

## Report from the Inclusion, Equity, & Diversity Committee

The Education Against Racism at NYU Resolution that the T-FSC passed at our last meeting has been sent to the University Leadership. A meeting is being scheduled with Dr. Coleman to discuss the Resolution, and how it can be implemented.

The Resolution has been formally endorsed by the Student Senators Council, which has written "The Letter of Support For Anti-Racism Tenured/Tenured-Track Senators Council Resolution," that is provided [here](#) as well as a PDF (attached).

The Resolution was discussed within the Faculty of Color Caucus with no one voicing opposition to endorse the Resolution. An email endorsing the Resolution was sent stating:

On this auspicious First of May as we honor the sanctity of work and workers of the world the NYU Faculty of Color Caucus do affirm continued commitment to building a diverse, equitable, and inclusive community, and at this time do stand united in unreserved endorsement of the Tenured and Tenured-Track Faculty Senators Council's EDUCATION AGAINST RACISM AT NYU RESOLUTION. <https://www.nyu.edu/content/dam/nyu/facultyGovernance/documents/T-FSC-Resolution-4-12-19.pdf>.

The Resolution and its calls to action are being considered and discussed and within the Global Inclusion Academic Affairs, Faculty, and Pedagogy Committee that, in response to the findings of the Being@NYU survey, has been charged ([here](#)) by President Hamilton to provide recommendations on:

- determining how best to promote and enhance existing effective programs and activities;
- promoting a culture of disability inclusivity;
- designing a framework for inclusive search and hiring processes that may be used to enhance faculty diversity across the university, while being adaptable to the specific needs of individual schools, institutes, and administrative units;
- enhancing networking, development, and mentoring programs; collaborating with School Faculty Affairs representatives; and
- identifying potential initiatives that require further study.

Substantial work remains to be done to ensure that implementation of the Resolution is effective at reducing racism and increasing belonging at NYU. The committee will work to bring an Anti-bias Resolution to the Council for consideration, which will be crafted in further support of the effort to promote belonging through mandatory education and effort for the entire NYU community.



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## Letter of Support For Anti-Racism Tenured/Tenured-Track Senators Council Resolution

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We, the NYU Student Government Assembly Leadership Team, are writing to affirm our support for the Resolution on Education Against Racism at NYU passed by the Tenured/Tenured-Track Faculty Senators Council on April 12, 2019.<sup>1</sup> The group informed President Hamilton of the passage of the resolution and we hope that this action propels our administration to create substantial and mandatory programming for faculty that will address the race-based bias present on the NYU campus.

NYU has an institutional racism problem which exhibited itself on several instances to students. In February, this problem gained public attention when a Black graduate student at the Silver School of Social Work posted a tweet in which a classmate stated via email, "...I found it easier to lead the discussion without Black presence in the room, since I do feel somewhat uncomfortable with the (perceived) threat that poses."<sup>2</sup> The student who received this email attempted to contact multiple classmates via FaceTime, after receiving permission from the professor, and received no answer.

This incident is not the first, nor will it be the last, in which racism on the NYU campus is exhibited. Often times, these traumatic incidents are not recorded and students do not feel comfortable bringing them to the attention of faculty or staff.

Students and their organizations, including the Diversity Committee of Student Government Assembly, have consistently asked for diversity education and cultural competency training for the University Community. For example, the University's 2015 Listening Session demands issued by Black and Brown students, namely calling for "the perpetual, continuing education on diversity for all university members in the form of a module that would need to be examined and updated annually."<sup>3</sup> Additionally, the Silver Affinity Collective issued action items out of a concern for the lack of "ongoing

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<sup>1</sup> [T-Faculty Senators Council Resolution: Education Against Racism at NYU](#)

<sup>2</sup> [Tweet](#)

<sup>3</sup> [Black & Brown Coalition Demands List](#)

socioemotional support for students of color.”<sup>4</sup> Upon further action, the collective has put forth a resolution to ask for greater transparency and accountability from the Silver school’s administration around their actions to creating a more equitable school environment.<sup>5</sup>

Everyday, Black students’ experiences are exploited in the name of bettering white students, while dually having their existence weaponized and deemed a threat. This resolution is the first step on a longer path to address racism that may arise in the classroom setting. NYU must commit to providing a safe environment that has an inclusive culture that embraces and celebrates differences of all kinds, while constantly training impactful leaders who can emulate such an environment.

The Student Government Assembly Leadership Team is cognizant of the experiences of Black students experiencing institutional racism. The work of undoing racism is not a simple one, but it is a worthwhile one to ensure a better campus climate for students. We ask that the University commit to anti-racism education for all NYU community members—including faculty, students, faculty, and administrators—to support students facing the brunt of racial discrimination. Students are constantly advocating for greater accountability in addressing racism at NYU, but accountability for faculty and staff has not been visible. Every member of this University’s community must take action to make our community a more inclusive institution.

Signed,  
Student Government Assembly Leadership Team

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<sup>4</sup> [Silver Affinity Collective List of Demands](#)

<sup>5</sup> [Silver Affinity Collective Open Vote Resolution](#)