



# BLACK LIVES MATTER

## CUYAMACA COLLEGE ENGLISH DEPARTMENT ANTI-RACISM STATEMENT

The English department at Cuyamaca College stands in solidarity with our Black and African American students. We acknowledge that systemic racism exists and must be dismantled in order to create a more just world. Recent, high-profile incidents of police brutality follow a long and well-documented history of violence against Black people in the United States. This injustice intersects with manifestations of systemic racism in other aspects of society—including education, health care, employment, housing, and criminal justice—creating a moment of acute crisis for Black people. English department faculty members have a role in not only fighting police brutality, but also working toward a world of equitable opportunity and justice across multiple fronts.

We commit to taking the following actions to promote anti-racist teaching and learning:

- 01** Infuse our teaching with compassion, understanding, and hope.
- 02** Develop social justice curriculum about racial equity and dismantling white supremacy that empower and validate students of color in our composition and literature courses.
- 03** Create a community of practice to discuss and develop anti-racist teaching strategies and practices that close equity gaps and promote the success of our Black students and other students of color.
- 04** Facilitate and participate in campus-wide events that validate and amplify the voices of Black students and promote a more comprehensive understanding of the contributions of Black writers, artists, and scholars.
- 05** Engage in ongoing professional development in order to continuously interrogate our own values, actions, and practices, and to ensure that faculty remain current about anti-racist teaching.
- 06** Consistently revisit equity data across the department and in individual classes in order to monitor our progress towards closing all equity gaps in success rates.
- 07** Participate in difficult conversations around dismantling white supremacy and racism that permeate the very fabric of our systems and institutions in order to dismantle and denounce the norms and values of white supremacy in all their iterations.
- 08** Develop a review process for our courses to ensure that the curriculum for all of our courses is anti-racist and to ensure that all courses offered through the English department reflect our shared values.

