



The University of Oklahoma
FACULTY SENATE

Joint Statement on Diversity, Equity, and Inclusion
September 27, 2019

Faculty & Staff –

The recent alleged blackface incident is a painful reminder of how much work is still needed on our campus and in our communities. We support Interim President Harroz’s condemnation of racism, and the Staff and Faculty Senates of the University of Oklahoma are unified in our commitment to working with students, staff, faculty, and administrators to disrupt and dismantle racism on campus.

Making our OU community a leader among universities in our support of a diverse, equitable, and inclusive community requires the active participation and engagement of all faculty and staff members. We urge each member of our community to take decisive steps.

There are a number of ways you can get involved and take action now:

- Familiarize yourself with the university’s [institutional goals](#) and [strategic plan](#) for diversity and inclusion.
- Participate in [OU’s Civil Rights Week](#) events and activities going on this week.
- Learn more about the [#WeAre Campaign](#).
- If you are involved with or responsible for the staff/faculty hiring process, contact diversity.inclusion@ou.edu and request the unconscious bias training for your search committee members.
- Attend the [Diversity Ally Workshops](#) on “Unlearning.” These workshops are designed to promote the skills and resources to avoid bias, provide better support to students, and disrupt the harmful dynamics when they arise.
- Learn about the available resources and get [involved](#) with [OU’s Gender + Equality Center](#).
- Become an [OU Advocate](#) and help students, staff, and faculty members who have experienced sexual assault, relationship violence, stalking, or sexual harassment.
- Embody the [core values](#) of empathy, accountability, civil dialogue, collaboration, equity, integrity, and mutual respect. Provide recognition to your peers, employees, and supervisors when you see them embody those core values.
- If you experience or see others impacted by bias or discrimination report it. You can call the 24-hour hotline (844-428-6531) or fill out a report [online](#).

Faculty Senate Executive Committee
Staff Senate Executive Committee