

ESRM Community,

Black Lives Matter.

We are disgusted and horrified by the murders of George Floyd, Breonna Taylor, Steven Taylor, Sean Reed, Yassin Mohamed, and Tony McDade. These senseless murders, among countless others, reveal the deep roots of white supremacy in our nation that allow police brutality and racism go unchecked.

We are a part of the problem. Our faculty in ESRM are predominantly white and we have not been proactive enough to diversify ourselves and our discipline. We have not done an adequate job highlighting the work of Black scientists, policy makers, and leaders in environmental science and environmental justice in our curriculum. We have taken too long to make a statement and unabashedly show support for our Black and brown students.

We know this is not the kind of thing that can be fixed overnight. But we also know we cannot wait another minute to start making progress. In that spirit, we pledge the following:

- **We will listen to and amplify the voices of our Black students and colleagues.** We have so much to learn. We will listen to what our Black students and colleagues say, and amplify their voices. This is not the time for our own exposition and perspective. This is the time to make space for the Black voices that have been silenced in our community for far too long.
- **We will educate ourselves.** All white tenured and tenure-track faculty commit to reading *White Fragility: why it's so hard for white people to talk about racism* by Robin DiAngelo this summer. We will set aside time to discuss the reading in our first Faculty Meeting of the fall. We invite our white students to join us in reading this book and other similar resources.
- **We will learn to be better allies.** We will seek out and read materials assembled by the Black community that teach us to be better allies. Including, but not limited to:
 1. [A Guide to Allyship \(Links to an external site.\)](#)
 2. [National Resource List for #GeorgeFloyd \(Links to an external site.\)](#)
- **We will pay it forward.** We have benefited from white privilege, including financially. We commit to donating to bail funds, legal counsel funds, memorial funds, and the Black Lives Matter movement.

We are here to support you.

In solidarity,

Dr.'s Emily Fairfax, Dan Reineman, Don Rodriguez, Kiki Patsch, Clare Steele, and Sean Anderson