

## FACULTY RESOLUTION

WHEREAS, the faculty recognizes the ongoing, systemic and perpetual racial and societal injustices in this country, which have been passed on from generation to generation; and

WHEREAS, the faculty recognizes that these injustices have existed since the original sin of slavery and been furthered by Jim Crow laws and the unequal treatment of Black Americans in our judicial system; and

WHEREAS, the faculty especially notes and is appalled by the numerous killings that have been committed against Black Americans under the color of law; and

WHEREAS, the faculty recognizes the lack of accountability for these injustices; and

WHEREAS, the faculty recognizes the senseless brutality being committed by those employed to serve and protect who are operating under a pattern, practice and culture fostering unequal treatment; and

WHEREAS, the faculty recognizes the need to have uncomfortable talks and real, honest and transparent conversations directed towards addressing these injustices; and

WHEREAS, the faculty recognizes and feels the sadness, anger, outrage, frustration, pain and grieving caused by extrajudicial killings; and

WHEREAS, the faculty recognizes the need to understand how so many feel helpless, frustrated, invisible, and disillusioned, resulting in constant fears for their personal safety and leading to bearing psychological and emotional scars; and

WHEREAS, the faculty recognizes that racism is an incessant malady and a scourge to an otherwise organized, civilized society; and

WHEREAS, the faculty recognizes that systemic discrimination and unjust racial inequities continue to appall and to plague our nation; and

WHEREAS, the faculty recognizes that we should not accept apathy, indifference or silence to such ongoing violence and inequities, which otherwise allows hatred, prejudice and intolerance to fester and grow; and

WHEREAS, the faculty recognizes the need to engage in peaceful protest and constructive acts to make a meaningful difference towards societal change; and

WHEREAS, the faculty recognizes that we have an obligation to fight ignorance and intolerance, model inclusivity, and embrace our differences and the power that diversity represents; and

WHEREAS, the faculty recognizes the need to stand with our Black brothers and sisters as effective allies; and

WHEREAS, the faculty recognizes the need to stand in ongoing support of our students, staff, fellow faculty, and their families who are persons of color:

NOW, THEREFORE, BE IT RESOLVED:

that the faculty acknowledges that racism is an affliction that we must never enable and that we should all be active antiracists in taking responsibility to condemn and to end,

that we need to identify and challenge systemic prejudice wherever it exists,

that we are all accountable for doing the work necessary for policy changes that dismantle structural systems of oppression that perpetuate racial inequities in our society,

that we will strive to be better listeners and supporters of those who are the victims of racism,

that we will never rest until every American feels safe, free and accepted in our country, and

that we will continuously abide by the goal of providing respect and equal treatment to all in upholding the rule of law.

BE IT FURTHER RESOLVED, this resolution be preserved in the records and minutes of the Faculty of Nova Southeastern University Shepard Broad College of Law and prominently displayed on the Nova Southeastern University Shepard Broad College of Law website.

Adopted this 8<sup>th</sup> day of June 2020 by the faculty of Nova Southeastern University Shepard Broad College of Law

This Resolution is modeled on the faculty resolution adopted by Penn State Dickinson Law.