



COLLEGE OF SOCIAL AND BEHAVIORAL SCIENCES

School of Government
and Public Policy

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The faculty of the School of Government and Public Policy (SGPP) of the University of Arizona strongly condemns all forms of racism, prejudice, and violence perpetrated against the Black community, as well as other underrepresented groups in the United States. In addition to the Black community, we recognize and condemn that these conditions also negatively impact other minoritized communities in Tucson and in Arizona. We are also alarmed by the escalation of state repression against protesters and journalists throughout the country. As a school of government and public policy, we are deeply concerned about the erosion of democratic institutions and restrictions on civil liberties in the United States.

The SGPP faculty stands in solidarity with George Floyd's family, and all other families impacted by police violence and hate crimes. The brutal murder of Mr. Floyd at the hands of several Minneapolis police officers, coupled with the COVID-19 pandemic disproportionately affecting communities of color, underscores the systemic problems that adversely affect minority populations. The Black community in particular continues to endure disproportionately high rates of police violence, incarceration, discrimination, poverty, and wealth inequality, as well as inferior access to affordable housing, health care, and educational opportunities.

Historically, the United States has prided itself on being a refuge for marginalized groups and for upholding the core values of freedom, equality, justice, and tolerance. As a society, we can no longer stand idly by as large swaths of the population continue to endure unimaginable suffering. The protests roiling the United States attest to the collective frustration and the need for tangible social change. As educators of government and public policy, we are firmly committed to the promotion of a free and democratic society. The right to protest and document social and political grievances is fundamental to the American ethos. We stand in solidarity with community members who demand a more inclusive, just, and egalitarian political and institutional arrangements.

Freedom of speech and expression are central to colleges and universities. We believe police militarization is antithetical to a peaceful, just, and democratic society. The mobilization of the nation's armed forces to be used against its citizens is contrary to the democratic ideals upon which this country was founded. We insist that all law enforcement agencies refrain from participating in acts of repression against protesters, whether they are students or community members.

The School of Government and Public Policy is home to one of the most diverse student communities on campus, with over 50% of our students identifying as Black, Latinx, Native American, and Asian. Our students are studying criminal justice, law, political science, and public management and policy. In cooperation with our community partners, the SGPP faculty

work to educate and train our students as future leaders of our state and nation to be public servants who act with integrity and seek a more just world.

The School of Government and Public Policy is dedicated to serving as a place of safety, inclusion, and learning for all students, staff, and faculty. We as a faculty are committed to promoting and celebrating the diversity of our student community, and through future hiring opportunities we are determined to ensure that our faculty better reflects and complements this diversity. Furthermore, we are especially invested in identifying, addressing, and removing the barriers, actions, and activities that prevent our minoritized students, staff, and faculty from fully engaging in our learning and service programs.

We are committed to better understanding where SGPP falls short in terms of our commitment and mission to diversity and inclusion. In the coming academic year we will:

1. Carry out a climate survey within our SGPP community to identify areas of opportunity in terms of increasing diversity and inclusion. The Diversity and Inclusion Committee will analyze these data and generate recommendations.
2. Make mandatory a series of anti-racist and anti-discrimination training programs and provide access to additional resources for all SGPP instructors and staff.
3. Survey existing SGPP courses and other sponsored activities to promote and ensure attention to anti-racist and inclusive content, as well as inclusion of course materials by POC.
4. Continue to offer and emphasize modules in relevant SGPP courses that address prejudice and racial attitudes. Students have been and will continue to be trained in social science research on racial attitudes, prejudice, intergroup conflict, and methods intended to detect and reduce explicit and implicit biases.
5. Develop a series of virtual workshops and lectures to share and discuss scholarship on issues and topics related to social justice, with the intention of creating a diverse and inclusive speaker series.
6. We will maintain regular dialogue with federal, state, and local law enforcement agencies, and we reserve the right to review these relationships.
7. We will assess and publicly report on our progress in meeting these goals in order to hold ourselves accountable and to inform the setting of future goals.

We are committed to offering the following to students, staff, faculty, and leadership of the University of Arizona, our broader community, and our local and state government agencies:

1. A safe and welcoming environment for all people, regardless of race, religion, nationality or national origin, political beliefs, physical ability, mental health, gender identity, and sexual orientation.
2. A space for safety and refuge, where civil disagreement can occur in an inclusive environment.
3. A supportive structure and set of opportunities for our students of color both within and beyond the campus environment, facilitated in large part by our existing connections to local organizations that provide internships and other opportunities to SGPP students.
4. Our expertise and analytical skills to collaborate with the leadership of the University of Arizona to effectively address issues of racism, discrimination, and other related issues within our campus community.

5. Our expertise and analytical skills to work with local law enforcement agencies, prosecutors' offices, public defenders, and other criminal and civil justice agencies to increase the diversity of their force and to assess their training and practices.
6. Our expertise and analytical skills to collaborate with student and community organizations to effectively advance their causes in the pursuit of justice and equality.
7. Our expertise and analytical skills in government and public policy to work with government agencies in Tucson and the state of Arizona to effectively address issues of racism, discrimination, and other related issues within our broader communities across the state.

We invite the leadership, faculty, students, and staff of the University of Arizona as well as our broader community to:

1. Openly and firmly reject racism, prejudice, and violence in any environment.
2. Issue public statements regarding the situation and commit to taking concrete actions within their realm to improve diversity and inclusion.
3. Join, support, and donate to student clubs and organizations of minority students at UA. You can learn more about them and engage directly with these organizations <https://diversity.arizona.edu/student-clubs-organizations>
4. Join, support, and donate to local civil society organizations that advance justice and equality.
5. Support minority-owned businesses in Tucson. Here are some suggestions:
 - <https://tucsonfoodie.com/2020/06/02/black-owned-restaurants-bars-support/>
 - <https://docs.google.com/spreadsheets/d/1MZ7HsyBdIYL5XaDVOe5Ih0HKRvdRza36GobwYR9HWRg/edit#gid=0>
6. Register and exercise your vote in local, state, and national elections. More information <https://azsos.gov/elections/voting-election/register-vote-or-update-your-current-voter-information>
7. Contact your government representatives to directly voice your concerns:
 - Governor of Arizona. <https://azgovernor.gov/engage/form/contact-governor-ducey>
 - Arizona Legislators <https://www.azleg.gov/findmylegislator/>
 - U.S. Senators and Representatives of Arizona <https://www.govtrack.us/congress/members/AZ#representatives>
 - Mayor and Council Members of Tucson [https://www.tucsonaz.gov/gov/mayor-and-council-live#:~:text=Contact%20your%20representative%3A,or%20\(520\)%20791%2D4201](https://www.tucsonaz.gov/gov/mayor-and-council-live#:~:text=Contact%20your%20representative%3A,or%20(520)%20791%2D4201)

The School of Government and Public Policy rejects anti-Blackness and all other forms of racism and discrimination. We also recognize that this requires continuous effort and reassessment of our own actions and activities. Persistent injustices against minoritized groups remind us of our responsibilities as scholars and educators to be inclusive and diverse, in order to advance democratic ideals. Change must occur at different levels, and each of us can play a role in our immediate environments to bring such change into effect. Toward that end, SGPP values compassion and integrity. We choose to care. We strive to act with empathy, rectitude, and justice. And we pledge to take this opportunity to re-evaluate and embrace our mission to serve the broader community.