The faculty of the Department of African and Afro-American Studies (AAAS) at Brandeis University stand in solidarity with the students who have occupied the office of President Lisa Lynch and the demands they have issued. AAAS was established in 1969 following the occupation of Ford Hall by Brandeis black students committed to systemic institutional change. As a department born out of student protest, we believe it is our intellectual and moral obligation to support our students in their struggle to transform Brandeis into a truly 21st century university.

The challenges facing students, faculty and staff of African descent at Brandeis are not new. Over the years, Brandeis has repeatedly professed its commitment to “diversity.” Committees have been convened, studies conducted and reports issued. Nevertheless, progress has been painfully slow and African American and other marginalized students continue to suffer. Given the urgency of our current historical moment, continued delay and lip service to change is simply unacceptable.

Our students have taken the lead, and we are ready to follow them. With great courage, they have articulated the pain, frustration and anger many students of African descent grapple with at Brandeis on a daily basis. With tremendous vision, they have put forth a series of demands that are in the best traditions of Brandeis University. They insist that this institution, founded on the principles of racial, ethnic and religious inclusion, live up to its creed. They insist that this institution, named after a champion of social justice, aggressively confront its own history of white supremacy. They insist that this institution, where black women like Pauli Murray, Angela Davis, Patricia Hill Collins, Margo Jefferson, Hortense Spillers and others once taught and learned, provide opportunities for future generations of black faculty and students to also achieve greatness.

It is our duty as faculty to stand with the students of #FordHall2015 and do our part to move Brandeis forward. AAAS has never wavered in its commitment to providing students with an interdisciplinary grounding in the history, culture and politics of African Americans and other peoples of African descent. Yet, for too long the department has been seen and treated as the lone academic space where students can learn about these subjects in an intellectually informed and rigorous manner. The work of educating Brandeis students about black people cannot fall on the shoulders of one department. Just as our students have exhibited remarkable bravery in their fight to make Brandeis a truly inclusive and academically fulfilling university, so should we.

In his April 16, 1963 “Letter from Birmingham Jail,” Dr. Martin Luther King, Jr., wrote, “Shallow understanding from people of good will is more frustrating than absolute
misunderstanding from people of ill will. Lukewarm acceptance is much more bewildering than outright rejection.” His words ring prophetically true for Brandeis University in 2015. We call upon President Lynch and the entire senior administration, Perry Traquina and the Board of Trustees, and all concerned members of the Brandeis community to move beyond mere good will to immediate action. Our students cannot wait any longer.

Signed,
The Faculty of the African and Afro-American Studies Department
Brandeis University

Anthropology Department
http://www.brandeis.edu/departments/anthro/solidarity%20with%20FordHall2015.pdf
The Department of Anthropology stands in solidarity with the students of #FordHall2015 in calling on the university to fulfill its commitments to social justice and inclusion. We are grateful for the students’ courageous actions, which are inspiring dialogue and pushing for concrete changes. We note that the tools to confront racism, exclusion, and othering in the university and in our societies– including the discourse and bureaucratic practices of “diversity” – have only partly addressed the intransigent problems at Brandeis and other institutions. In fact, these tools have sometimes contributed to a continuation of the status quo and a bracketing of possibilities for change. We affirm our continuing commitment to concepts, methods, and information that challenge both structures and institutions of power and the inscription of privilege, violence and exclusion on individual bodies and habits in the U.S. and beyond. We look forward to participating as members of the campus community in the imaginative work of creating new approaches to address these problems. We call upon the senior administration and the Board of Trustees to take concrete steps (both immediate and long-term) toward transforming Brandeis into a fully inclusive university.

Division Heads for Arts & Sciences: Science, Humanities, Social Science, Creative Arts
We stand in solidarity with the students of #FordHall2015 and fully support the struggle to transform Brandeis University into the excellent, inclusive, diverse, and racially just institution that it must become. We pledge to work tirelessly and immediately – together with our black students and colleagues -- to eradicate all forms of racism, discrimination and oppression on campus and beyond.
We call upon the senior administration and the Board of Trustees to continue their dialogue with our students and to take concrete steps toward this goal.
John Burt, Head of the Division of Humanities
Sarah Lamb, Head of the Division of Social Sciences
John Wardle, Head of the Division of Science
Gannit Ankori, Head of the Division of Creative Arts
Department of Classical Studies
The Department of Classical Studies supports the students of #FordHall2015. We ask Brandeis to fulfill its long-standing commitment to social justice and inclusion on our campus. We appreciate the courageous actions of the students to bring about dialogue and seek positive changes. Clearly prior efforts to establish diversity on campuses have not been sufficient to eradicate the current status quo concerning many troubling issues, such as racism and exclusion, on our campus and on campuses everywhere. We strongly urge the senior administration at Brandeis and the Board of Trustees to take both immediate and long-term steps to transform Brandeis into the fully inclusive university that we have always aspired to be.

