



BRANDEIS UNIVERSITY
FACULTY SENATE 2015-2016

FACULTY SENATE RESOLUTION
SUPPORTING CHANGE, EQUALITY AND JUSTICE IN RESPONSE TO #FORDHALL2015 MOVEMENT

“Truth unto its inner most parts”, the Brandeis motto embedded in the University seal, requires facing history and ourselves critically enough to recognize that Brandeis, like other universities and institutions, reflects the larger society’s enduring patterns of racism and marginalization. It is the responsibility of all of us to come together to find new tools and approaches to change these patterns.

#FordHall2015 is calling on the University to fulfill its mission and commitment to social justice and inclusion especially as it relates to the conditions surrounding our black students (see attached letter and demands, Nov. 22, 2015). The Senate applauds the courage and intelligence the activist students bring to the injustice they feel and live, we respect their voice and they deserve our attention and action. Further, we agree with our AAAS colleagues that “it is our intellectual and moral obligation to support our students in their struggles to transform Brandeis into a truly 21st Century University”. Along with standing in solidarity with students and the movement goals, as have at least 19 University Departments and Schools (see attached statements), the Senate, as the representative body of the faculty as a whole, also hopes to catalyze action and advance equity, diversity and inclusion for all marginalized groups on the campus. Past progress from academic diversity committees, though well-intended, has been slow and largely ineffective.

The Senate hereby resolves to support the ideas put forward in Interim President Lynch’s letter (attached) and, more specifically, the following strategies:

- Ensure that Black and other underrepresented faculty are nominated for the election ballot for the Faculty Senate and have the opportunity to share significantly in the governance of the University.
- Sponsor faculty forums, teach-ins, and other learning opportunities on diversity and inclusion (drawn on the #FordHall2015 “syllabus” recently produced by the students – see attached).
- Encourage assessment of curricula and syllabi to further reflect issues of race, equity and inclusion in course and curricula requirements where appropriate.

- Strongly support that teaching evaluations address race, equity and inclusion in course content and pedagogy where appropriate.
- Accelerate appointment of an Interim VP for Diversity and Inclusion while search is underway for a June 2016 appointment.
- Recommend improving the faculty search process to address diversity in the applicant pool.
- Advocate for diversifying the Board of Trustees as soon as possible.
- Mandate that all faculty (including adjuncts & part-time faculty) and staff have opportunities to learn about diversity and increase racial awareness and inclusion.
- Develop an Equity Fellows Program where a cadre of leaders knowledgeable about diversity and inclusion are supported to serve as both champions and knowledge leaders for programs, departments and/or schools within Brandeis.

This call-to-action is for University leadership inclusive of Faculty, Administrators, Staff and Trustees to join students in this historic moment to address systemic institutional change in our culture and marshal the resources, respect, love and compassion to be uniquely Brandeisian change agents. In the spirit of honoring our legacy and creating a future defined by equality, justice and excellence in education, we have no alternative but to lead with the courage of our convictions and prove it is possible to transform Brandeis into a truly 21st Century University.

In the words of one of our Founding Trustees, Eleanor Roosevelt:

"Where, after all, do universal human rights begin? In small places, close to home - so close and so small that they cannot be seen on any maps of the world. Yet they are the world of the individual person; the neighborhood he lives in; the school or college he attends; the factory, farm, or office where he works. Such are the places where every man, woman, and child seeks equal justice, equal opportunity, equal dignity without discrimination. Unless these rights have meaning there, they have little meaning anywhere. Without concerted citizen action to uphold them close to home, we shall look in vain for progress in the larger world."

- Eleanor Roosevelt, "The Great Question,"

Remarks delivered at the United Nations in New York on March 27, 1958.

Signed,



Professor Susan P. Curnan, Chair, The Faculty Senate of Brandeis University
On behalf of The Faculty Senate of Brandeis University

<http://www.brandeis.edu/faculty-senate/>

Attachments

1. Statements of Solidarity – Brandeis University Departments
 - Afro-American and African Studies (AAAS)
 - Anthropology
 - Division Heads for Arts & Sciences: Science, Humanities, Social Science, Creative Arts
 - Economics
 - English
 - Fine Arts
 - Health: Science, Society & Policy Program (HSSP)
 - The Heller School for Social Policy and Management
 - History
 - International Business School (IBS)
 - Latin American and Latino Studies
 - Library & Technology Services (LTS)
 - Music
 - Near Eastern & Judaic Studies
 - Politics
 - Social Justice & Social Policy (SJSP)
 - Theater Arts
 - The Rose Art Museum
 - Women's, Gender and Sexuality Studies (WGS)
2. #ConcernedStudents2015 Letter and List of Demands to Brandeis University (Nov. 19, 2015)
3. Interim President Lisa M. Lynch Letter (Nov. 22, 2015)
4. #IAmFordHall2015 Working Syllabus (Nov. 23, 2015)