

We are guided by the fact that all Black lives matter, regardless of actual or perceived sexual identity, gender identity, gender expression, economic status, ability, disability, religious beliefs or disbeliefs, immigration status, or location.

We affirm our humanity, our contributions to this society, and our resilience in the face of deadly oppression.

- Black Lives Matter

Now is not the time to be silent.

We, the members of the Psychology Program, unequivocally support Black Lives Matter. We stand with them in absolute solidarity against systemic inequality, abuses of power, police brutality, and claim makers that lay fault with black and brown people for these inhumane injustices.

We agree with the American Psychological Association's statement that "our nation is in the midst of a racism pandemic." Racism is a public health crisis that requires our full attention and swift actions. As psychologists and mental health professionals, we recognize the racial stress, physical violence, trauma and grief that is forced onto the Black community. We denounce White supremacy and its deleterious effects on our society, and especially our communities of color.

Empirical research has consistently revealed that the institutionalized marginalization and victimization of people based on color and ethnicity has negative, long-term effects that cross physical, cognitive, and socio-emotional boundaries. It affects every facet of life, for example, increasing chances of mortality, physical illness, and mental health disorders, while decreasing one's sense of autonomy, self-efficacy, and college completion. It is unconscionable to stand by and allow these preventable outcomes to continue to persist.

It is our responsibility to use our voice and our power to move beyond platitudes and to engage in real change for justice and education. We will firmly stand by other programs' declarations that explicit anti-racism must be a professional obligation of every researcher and instructor. We will work diligently to address these issues and are in the process of creating a detailed actionable plan, which we will make public on our program's website in the coming weeks.

Our plan includes changes to our curriculum, program mission, and the recruitment, retention, support, and success of BIPOC faculty and students. In particular, we will incorporate issues of race, racism, and racial and ethnic bias into the curriculum in existing classes and offer more classes that specifically focus on bias, prejudice, race, ethnicity, culture, and diversity. We will revise our program's mission to explicitly include anti-racism and diversity as core priorities of our program. Finally, we commit to recruiting, retaining, and supporting BIPOC faculty members and students and promoting an environment of anti-racism and inclusion where they can thrive.

Curriculum

1.1. We will create a shared database of resources that offer anti-racism instruction in our courses.

1.2. We will incorporate issues of race, racism and racial and ethnic bias into the curriculum in existing classes.

1.3. We will require our students to take at least one class that explicitly focuses on bias, prejudice, race, ethnicity, culture, and diversity (e.g., Psychology of Prejudice, Cross-Cultural Psychology).

1.4. We will revise our program's mission statement and program handbook to explicitly include anti-racism and diversity as core priorities of our program.

1.5. We will collaborate with Africana Studies to explore classes that may be cognates or cross-listed in the two disciplines.

1.6. We will organize a colloquium series and invite experts on Black psychology, race, ethnicity, bias, and prejudice in AY20-21.

Faculty Recruitment, Retention, and Support

2.1. We will request one new TT line in psychology (e.g., social, cognitive, or community) with expertise in Black psychology, race, ethnicity, and culture.

2.2. We will request to reinstall a TT line for Social Psychology with expertise in social perception, social influence, attitude change and persuasion, stereotypes and prejudice which recently lost funding.

2.3. We will actively recruit applicants for all psychology lines, TT, NTTP, visiting, through Black, Hispanic, and other BIPOC organizations of higher education in psychology. For example,

- a. Association of Black Psychologists Career Center (<https://careercenter.abpsi.org/>)
- b. American Psychological Association's Office of Ethnic Minority Affairs Job Bank (<https://www.apa.org/pi/oema/programs/job-bank>)
- c. Hispanic Organization of Colleges and Universities
- d. Engage in more intensive networking efforts

2.4. We will have regular meetings among PSYC faculty to implement action plan items, demo resources, share and reflect on experiences, and support one another in this work.

2.5. All faculty members will be part of the Diversity Committee and there will be subcommittees for curriculum, faculty recruitment and retention, and student recruitment and retention.

Student Recruitment, Retention, and Support

3.1. We will actively recruit BIPOC students.

- a. Presenting academic, psychological and life skills workshops at K-12 school districts serving diverse communities.
- b. Presenting workshops and psychological demonstrations at Stockton programs that support BIPOC students such as EOF, Sankofa and togetHER.
- c. Psychological Career Fair & Research Days that highlight contributions by BIPOC psychologists.

3.2. We will examine existing funding and establish new funding sources/scholarships for the recruitment and retention of BIPOC students.

- a. Sonia Gonsalves fund
- b. McNair scholarships
- c. Foundations Office

3.3. We will provide panel discussions and support groups for our students to process their responses to and experiences with Black Lives Matter.

We believe that transparency in our action steps is critical to accountability and progress. Toward this end, we will add a new tab to our psychology program website that updates students, faculty, and staff on our progress on the action items outlined above. This tab will include committees, committee chairs, and links to resources, so that at any time anyone from the campus community can connect with us with suggestions or ideas, or to form collaborations in joint plans for action.

Sincerely,

The Psychology Program Faculty