Ann Olga Koloski-Ostrow, Professor and Chair, Maša Culumovic, Assistant Professor, Patricia A. Johnston, Professor, Andrew J. Koh, Assistant Professor and Kay Fellow, Cheryl L. Walker, Associate Professor, Delande Justinvil, Academic Administrator, Heidi McAllister, Academic Administrator

Department of Economics
The Department of Economics supports the recent calls for greater diversity within the Brandeis community. The senior faculty have met and commits the Department to the following actions:

1. For our undergraduate program, we will:
   a) increase our outreach to communities within Brandeis that are under-represented in our courses and our major,
   b) broaden the charge of our existing taskforce on gender inclusion within the major to include under-represented groups, and
   c) critically examine our existing curriculum to identify areas where the analysis of race, discrimination, and inequality can be incorporated and expanded.

2. For our Ph.D. program, we will expand our efforts to recruit talented students from diverse backgrounds to build the pipeline of future researchers and teachers.

3. We are re-doubling our efforts to identify and recruit a more ethnically and racially diverse faculty.

America’s racial legacy plays a key role in today’s economy. Research done by Brandeis faculty makes this abundantly clear. As Professor Katy Graddy’s research has found, even when income and cost differences are taken into account, fast food restaurants charge more in African-American neighborhoods. And as our colleagues at the Heller School document, the median white household had $111,146 in wealth holdings in 2011, compared to $7,113 for the median black household and $8,348 for the median Latino household. Of course, the issues facing African-Americans are more than just monetary.
We strive to build a community in which all are included and all can learn, create and do research free of artificial constraints based on race, ethnicity, gender, sexual orientation, or any other human distinction.

We recognize that such support requires more than just words.

Education Program
The Brandeis Education Program supports the recent calls for greater diversity within the Brandeis community. Our faculty, students and university will greatly benefit from the presence of more professors and students of color. We are committed to doing our part to making this happen. We further support a safe learning environment for all our students. We recognize the importance of the issues raised by #FordHall2015 and efforts to engage our community in an open discussion of pressing questions of racial justice and inclusion on our campus and in our society.

As educators we also ask: What should faculty and students be reading and discussing together? What structures would provide safe settings for serious and critical discussion? How can our students play a leadership role in these conversations? These issues are especially salient for us as educators concerned about the quality of public education and troubled by the persistent inequities in our schools and society. We will to continue our work to raise and answer these questions with our students and colleagues.

Department of English
http://www.brandeis.edu/departments/english/
The faculty of the Brandeis University Department of English stands in solidarity with the students of #FordHall2015, and with our colleagues in the Department of African and Afro-American Studies, in calling on the university to fulfill its commitments to social justice and diversity. We applaud the courage and determination of the Concerned Students. We accept our responsibility to educate ourselves and our students to confront racism on our campus and in our world. We call upon the senior administration and the Board of Trustees to take immediate, concrete steps toward transforming Brandeis into a fully inclusive university.

Department of Fine Arts
The Fine Arts Department expresses solidarity with the students participating in the #FordHall2015 protest, with their supporters and with our colleagues in AAAS and throughout the University. We share the commitment to make Brandeis a more diverse, inclusive, and intellectually dynamic place, and admire the determination of the protesters to bring about positive change. We concur with the goals of broadening the curriculum and cultivating a more diverse student body and faculty. As artists and scholars of art we recognize the unique power of art to challenge the status quo and enact social change, and thus feel a profound connection with our intrepid students. We hope that the
administration devises concrete actions toward both immediate and long term remedies that enable Brandeis University to fulfill its social justice mission.

