

*Thank you to Brittney Williams (@brittney\_m\_w) & Samantha Rushworth (@moody\_moonday) for drafting this template for direct and intentional communication with your institution. You can easily copy and paste into an email to send to your company/organizational leaders. Be sure to switch out and include all details in the bracketed areas of the draft.*

As you're aware, there has been a large and appropriate response to the murder of Black Americans by police officers taking place over the last several days. As we mourn and seek justice for the murders of Mr. George Floyd, Ahmaud Arbery, Breonna Taylor (to name but a few) our society is being traumatized by the systemic, institutional racism that pervades the structures that govern and rule our citizenry.

I, as a concerned {white/black/non black} student at the university, am disappointed. I am disappointed because many of you have failed to take on the role of a faculty member in its entirety. As faculty members, our students expect you to be leaders, mentors, and role models. Yet, you have limited yourself to only an academic influence. Black students need and deserve more from the institution that benefits so greatly from having their dynamic community at {institution name}.

As faculty that represent programs with a commitment to social justice, you have a responsibility to Black students to openly and loudly affirm that they are safe in academic settings from racism and discrimination. That you vehemently oppose and condemn the actions of the police officers in Minneapolis who murdered George Floyd in cold blood, along with the hundreds who went before him. As well as the recent atrocious actions of the Philadelphia Police Department on June 1, 2020 against protesters.

Black lives have been traumatized repeatedly and yet are expected to show up in meetings, research, and academic spaces as though things are "business as usual" while the Black community is quite literally fighting for its life. Although you are familiar with the Black community here in primarily academic settings, many of our Black students are protesting in the streets, constantly providing resources and support to others, and grieving. Black students in our department are risking their lives, safety, and careers daily to bravely stand against White supremacy in the midst of a global pandemic.

How are you supporting your Black students? What resources have you offered them? Have you contacted every single one of them, asking what they need from faculty, how you can support them? How are you working with your non-Black colleagues and students to remind them that inherent bias runs deep and that you are each responsible for unlearning racism? How are you addressing systemic racism? Ignoring it is not an option and you have done a deep disservice to yourselves by turning a blind eye and pretending that these events aren't impacting all of us, particularly Black students and their families.

Sincerely,  
{sign and ship}

*If you found value in this resources and the others made available by [Rachel Cargle](#) and [The Great Unlearn](#) please consider joining our [monthly learning community](#).*