

Psychology Program Statement of Support for Black Lives Matter

The Psychology Program at California State University Channel Islands stands in solidarity with Black Lives Matter. The Program further affirms that Black Minds Matter.

As a Program, we stand against Anti-Blackness, systemic and institutional racism and discrimination, social injustices, and violence directed at Black communities and people of color, both within our country and around the world.

The murders of George Floyd, Ahmaud Arbery, Breonna Taylor, Tony McDade, Rayshard Brooks, Michael Brown, and numerous other Black people are recent examples of racial violence that have persisted over many centuries. Racial violence and injustice have also been endured by all indigenous people and people of color. Yet we have barely begun to acknowledge, let alone confront, the painful legacy of this systemic racism and violence. This continuing racial injustice will not change if we stay silent, avoid difficult conversations, and refrain from taking direct action.

The events of recent days in our country embody voices that cry out to be heard and show us that the need for profound change cannot be denied any longer. We, as faculty members in the Psychology Program, support this change and strive every day to create a safer and more just, equitable, and inclusive society. We are a community that can, and must, do better to support our Black colleagues, students, staff, and administrators in the fight for justice. Therefore, we pledge to continue to expand our efforts to foster racial equity and inclusion within our Program and across our campus community. Below is our plan of action at this time:

- We will examine underlying psychological processes related to various forms of racism and other biases and their consequences as well as discuss actions being taken to address these issues in our classrooms.
- We will integrate discussion, reflection, and self-assessment activities into our courses, which are tailored for their specific class material. In doing so, we can provide students an opportunity to reflect and share their own experiences and also include assessment of implicit biases and privilege.
- We will include photos, images, and teaching materials that better represent diverse cultures.
- We will propose a GE course that will explore the role of culture in human thought processes and behavior across the globe. This course will include social justice components.

- CI Psychology Faculty are sensitive to the relationship between racism and classism, and the pressures that the pandemic places on those of lower means. We are committed to finding solutions that do not favor those with better access to technology. We will remain sensitive to unexpected changes in student availability due to disruption by the pandemic, and will make a concerted effort to establish one-on-one connections with all students during this time, so that education remains accessible to all students.
- We will encourage the development of faculty's scholarship that focuses on systemic racism and social justice and work to provide for wide dissemination of these findings.
- We will encourage and support undergraduate research projects that explore racial biases, social and institutional injustice within psychology's history, issues related to generalizability and under-representation of African-Americans and other communities of color in psychological research, and the complexity of measuring constructs related to race and ethnicity and identity.
- We will support underrepresented minority students in their involvement in undergraduate research.
- We will formulate a plan to increase the enrollment of underrepresented minority students in our Program.
- We will create an online forum that will include one area for faculty to share among ourselves what we are doing in our classes to help promote the values and actions discussed here, to facilitate questions and discussions of ideas among our staff, and to include any relevant research or other professional articles on the topic of improving and expanding our teaching on social justice and inclusion.

Additionally, we will create a separate forum for students and faculty alike to share their experiences and ideas regarding social issues and how we are doing as a Program and university in addressing these concerns, anonymously if so preferred. Through this online discussion board, we can also help to better build support and a feeling of being heard for our CI community.

- We will continue to recruit and hire faculty from underrepresented groups.
- We will participate in campus committees and task forces focusing on advancing racial justice, equity, and inclusive excellence.

- We will continue and expand our effort to partner with our students, faculty, staff, and communities of color to create educational opportunities that are centered in diverse and inclusive experiences and can contribute to positive social change.

By committing to the aforementioned actions, we are in alignment with the Psychology Program values which are “*to recognize the diverse cultural, economic, ethnic, historical, and political viewpoints that exist in a multicultural world . . . and to seek to understand how these viewpoints interact with individual and group behavior in order to encourage a rich pluralism of human interaction.*” Together we will strive to address these goals until meaningful change is achieved.

In solidarity,

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Recommended Readings:

<https://www.newyorker.com/books/page-turner/a-sociologist-examines-the-white-fragility-that-prevents-white-americans-from-confronting-racism>

[Why I'm Giving Up on Allies](#)

[The Stanford Open Policing Project](#)

<https://poorvucenter.yale.edu/ImplicitBiasAwareness>

<https://www.edweek.org/tm/articles/2018/07/25/why-teachers-must-fight-implicit-biases.html>

https://docs.google.com/document/d/1NMzTL0HYZuKTrJmMQQSNJ8_oPQt2ept2KcRTm-F8Qak/edit

<https://coralearning.org/product/black-minds-matter/>

<http://cue-equitytools.usc.edu/section-1/1#section-1-intro>

Recommended Viewing:

[BLACK MINDS MATTER SESSION 1](#)

[Is the Criminal Justice System Broken?](#)

[Addressing Anti-Blackness on College Campuses](#)

[Employing Equity-Minded & Culturally-Affirming Teaching and Learning Practices in Virtual Learning Communities](#)