountability of Faculty;

WHEREAS, NYU Faculty desire to eradicate racism and racial discrimination in the recruitment, retention, and accountability of Faculty;

WHEREAS, NYU Faculty seek assistance in their efforts to identify and eliminate racism and racial injustice in their teaching and scholarship;

WHEREAS, NYU Faculty stand in solidarity with those who oppose hate, ignorance, and divisiveness, and are committed to taking action against race-based inequities that threaten excellence in teaching and scholarship; and

WHEREAS, a statement of commitment by NYU Faculty, both as a whole and individually, regarding their efforts to identify and eliminate racial injustice is a necessary first step to making lasting change;

NOW, THEREFORE BE IT RESOLVED THAT:

- 1) NYU adopt and customize anti-racism education and pedagogical materials (“Materials”) that Faculty throughout NYU-NYC and its portal campuses can use;
- 2) NYU facilitate and encourage use of the Materials by frequently and regularly disseminating them to all Faculty and discussing at all Faculty meetings, whether school-wide or departmental;
- 3) NYU avoid racism in Faculty recruitment and retention; adopt a comprehensive plan to attract, recruit, and retain a diverse Faculty; and hold the schools and academic programs accountable for implementing the plan by, among other things, requiring special effort in the selection and education of search committees and the use of policies and practices to address equity gaps and discrimination in recruitment and retention.

4) We propose that Faculty include the following pledge in their signature blocks and syllabi: “I will be brave enough to have uncomfortable conversations and take action against racism at NYU”; and

5) The T-FSC and the C-FSC are committed to these resolutions and to taking steps to transform NYU into an institution and community for all people.