**Department of German, Russian, and Asian Languages and Literature (GRALL)**
Members of the Department of German, Russian, and Asian Languages and Literature (GRALL) stand in solidarity with the students of #FordHall2015.
We are inspired by the powerful statement of the Department of African and Afro-American Studies (AAAS) and support Interim President Lynch in her commitment to unite our community in fulfilling its mission of social justice and inclusion.
We pledge to do our part as a department and as individuals to make Brandeis a truly inclusive and diverse university that lives up to its mission statement. Brandeis must back up its declared commitment to diversity with concerted and compassionate action.
Stephen Dowden, Irina Dubinina, Matthew Fraleigh, Hisae Fujiwara, Xiwen Lu, Robin Feuer Miller, Yukimi Nakano, David Powelstock, Kathrin Seidl, Harleen Singh, Sabine von Mering, Pu Wang, Jian Wei, Curt Woolhiser

**Health: Science, Society and Policy (HSSP)**
[http://www.brandeis.edu/programs/hssp/](http://www.brandeis.edu/programs/hssp/)
The faculty of the Health: Science, Society and Policy (HSSP) Program express our solidarity with the vision expressed by the students occupying the Bernstein-Marcus Building. The issues to which they call our attention are serious and urgent. Increasing the diversity and inclusiveness of the University are goals which we share.
We commit ourselves to working as partners with all constituents of the University to realize these goals. We recognize that many of our shared aspirations cannot be accomplished in a short time frame. We appreciate the efforts of our colleagues to move forward with policies and programs to increase diversity and inclusion on campus. We applaud the progress that has been made in recent years, even as we recognize that there is still much work to be done.
Understanding how structural inequalities affect human bodies, often leading to stark inequities in population health, is a central concern of our program. The issues raised by #ConcernedStudents2015 are important to us as scholars, teachers, and members of this community. We look forward to participating in ongoing education, dialogue, and policy formulation to make Brandeis University the inclusive and diverse community that it is meant to be.
Statement of solidarity from Heller faculty, researchers and staff
The undersigned faculty, staff and researchers of the Heller School for Social Policy and
Management at Brandeis University stand in solidarity with the students who have
occupied Bernstein-Marcus. They are seeking immediate action to align the University's
activities with its historic social justice mission. To the University's shame, most of the
student demands are not new and have been part of the campus conversation for years, but
talk has trumped commitment, resources, and resolve. We, the undersigned faculty, staff
and researchers at the Heller School, appreciate the students’ commitment to ensuring that
the University’s actions are aligned with the vision of Justice Brandeis, our namesake. We
believe it is our intellectual and moral obligation to support our students in their struggle
to transform Brandeis into a truly 21st century university.

The students have eloquently articulated that Black faculty, staff and students face serious
inequities on this campus, and ongoing efforts to improve these conditions are falling far
short. We, the faculty, staff and researchers of the Heller School, concur that serious
shortcomings in equity, diversity and inclusion prevent the Brandeis community from
fulfilling its mission. New energy and a new vision are required. The students’ actions offer
the University an opportunity to have an honest conversation about these issues and put
forward mutually agreed upon tangible solutions. Echoing the social activism of the
University's founders, the students are demanding immediate action. We acknowledge that
the slow pace of change is not acceptable, and that both meaningful structural and
attitudinal changes are urgently needed to create a more inclusive and equitable Brandeis
community.

We urge the University’s administration to take immediate steps to build a University
community that is fully inclusive, and honors diversity in deed as well as word. We respect
the students’ initiative to seize this historic moment, and offer the entire Brandeis
community an opportunity to start a series of both corrective and proactive actions to end
racial inequities at our university.

HSA Statement in support of Concerned Students of Brandeis
Dear Heller Community,
We write to you today as your newly-appointed student representatives. We are humbled
and honored that you trust us with this position, and hope to represent your needs and
concerns to the fullest extent over the rest of the academic year.

Today, we exercise our capacity as representatives to lend support to the students
participating in the sit-in demonstration in front of Interim President Lisa Lynch's office in
Bernstein-Marcus. Due to institutions of oppression that play out on college campuses and
in the world, Black students - including students at Heller - do not feel accepted, safe, or included in classes or activities at Brandeis. Concerned students of this campus have a list of 13 demands to be met by the University’s Administration and Board of Trustees. These demands, when met, aim to create safer spaces for Black students.

The Heller Student Association stands in solidarity with the concerned students of Brandeis University who protect and honor Black lives and their demands. As a graduate school whose belief is founded on the ideal of advancing social justice, we charge our Heller community once again with the task of being agents of change. This means having the difficult conversations about power and privilege, recognizing which ways we benefit from systems that disadvantage others, and working to fix those broken systems. This means holding each other accountable to what we say and how we treat each other. This means being an ally. We must confront the uncomfortable reality of systemic racism and oppression in our university, in the United States and around the globe, even if those in leadership won’t. We must increase visibility around these issues of oppression and not further oppress victims through silence or denial. Silence is violence.

