



Date: May 31, 2020

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

From: Darcey Merritt and Marilyn Nonken, T-FSC Inclusion, Equity, Diversity
Committee Co-Chairs

Subject: **An Urgent Call for a Codified Anti-Racism Approach at NYU**

The T-FSC Inclusion, Equity, Diversity Committee submits the attached statement.

cc: Richard S. Baum, Chief of Staff to the President
Ellen Schall, Senior Presidential Fellow
Kristen Day, Vice Provost

An Urgent Call for a Codified Anti-Racism Approach at NYU

The members of NYU's Tenured/Tenure Track Faculty Senators Council Committee on Inclusion, Equity, and Diversity condemn and deplore the brutal and unwarranted murders of Ahmaud Arbery (a 25-year old Black man shot to death while jogging by white supremacists in Glynn County, Georgia), Breonna Taylor (a 26-year old Black Emergency Medical Technician shot to death by police who entered her apartment unannounced in Louisville, KY), Tony McDade (a 38-year old Black transgender man shot to death by police in Tallahassee, FL), and George Floyd (a 46-year old Black security officer who was murdered under the knee of officers who pressed down until his very last breath in Minneapolis, MN). Their deaths are only the most recent evidence of the racism, bigotry, and hatred that pervade our contemporary culture. Sadly, these forces of hostility and bias, reflecting the white supremacy and systemic racism ingrained in American society, also exist on our own campus against all people of color. It is thus the duty of those of us in privileged positions to work to eradicate this pervasive racism, coming to terms with not only its genesis but also the forces that have allowed it to flourish among us.

In the past, the Tenured/Tenure Track Faculty Senators Council has decried the racist and oppressive infrastructures that confront people of color, and particularly African-Americans, in our society and in the environs of our institution. Today, our call to action and education against racism is urgent. Transcending the comfort of silence and complacency, those of us in positions of privilege must stand against racial violence, working to end the continual trauma and violence inflicted on people of color. We must take a strong anti-racism stance, because the dichotomy is racism. Standing in solidarity and support with those who oppose hate, ignorance, and

divisiveness, we continue to urge that NYU designate support and resources to provide anti-racism education in all Schools and departments, and promote actions to empower those students of color who bear the brunt of discrimination and to advance research on inclusion, equity and diversity.

[Resolution \(April 2019\): Education Against Racism at NYU](#)