

## **RESOLUTION IN RESPONSE TO THE EVENTS OF 26 JUNE 2020**

**WHEREAS** Students, faculty, staff and administrators from the University of North Carolina at Pembroke (UNCP) participated June 26, 2020 in a peaceful demonstration through campus and the Town of Pembroke protesting police brutality; and

**WHEREAS** The Faculty Senate, in its charge to represent the general faculty of UNCP, stands in support of the students who were met with significant actions of racism and hatred, including threats of bodily harm, and we stand behind the principles of the Black Lives Matter movement and affirm and endorse fully the students' call for justice and the dismantling of systemic racism; and

**WHEREAS** We note that the historical moment of racial crisis both nationally and locally calls for a particular attention to the experiences of Black lives and institutional barriers to success, including a review of policies or procedures that may disproportionately impact Black students and a commitment to increasing mechanisms and programming to foster the safety and belonging of and empower and support Black students to further foster retention, graduation, and life-long success; and

**WHEREAS** We grieve that the response our students endured contradicts both the founding vision and the shared experience for so many: the commitment of the University as North Carolina's historically American Indian University, where "[d]iversity grounds intellectual pursuits and provides us with opportunities for discovery and ways to integrate all individuals and groups into the larger community, respecting and valuing their uniqueness while simultaneously advancing the University's historical tradition"<sup>1</sup>; and

**WHEREAS** We define the aforementioned diversity as lived experiences shaped through the constructs of race, ethnicity, sexual orientation, gender identity, socioeconomic status, religion, bodily condition, and neurodiversity; and

**WHEREAS** We recognize that this particular incident has revealed that diverse UNCP students report feeling, at times, unwelcome or unsafe on or off campus; and

**WHEREAS** Acknowledging and seeking to move to action against the verbal and physical threats our students faced in their call for dismantling systemic racism, we resolve that the below should be rooted in addressing, as a matter of exigency, the experiences and needs of Black lives, while also committing to work towards building a more inclusive campus and community environment that more strongly reflects our core value of diversity.

Therefore, be it

**RESOLVED**, that we commend the leadership of UNCP, Town of Pembroke, and Lumbee Tribe of North Carolina for condemning publicly these acts of racism and hatred and call upon them to continue to condemn any actions that cause students to feel unsafe on or off campus, a

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<sup>1</sup> Mission Statement, <https://www.uncp.edu/about/mission-statement>, accessed 7 July 2020.

continuation of the Lumbee tradition of unifying disenfranchised groups and rejecting white supremacy;

**RESOLVED**, that, in response to Student Government Association's advocacy for a graduation requirement in the area of diversity, we commit to a continued effort, in partnership with them, to develop such an initiative;

**RESOLVED**, that we as a faculty continue to educate ourselves about the lived experiences of our student body and commit to culturally responsive teaching and learning as part of institutional efforts to recruit, support, and retain students, faculty, and staff of all backgrounds and identities;

**RESOLVED**, that we strongly encourage community leadership— of UNCP students, faculty, staff, and administration, of the Lumbee Tribe of North Carolina, of the Town of Pembroke, and of Robeson County— to develop antiracist community partnerships and programs that cultivate inclusive community through education and shared understanding that foster appreciation of and respect for all people, with immediate emphasis on issues of racism that shape Black lives;

**RESOLVED**, that we encourage UNCP faculty, staff, and students, as well as community members, to participate in such programming, with the full support and encouragement of University and community leaders.