



The University of Texas System Faculty Advisory Council (FAC) stands with recent statements from Governor Abbot, Chancellor Milliken, and others condemning acts of violence and racism towards countless unarmed Black citizens, including George Floyd, Breonna Taylor, and Ahmaud Arbery. We join the call to dismantle systems of oppression that pervade educational, legal, and political domains. Simultaneously, we recognize the ways that institutions of higher learning have contributed to inequitable systems of power and often perpetuate institutional racism.

We recognize that Black faculty are often overlooked for promotion, subjected to pay inequity, endure microaggressions on a daily basis, and are subjected to professional barriers. At the same time, Black faculty are asked to shoulder more service than most faculty so that all of the campus committees can have representation, yet there is severe underrepresentation of Black faculty on many elected faculty bodies, and among faculty in higher education in general. These examples barely scratch the surface of what Black faculty encounter. The institutional practices that promote some groups and not others must change. The FAC Executive Committee is committed to taking the lead in supporting UT System faculty and students of color.

For this reason, there should be a UT-System-wide focus on increasing numbers and percentages of Black faculty at all ranks throughout all institutions as well as implementing effective practices, policies, and programs emphasizing retention and making Black faculty feel valued and included, all while training the faculty as a whole on the “best practices” of inclusivity.

The work in front of us in helping to dismantle these systems of oppression is complex and will require a critical look at policies, practices, and individual belief systems. We will be a part of this change, and will seek out and listen to Black Faculty and Student Associations across UT System and implement policies and practices that:

1. Advocate for resources that promote the recruitment and retention of faculty of color at all ranks, particularly related to campus climate and inclusion.
2. Create opportunities to normalize regular discussions of race and racism among students and faculty. Possibly require courses on these topics for all students, and regularly facilitate discussions among faculty.
3. Implement immediate review and revision of policies at each campus with central focus on diversity and race, and to continue this practice as new policies are written.
4. Advocate for the creation of task forces that are able to research the “best practices” and then create diversity training programs beyond what is the traditional annual training videos.
5. Recruit Black faculty who have been proven to be well-qualified into senior administrative positions, while creating institutional mentoring programs for mid-career faculty which explicitly provide opportunities and sponsorships for advancement within their respective institutions.

**-Undersigned in unison as a single voice by the UT System Faculty Advisory Council**