Dear Senate colleagues,

In the wake of the most recent anti-Black racist atrocities in the United States, the Faculty Senate Executive Committee (FSEC), asserts that actively working to subvert and end all forms of racism and prejudice in our campus community is a fundamental part of the business of the URI faculty. As the voice of URI’s legislative body whose primary function is “to conduct the business of the faculty responsibly and efficiently,” FSEC condemns:

- all forms of racism – individual, institutional, and systemic;
- all acts of dehumanization, minimization, and minoritization, especially those motivated by racism, prejudice, and privilege;
- all forms of physical and psychological violence, especially those motivated by racism, prejudice, and privilege;
- all acts of physical and psychological oppression, especially those motivated by racism, prejudice, and privilege.

FSEC is committed to improving our community’s understanding and appreciation of the unique experiences and perspectives of all members of our community, especially those of our Black colleagues and students, and we will advocate for the needs of these and all members of our community.

To demonstrate this commitment, FSEC has intensified our work aimed at ensuring URI will be a place of safety, equity, justice, inclusion, and community, where Black Lives Matter, where all people categorically reject and counteract all forms of bias, prejudice, and hatred, and where all people cherish, celebrate, and nurture diversity. FSEC is developing concrete plans to amplify existing efforts as well as motivate new initiatives to achieve these goals. Specifically, we are in the process of creating charges with observable outcomes to guide targeted work of Senate Standing Committees that will transcend symbolic affirmations and gestures of support, and that will actively engage our Senators in purposeful work to enact a better future.

FSEC acknowledges that we do not have the answers to the challenges that we currently face. This is only an initial intervention. We are heartened by the statements and actions by individuals and groups from across URI that have demonstrated commitment to antiracism, diversity, equity, inclusion, and social justice. We will partner with individuals and groups across our campuses to systematically assess the current state of these issues at URI, and to devise and implement successful strategies to improve it over the coming academic year.

We welcome the opportunity to collaborate with members of our community interested in contributing to this work as we move forward with crafting and implementing a viable action plan.
Sincerely,

The Faculty Senate Executive Committee
Megan M. Echevarría, Chair
Audrey Cardany, Vice Chair
Marilyn Barbour
Sandy Hicks
Patricia Morokoff
Linda Welters