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FACULTY SENATE RESOLUTION 15–04

Addressing Institutional Racism in Law Enforcement

Introduced at the request of Danielle Alsandor, Chris Barrett, Sarah Becker, Dana Berkowitz, Wesley Church. Kenneth Fasching-Varner, Stephen Finley, Deborah Goldgaber, Angeletta KM Gourdine, Katherine Henninger, Joyce Jackson, Catherine Jacquet, Touria Khannous, Catherine Lemieux, Michelle Livermore, Elaine M. Maccio, Michelle Massé, Bryan McCann, Sulagna Mishra, Roland Mitchell, Laura Mullen, Solimar Otero, Tim Page, Loretta Pecchioni, William Saas, and Mi Youn Yang

WHEREAS, there has been a spate of highly publicized deaths of African American males being pursued by, or in the custody of, White law enforcement officers across the United States^{1,2,3,4}, and

WHEREAS, communities of color are disproportionately represented in the criminal justice system⁵, and

WHEREAS, students, staff, and faculty of color experience similar racial injustice on their own campuses⁶, and

WHEREAS, members of the campus community are called on to “advance justice, equality, compassion,” and “engage as a citizen,”⁷ and

WHEREAS, the university values diversity as exemplified in its commitment to “equal opportunity...without regard to race, creed, color, marital status, sexual orientation, gender identity, gender expression, religion, sex, national origin, age, mental or physical disability, or veteran’s status⁸,” then

THEREFORE, BE IT RESOLVED THAT the Faculty Senate at Louisiana State University stands together with other universities that are addressing the systemic racism within the criminal justice system in the United States of America^{9,10,11,12,13}.

BE IT FURTHER RESOLVED THAT we call upon the campus community to participate in

- “immediate and sustained meaningful support to those closest to these struggles”¹²

- “non-violent social and political action to provoke systemic change that promotes justice, safeguards human rights, and ensures fair and equitable treatment and respect for human dignity for all people
- critical dialogue about the systemic forces of race and racism that shape ourselves and construct our relationships with others
- investigation and analysis of how these dynamics affect the communities within which we live and work”¹³
- “development of collective community approaches to begin healing both the acute pain and suffering caused by these events and the historical trauma relived in their wake every day”¹²
- strategizing around solutions to dismantle racist institutions and practices.
- supporting those who are most affected by oppression and injustices inherent in our systems
- advocacy for policies that support alternatives to policing including community based approaches to safety and conflict resolution
- improving relations between law enforcement agencies and the communities they serve
- encouraging individuals and agencies in positions of power to serve their constituents with fairness and sensitivity

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¹³ Yoshioka, M. R., Kang, H.-K., Newdom, F., & O'Neill, P. (n.d.). *Our anti-racism commitment: Understanding Ferguson, Missouri*. Retrieved from <http://www.smith.edu/ssw/docs/fergusonstatement.pdf>