Through this difficult time, we also ask that we continue to support each other. Your fellow students are asking for and deserve your support. Please reach out to those you know participating in the sit-in, offering your presence, solidarity, and strength.

With love and in solidarity,
Heller Student Association & the Heller Diversity Steering Committee Student Representatives

A message to the Heller community from Interim Dean Marty Krauss

Dear Heller students, faculty and staff,

I applaud everyone in our community who has been involved in the protests on campus regarding the urgent need for an effective plan to address issues of race and discrimination at Brandeis. The university was founded to be open to all, to be a beacon of excellence in all we do and to be a model for other institutions. We are not meeting those principles. On Friday night, I participated in the negotiation session with five students (two of whom are from Heller) that was led by President Lisa Lynch. The students were determined to get specific answers to their demands and Lisa, along with other senior administrators, were working hard to address those demands. Lisa had continued conversations with the Board of Trustees and other administrators over the weekend to discuss the demands, and last night she issued the university’s response. But much more work is yet to come, as she details in her letter.

Here at Heller, we too have significant work to do. Last week, I received a strong and comprehensive set of tasks and recommendations from the Diversity Steering Committee. I thank all committee members for their hard work and concrete suggestions, and look forward to meeting with the committee to plan next steps.
I have also been meeting with a group of Heller students to plan a Community Day for Heller on January 12, 2016, the day before spring semester classes begin. The goal is to have a variety of sessions for students, faculty and staff on topics related to diversity and inclusion, effective teaching strategies and sexual harassment. There are many details yet to be settled, but I hope you will participate.

The emotional and physical intensity of the last few days may subside in the days to come, but my resolve to address issues of diversity and inclusion will not. I stand with our students, staff and faculty who are and have been involved in the demonstrations, as these issues are ever present and ever challenging.

Marty Krauss, Interim Dean

A message to the Heller community from MPP in Social Policy Director Michael Doonan

I would like to express my solidarity with the students who have occupied Bernstein-Marcus. I am particularly proud of the MPP student leadership in this effort. As you know this movement seeks immediate action to align the University’s activities with its historic social justice mission. Most of the student demands are not new and have been with us for many years and action is long past due. I will be joining with a number of Heller faculty to make a public statement to this effect.

Student action at the Heller school has already led to some important changes at Heller and to the MPP program in particular, but far more needs to be done. The main priority of the MPP program committee has been diversity. Over the past three years we created a subcommittee on diversity charged to focus on student recruitment, curriculum reform, teaching in the classroom and diversity of faculty and staff. Additional resources for this effort including staff support and scholarship money were made available by Dean Lynch and Acting Dean Krauss.

From this we reorganized our orientation include diversity training, related book talk and follow-up workshop. We will be adding additional training and speakers. We stepped up recruitment efforts and significantly increased the number of U.S. students of color. We are in the process of reviewing all curriculum to better integrate diversity related issues and have already begun enhanced faculty training to better deal with issues of diversity in the classroom. We also added a required course on diversity.

We do have a long way to go. We need to expedite our review of the core curriculum, and faculty training. We need to redouble our efforts at diversity recruitment, provide broader more diverse mentorship for students and find additional student financial support. All students need to feel part of a diverse community of people dedicated to social change and social justice. I take responsibility that this is not always the case and will work with colleagues, students and the administration to be sure it is. Another deficiency is the lack of faculty diversity which is a huge short term challenge, but something we desperately need to improve.
Again thank you for leading and being part of the change.

The Eli J. Segal Citizen Leadership Program

The Eli J. Segal Citizen Leadership Program, at the Center for Youth and Communities remains steadfast in its stance of solidarity with the concerned students and supports the goals of #FordHall2015 as defined in their letter to President Lisa Lynch on November 19, 2015.

We support the students requesting their voices be heard through engagement in dialogue to ensure their demands are addressed by University leadership. Their courage, dedication and pain is not lost on us as it is central to our mission of making knowledge productive and supporting emerging leaders to engage in a lifetime of citizen leadership. In fact we accept the mission of this university which states “As a liberal arts college, Brandeis affirms the importance of a broad and critical education in enriching the lives of students and preparing them for full participation in a changing society, capable of promoting their own welfare, yet remaining deeply concerned about the welfare of others.” These students are deliberately acting on the second part of this mission while imploring that the first be done better.

