

The School of Earth & Environmental Sciences at the University of Minnesota – Twin Cities stands firmly against the systemic racism that has long afflicted our society and still causes immeasurable daily harm to Black People, Indigenous Peoples, and People of Color. We recognize our discipline and university's own role in this history, which has overwhelmingly benefited from the white privilege and colonialism that is still ongoing. The murder of George Floyd by Minneapolis Police was not the first instance of racial violence in this country, but was one of a long series of violent acts that have occurred since our country's founding. The School of Earth & Environmental Sciences stands against police brutality, state-sanctioned violence, murder, and dehumanization of Black People, and believes that Black Lives Matter.

We must hold ourselves accountable and do better. Moving forward, we must not wait for acts of violence to spur our action. We must work in support of ending systemic and environmental racism that disproportionately affects our Black and Brown colleagues and students daily. Despite the progress we have made so far in improving equity and inclusivity within our School, we must continue reflecting, discussing, and changing as a community because we still have far to go.

This value of equity is part of the mission of our School, and so we must continue to hold ourselves accountable to our larger community. Staff, researchers, faculty, students, and alumni are jointly proposing a transparent plan of action to further commit to anti-racist policies and behavior. Our School will use this time to listen, reflect, learn, and ultimately state our changes in the upcoming months.

We choose to hold these discussions as a community and invite all voices to contribute, lead, and build these conversations. As a School, we are committed to providing a safe, inclusive, and equitable environment to all in our community. If we are to succeed, each individual in our School must commit to this, not just 'in theory', but in practice at all times.