

June 12, 2020

To the members of the Antioch community:

All of our community members have been in our thoughts these last few weeks, but in particular we are concerned about the well being of our Black students, staff, and faculty. As we witness the brutality at the hands of police and participate in the uprisings from near or far, we see ourselves more firmly a part of the fabric of our communities seeking change, seeking justice.

We stand in solidarity with the Movement for Black Lives and our hearts ache for the families of the Black people murdered in this country: George Floyd, Tony McDade, Atatiana Jefferson, Breonna Taylor, Ahmaud Arbery, Tamir Rice, John Crawford III, Dominique "Rem'mie" Fells Riah Milton, Oluwatoyin Salau...and so many more bright lights who have been unjustly extinguished.

As we face this pandemic of violence against Black bodies that goes back to our country's founding, as your faculty we want to support you and work with you in solidarity towards an anti-racist Antioch. We encourage you to take time to care for yourself, particularly if you are Black and/or of African descent, to step away from the trauma when needed. Your healing, survival and thrival is paramount.

On May 27th, a group of faculty, staff and students met to discuss how to engage in anti-racist organizing and confront white privilege at Antioch. We came together at the Community Meeting of June 2nd to listen and talk about potential action steps. We publicly acknowledge and thank Chris Chavers '22, Co-President of ComCil, for initiating this process and bringing the broader community together to support Black lives at Antioch.

We the faculty are committed to moving forward the following actions in the 2020-21 academic year:

Re-start our anti-racist teaching and learning group for faculty (formerly a working group on whiteness and racism) with a goal of educating ourselves on how to be effective anti-racist educators and members of our communities. We are also available to support staff and students to develop anti-racist working groups campus-wide.

- Invite more faculty to participate in the Dialogue Across Difference teaching collaborative to broaden the impact of the course within our institutional culture and pedagogies.

-Increase our understanding of and commitment to the Racial Discrimination Prevention Policy (RDPP) as a cornerstone of our values as an institution, and as critical to our work as educators and stewards of the curriculum at Antioch.

- Increase our skills in anti-racism, including but not limited to, participating in mandatory training multiple times a year on implicit bias and white privilege, expanding our teaching and learning anti-racism collaborative efforts, as mentioned above, etc.
- Re-assert our commitment to expand our curriculum to include anti-racist pedagogy, as well as review, assess and further develop Critical Race and Ethnicity Studies and Gender and Sexuality Studies. For classes not in these subject areas we commit to exploring and incorporating anti-racist pedagogy where we are able.
- Continue to acknowledge race-based trauma as needing accommodation in higher education (specifically at a predominately white institution) and regularly communicate this avenue to students that may need it.
- Collaborate throughout our governance structures across the institution with staff, faculty, students and board members to address institutional racism, uplift and broaden efforts of diversity, equity and inclusion, as well as raise awareness of racial bias (and all other forms of bias) on campus.
- Support the creation of a Community Response Team, including faculty representatives, to address educational and prevention programming around racial violence.
- Explore the feasibility of creating a campus co-op position for a student who is responsible for working with a staff member to design and implement bias training and learning opportunities for white employees and students, provide resources, etc.

As we move these action steps forward, we ask everyone to be mindful of the additional labor that all of our Black and Brown staff, faculty and board members are engaged in daily at Antioch, a predominately white institution, to actively make possible the retention and support of our Black and Brown students. **We are asking faculty who are not of African descent, in particular, to step up to the plate and commit to the work that each of these actions require.** We also ask that a broad coalition of faculty work on these efforts together, rather than over-committing only a few—with sensitivity, in particular, to caregivers and those who are responsible for additional emotional and domestic labor.

In solidarity,
Members of the Faculty of Antioch College