Their demands highlight a change to curriculum and pedagogy much needed to prepare them for the ever-changing times off this campus. We agree with their adage “Uplifting the most marginalized uplifts us all” and want to see their goals achieved. In an institution of teaching and learning we stand with our students demanding change that goes beyond a strategic plan statement of improved “diversity” to tangible actions. Moreover, we believe their demands are realistic and worthwhile for success at any university embedded in our current society. We hope and expect that the administration and students will continue negotiations and move into action – some initial steps are defined in the letter by President Lynch on November 23, 2015.

We believe that it is with strong partnerships and coalitions – particularly including the students in decision-making processes – that we will see change. We hope the students know we do not think all this burden should be on their shoulders and we are committed to sharing it by continuing to do this work well beyond the next few days or weeks. So, to show our actions will speak louder than words, the Segal Program at the Center for Youth and Communities will commit to hosting each semester at least one of the “professional development workshops specifically tailored for Black students” (“List of Demands presented to Brandeis University by Concerned Students 2015” on November 19, 2015 at 1:30pm). We will invite our expansive Segal Network to engage with the Brandeis community to bring these important learning opportunities to our black students as a way to both support our larger University and model the standards demanded by these engaged citizen leaders. We look forward to co-creating our spring 2015 workshop with the concerned students early in the New Year to ensure their voices are honored and interests met by our workshops. Additionally we will draw upon the reading list and syllabus
recently generated by the students to use with our Segal Fellows to continue this conversation beyond Brandeis University.
We thank the students for their leadership and look forward to a better tomorrow for the whole community while we uplift this one.

**Department of History**
https://www.brandeis.edu/departments/history/news/1511DiversityStatement.html
The Department of History supports the recent calls for greater diversity within the Brandeis community. Our department and all departments will greatly benefit from the presence of more professors and students of color. We are committed to doing our part to making this happen. We further support a safe learning environment for all our students. We recognize the importance of the issues raised by #FordHall2015 and efforts to engage our community in an open discussion of pressing questions of racial justice and inclusion on our campus and in our society.

**International Business School (IBS)**
The current student activism on the Brandeis University campus – and on campuses across the country – is an important call for all of us to continually examine whether we are doing enough to advance social change and eradicate racial injustice.

Our mission at Brandeis International Business School (IBS) is to prepare students from around the world to do well in business and good for society. In order to accomplish this, we must provide a supportive environment which embraces diversity in all its forms and expressions. Brandeis IBS attracts an internationally diverse student body; approximately 85 percent of our students are from overseas and represent more than 60 countries. However, we acknowledge that there is more we can and should be doing to ensure that our domestic student population and our faculty and staff are more reflective of U.S. society. We will focus on improving the diversity of our entire community in our recruitment and enrollment of students, and in our hiring of those who teach, mentor, advise and support them. This requires an ongoing effort and is one that has my full support. My commitment is to continue our University’s proud history of inclusion by engaging with our students and by collaborating with our faculty and leadership team. We will work thoughtfully and deliberately towards continuous improvement. I am confident that as a result of our collective efforts, Brandeis will emerge stronger as a community for years to come.

Sincerely,
Bruce Magid
Latin American and Latino Studies Program
http://www.brandeis.edu/programs/lals/

The Latin American and Latino Studies Program stands in solidarity with the students of #FordHall2015 in calling on the university to fulfill its social justice mission and create a more fully inclusive campus community of students, staff, and faculty. The courageous students who have taken action have inspired real dialogue and change on campus. As faculty we look forward to participating in and out of the classroom to enact change and bring about a more open and welcoming community for people of color. We also call on the administration and the Board of Trustees to respond constructively and quickly with concrete steps to bring about the transformative goals of making justice and inclusion at Brandeis true in word and deed.

Legal Studies Program
http://www.brandeis.edu/programs/legal_studies/

Legal Studies has been following current campus events during an intense period of discussion on matters of race and justice. We support the aspirations of Concerned Students 2015, and other students, in provoking a more concrete debate on these issues. And we share their vision for a more inclusive campus environment. There is every reason to hope that respectful dialogue can lead to tangible improvements in the months and years ahead. As a field of study, Law confronts broad questions about justice, approached by way of critical thinking and practical action. Our experience of working with Brandeis students gives us confidence that their energy and skills can contribute to a better future not only for the campus, but for our larger society.

