



June 17, 2020

Greetings Members,

The events since George Floyd's murder on Memorial Day have shone a painful light on some fundamental truths in contemporary American society. Breonna, Ahmaud, Emmitt, Eric, Nathasha, Michael, Ezell, India, Pamela, Christopher, Rayshard... Too many of our citizens live without equality and in fear for their very lives, and that fact is simply unacceptable.

The protests have exposed a fundamental problem of political accountability, particularly when it concerns non-majority citizens and those living in poverty. This is not sustainable in a true democracy. Endemic racism is a threat to the promise of American life. If we are committed to true democratic principles, we must find the ways to protect those who for so long have been left vulnerable and undefended. With these principles in mind, we take a strong stance against inappropriate and excessive uses of force by the police and racism in all forms, and we stand with the Black Lives Matter movement.

In higher education, the evidence of systematic racism is apparent due to the lack of diversity and lack of minority representation. Oakland University is no exception. While the mission of the OU-AAUP is to strive for equal representation and diverse voices in our body, we have fallen short. We owe it to our membership and student body to provide them with a sustained and complex view of the world and what it could be.

We commit to creating and implementing specific, targeted actions in an attempt to increase underrepresented minority membership in our leadership body. Furthermore, to promote and encourage the education of underrepresented minorities, specifically Black students, the OU-AAUP is making donations to the following four scholarship funds: Oakland University Trustee Academic Success (OUTAS) Scholarship, Joseph A. and Anne Lenore Gardella Teacher Education and the Sciences Endowed Scholarship, Dorothy and Walton A. Lewis Endowed Scholarship, and the Benedettini-Pearson Endowed Scholarship. As researchers

and educators, we believe that education is a strong way to change the face of academia and help end systematic racism.

Yours in Solidarity,

OU-AAUP Executive Committee