Richard Gaskins, Director of the Legal Studies Program

Library & Technology Services (LTS)
https://blogs.brandeis.edu/lts/

Library and Technology Services supports students and others working to improve diversity and inclusion at Brandeis University. One of the ways we do that is by keeping the record of these efforts, and others like them in the past, in the University Archives. The students currently occupying the Bernstein-Marcus administration building are using the hashtags #FordHall2015 and #IAmFordHall2015. The name they have chosen references an event that took place on campus in January of 1969, when student members of the Brandeis Afro-American Society occupied Ford and Sydeman Halls and put forth a list of demands for better minority representation on campus. Archival collections documenting that event and its outcomes are available in the Brandeis University Archives, and an online exhibit with a timeline, photos, list of demands, and other information is available here: http://lts.brandeis.edu/research/archives-speccoll/exhibits/ford/index.html.
We want to encourage the Brandeis community to learn about Brandeis’s past, the better to understand the path that we are all on. We also invite the donation of materials related to Ford Hall 2015.

A message from the Social Justice Forum:
https://lts.brandeis.edu/about/social-justice-forum.html
The Social Justice Forum (SJF) committee supports the students of #FordHall2015. We are deeply inspired by their passion and commitment to social justice for — and by — the Brandeis community. We encourage all SJF participants to read the Ford Hall 2015 curriculum and FAQs. This information will enrich your understanding of the concerns and opportunities encompassed by this moment in time. This student movement complements the SJF model of extending thoughtful conversation out into the community and is helping ensure that all voices are heard.

The social justice forum is organized by a committee of students, faculty, and staff, currently chaired by Rabbi Elyse Winick and John Unsworth, of LTS.

Brandeis Multifaith Chaplaincy
The Brandeis Multifaith Chaplaincy stands with #fordhall2015 in its quest for justice. All people are created in God’s image and we are committed to building and supporting a community which reflects that mandate. We thank the many students who have placed their own needs on hold in order to raise all of us up. We pray for the day in which no student, faculty or staff member feels marginalized on our campus and we can pursue truth even unto its innermost parts side by side.

Department of Music
The faculty and staff of Department of Music at Brandeis University stand in solidarity with the students of #FordHall2015. We are indebted to the Concerned Students and the sacrifices they’ve made and continue to make, and we support their endeavor in calling upon Brandeis University to fulfill its founding mission. The Department commits to shoulder its own responsibility and take immediate steps in ensuring that we offer an inclusive and socially just environment. We also call upon all members of the Brandeis community to unite and work with persistence toward this common goal.
Department of Near East & Judaic Studies
http://www.brandeis.edu/departments/nejs/Signatories%20FordHall2015.html

Signatories
Tzvi Abusch
Guy Antebi
Bernadette Brooten
Jonathan Decter
Sharon Feiman-Nemser
ChaeRan Freeze
Sara Hascal
Ellen Kellman
Reuven Kimelman
Jon Levisohn
Kanan Makiya
Yehudah Mirsky*
Ari Ofengenden
Bonit Porath
Sharon Pucker Rivo (class of ’61)
Eugene Sheppard
Esther Shorr
Ellen Smith
Ilana Szobel
David Wright

*Further statement below

The pursuit of racial justice, like all justice, is as urgent as it is often complex, especially in large institutions. The student protestors have raised our awareness and for that we must be grateful. Now begins the hard, detailed work of change, not in place of awareness but as its realization. I hope that in this process the students and administration and faculty will work constructively together to build sustainable change. Today’s students are tomorrow’s faculty and administration. The system is not the enemy, it is, in the fullness of time, one of the crucial vessels you will use to change the world.
–Yehudah Mirsky

Peace, Conflict, and Coexistence Studies Program (PAX)
The Peace, Conflict, and Coexistence Studies Program (PAX) stands in solidarity with the students of #FordHall2015. At the heart of PAX is the mission to teach students how to analyze structures and processes of injustice, how to interact nonviolently with the world around them, and how to work effectively to improve it. We enthusiastically endorse the Concerned Students’ call to “seek to investigate the nature of power, political participation,
release from domination and exploitation, and the self's relation to all this.” We join them in efforts to make Brandeis more fully sensitive to race, gender, class, and other issues of oppression. With some expertise in conflict resolution and its many applications and nuances, we offer to be as helpful as possible in any of the phases of the work ahead where we would be welcome to take part in this most urgent and promising dynamic under way.

Department of Politics
http://www.brandeis.edu/departments/politics/newsevents/1511DiversityStatement.html

As Brandeis faculty, it is imperative that we listen to and address claims of injustice expressed by members of our university community. When the aggrieved are our students who belong to an underrepresented and historically oppressed minority group, and when the harms involve claims of current, systemic injustice – as is the case with the Ford Hall 2015 activists – we must listen carefully and respond effectively.

The Department of Politics fully supports efforts to achieve greater diversity within our community and to increase support for students, faculty, and staff of color.

The faculty of the Department of Politics commit ourselves to:

1. Reviewing current practices and formulating new ones regarding our departmental curriculum and pedagogy and extra-curricular programming as it relates to inequality and racism inside and outside of our campus.

2. Expanding our efforts to recruit students from underrepresented groups into our M.A. and Ph.D. programs, as this is the best way to build an increasingly diverse group of political scientists and political analysts for the future.

3. Intensifying outreach to groups in our university community that are under-represented in both our courses and our undergraduate major.

4. Bringing to a successful conclusion our current efforts, in conjunction with AAAS, to hire a tenure-track political scientist specializing in race and American politics and seeking authorization to hire additional Politics faculty of color this academic year.

Interim Provost Irving Epstein and the Provost’s Steering Committee on Diversity

The Provost’s Steering Committee on Diversity expresses its strong support for the principles, goals, and actions outlined in the December 1 resolution undertaken jointly by the students of Ford Hall 2015 and University senior leadership. We are grateful that, inspired by our students’ call to action, all parties worked together to lay out a path for increasing diversity and inclusion at Brandeis. We are pleased that the principles and actions the document describes reaffirm Brandeis’ founding ideals but also accelerate the pace of their realization. Further, the accord rightly recognizes that this is an ongoing and dynamic process of change that must include students, staff, faculty and administration.

The Steering Committee recognizes its own roles and responsibilities in these processes. As we continue the work of the committee, we invite suggestions from all constituents for
implementing specific objectives concerning recruitment, hiring, curriculum, pedagogy, student services, and campus climate. We look forward to working with President Lynch and with colleagues across the university to foster a fully inclusive faculty, staff, and student community.

**Department of Psychology**
The Department of Psychology joins students of #FordHall2015 and all of the groups and individuals standing in solidarity with them in recognizing social inequity at Brandeis and aspiring to eradicate it. We cherish our students’ activism in reminding us of a problem that has always existed at Brandeis and is still urgent. We applaud President Lynch for her open, enthusiastic participation in dialog about Brandeis’ ongoing efforts to foster diversity. We pledge to renew our departmental diversity-building efforts. We look forward to working with our students and administration to improve coverage of the psychology of diversity and to make it universally inviting and accessible.

**Division of Science**
Statement of support and action from the Division of Science (incorporating the departments of biochemistry, biology, chemistry, computer science, mathematics, physics and psychology, and the programs of biological physics, genetic counseling, linguistics, neuroscience and quantitative biology).

#ConcernedStudents2015 calls on the University to fulfill its mission and commitment to social justice and inclusion especially as it relates to the conditions surrounding our black and other underrepresented minority students. The Division of Science declares solidarity with the vision expressed by the students that occupied the Bernstein-Marcus Building. The issues to which they call our attention are serious and urgent. Increasing the diversity and inclusiveness throughout the University are goals that we share.

We are acutely aware of the lack of diversity in the Division, at all levels. This reflects, in part, the small number of black and minority students entering the STEM fields (Science, Technology, Education and Mathematics), and the problem reaches back into the K-12 education system. For some years, we have been actively taking steps to try and change this. These outreach efforts include those listed below, and we continue to actively seek additional avenues to increase diversity throughout the Division.

Graduate students and postdoctoral fellows teaching in the Transitional Year Program Science Posse (75% underrepresented minorities)
National Science Foundation funded Research Experience for Undergraduates (REU):
  - Materials Research Science and Engineering Center REU (goal for this year is 100% underrepresented minority students)
  - Molecular and Cell Biology REU (> 50% underrepresented minority students)
Recruiting graduate students through SACNAS (*Society for Advancement of Chicanos/Hispanics and Native Americans in Science*), and at ABRCMS (Annual...
Biomedical Research Conference for Minority Students), U Mass Boston, U Mass Lowell, and other local colleges with large minority populations.

Host six research fellows from Hampton University, an Historically Black University, in Brandeis laboratories for one year each, with the aim to transition them to tenure-track faculty positions.

Working with students and faculty in Waltham High School (50% minority students) Recruiting minority undergraduates in the Meyerhoff Scholars Program at the University of Maryland, Baltimore County, for fully paid summer research internships at Brandeis.

We endorse the actions and goals set out in the letter from interim President Lisa Lynch on December 1. We commit to working as partners with all constituents of the University to realize these goals. While we recognize that many of our shared aspirations cannot be accomplished in a short time frame, we appreciate and support the efforts of our colleagues to move forward with policies and programs to increase diversity and inclusion on campus. The issues raised by #ConcernedStudents2015 are important to us as scientists, teachers, and members of this community. We look forward to participating in ongoing education, dialogue, policy formulation and action to make Brandeis University the inclusive and diverse community that it aspires to be.

Social Justice & Social Policy Program (SJSP)
http://www.brandeis.edu/programs/sjsp/

The Program in Social Justice and Social Policy (SJSP) stands in solidarity with the students who peacefully occupy the office of the University President. The mission of SJSP is to develop effective social policies and encourage students to advocate for change. SJSP seeks to teach students to

- “Rigorously engage with core questions of liberty, equality, and justice
- Interrogate the historical, structural, and cultural contexts that shape the dynamics of discrimination and inequality in a range of institutions
- Clearly communicate theories, analyses, and policy solutions, both orally and in writing
- Apply generalized principles to a range of real-world issues and settings
- Deploy analytic frameworks and tools to develop effective policy approaches to specific social problems
- Adeptly consider and respond to objections to proposed policy solutions

How can we demand these educational commitments for our students and not of ourselves? Our students are now taking the lead. These are the leaders of the next
generation. It is our responsibility as faculty to support the peaceful demonstration and encourage the dialogue by which they seek change.

Department of Sociology
The faculty and staff of the Department of Sociology stand in solidarity with students who have occupied Bernstein-Marcus. We strongly endorse their vision of a more inclusive and diverse university. We commend their leadership and courage in asking all of us to participate in the realization of this vision. We commit ourselves to actively engaging to deepen the conversation and to support concrete efforts to move towards a more equitable and just Brandeis.

Our discipline arose from the study of inequality and injustice, and these remain central concerns. We recognize the harms done by systems of structural inequality, which exact deadly and unacceptable tolls on the bodies, souls, families, and communities of people of color in the United States. We also know that the values and policies that have attempted to address the persistent problems of racism and exclusion in our society and our university have often fallen short, and that new discussions, new ideals and new practices are necessary to move our communities forward. We maintain an unshakable commitment to teaching and research focused on inequality and injustice, their consequences, and mechanisms for their amelioration. We support continued negotiations between the students, university administration, interim President Lynch and the Board of Trustees to find a collaborative path for addressing the yet unfulfilled social justice promise of Brandeis. We will continue to engage with our students, colleagues, and university leaders to address these issues on campus and beyond in a constructive and collaborative manner.

Department of Theater Arts
http://www.brandeis.edu/departments/theater/

The Department of Theater Arts at Brandeis University stands in solidarity with the students of #FordHall2015 in calling on the university to fulfill its commitments to social justice, diversity and inclusion. We are grateful to the Concerned Students for inspiring dialogue and action to end racism and discrimination on campus. We commit to an ongoing process of educating ourselves, and reaffirm the capacity of the arts to challenge oppression and enable transformation. We join our colleagues and call upon the Senior Administration and the Board of Trustees to take immediate first steps towards transforming Brandeis University into a fully inclusive University.

The Rose Art Museum

We, the staff of the Rose Art Museum at Brandeis University, stand in solidarity with the students of #FordHall2015. We are grateful to them for putting their bodies on the line and for loudly demanding long overdue change. The museum aims to reflect the core values
upheld by Brandeis University at its founding, including a commitment to social justice. We support our students in their effort to make Brandeis fulfill that commitment.

**Department of Women’s, Gender & Sexuality Studies**  
[https://www.brandeis.edu/programs/wgs/index.html](https://www.brandeis.edu/programs/wgs/index.html)

The Women’s, Gender and Sexuality Studies Program’s faculty stands in solidarity with the students occupying the Bernstein-Marcus building. Our students have taken the lead again in calling for change, and as stated by our colleagues in the AAAS department, “it is our intellectual and moral obligation to support our students in their struggles to transform Brandeis into a truly 21st century university.” We pledge ourselves to transformation and call upon the administration to do likewise. #fordhall2015