



Statement from the School of CSD

The School of Communication Sciences and Disorders (CSD) at Pacific University stands in solidarity with the Black Lives Matter movement. We stand with Pacific's students, staff, and faculty who are Black, Indigenous, and People of Color in condemning racism, inequity, and intolerance of any kind. Racism is a public health crisis¹ that we, as members of a health profession, have a role in rectifying.

The mission of Pacific University includes the pursuit of justice in our world. It is imperative that every member of our community contributes to the non-violent dismantling of systemic racism.

The School of CSD is committed to anti-racist initiatives and to sustained, long-term actions. We act to support the rightful belonging of students, staff, and faculty who are Black, Indigenous, and People of Color or are marginalized because of any aspect of their identity or combination of identities in this institution of higher education, across educational and healthcare systems, and in the profession of speech-language pathology.

As health professionals and educators, we are committed to eradicating racism and its destructive impact on the social, emotional, and physical health of individuals and communities. We embed this commitment in our classrooms, clinical experiences, research, and service as faculty. It is our goal that graduates of our programs develop their own awareness of how they can each serve as advocates and allies.

Equity is a core value of the School of CSD. As we strive to achieve equity and inclusion, we will implement several short-term actions. We recognize that as we embed these steps in our operations and strategic plans, we concurrently commit to sustained action, a process of continuous evaluation, and to future actions that will serve to identify and dismantle systems of inequity.

1. Faculty and staff commit to engaged listening and learning, coupled with anti-racist action. We resolve to learn from students, colleagues, experts, and authors with lived experience.
2. The School of CSD commits to professional development for all CSD faculty and staff to build shared knowledge and accountability. In the near term, we will implement:
 - a. A set time at least once per month for focused discussion as a learning community of faculty and staff. We will engage in professional learning through our strong campus

- partnerships with the Office of Equity, Diversity, and Inclusion; the College of Education's Equity, Diversity, and Inclusion Committee; and the University Diversity Committee, and
- b. Mechanisms for increasing stakeholder awareness of our work and measurable outcomes, and
 - c. Sustained support for faculty and staff enrollment in professional training and development through local, regional, and national conferences, workshops, and webinars related to equity, diversity, inclusion, and social justice. Faculty and staff who attend these trainings will report back to the School of CSD and bring forward ideas and recommendations for discussion.
3. We will apply what we learn to review and revise the goals, objectives, and strategies in our Strategic Plan. We will apply evidence-based equity assessment tools and external review as we establish objectives to support our strategic initiatives. Based on these systematic reviews, we will refine and prioritize specific action steps to achieve our shared commitment to anti-racist action and to support the ultimate achievement of equity, diversity, and inclusion.
 4. We recognize that as an all-White faculty we are obligated to use our privilege to amplify the voices of students, colleagues, and scholars who are Black, Indigenous, and People of Color, members of any historically marginalized or under-represented group, and those with intersecting identities. We understand our responsibility to identify and call out injustices, inequities, micro-insults, and micro-aggressions.
 5. We will re-examine our hiring practices and implement steps to diversify our faculty and staff within the College of Education.
 6. Develop a Task Force with a focus on equity, diversity, inclusion, and social justice. The Task Force will receive and synthesize ideas, concerns, and recommendations, collaborate with College of Education and University-level committees and task forces, develop and/or review policies and proposals related to School of CSD functions, and facilitate educational opportunities. The Task Force will facilitate open forum discussions available to School of CSD students, faculty, and staff a minimum of once per semester in order to listen to and reflect on students' observations, ideas, and concerns related to diversity, equity and inclusion, and report on School of CSD actions to-date. We will schedule open forums more frequently as needs are identified and at the request of any member of the CSD community. We commit to listening and working to resolve concerns that arise at these meetings through specific action steps with an implementation and accountability plan.
 7. Conduct an equity audit of our course syllabi and curricular goals. We will develop and implement a School of CSD syllabus template and conduct systematic review of our course syllabi using evidence-based approaches aimed at decolonizing syllabi, dismantling white supremacy, ensuring inclusive language to support our diverse student body, and amplifying voices of those with lived experience and a wide-range of scholars.

8. The School of CSD will implement a virtual, anonymous mechanism to allow any member of the CSD community to submit concerns, ideas for discussion, and recommendations to the School. This mechanism will be clearly delineated and differentiated from existing reporting systems on campus, such as the University Bias and Hate Incident Reporting system.

The faculty and staff of the School of CSD speak with a united voice and from a place of sincere humility. We recognize our limitations as an all-white faculty and we acknowledge that we have not lived the experience of navigating the world as minoritized people with respect to racial and ethnic identity. We are committed advocates and allies. We understand the need to listen, learn, reflect, and act with intentionality and humility. We commit to challenging white supremacy and acting to eliminate the impact of institutional injustices in healthcare, education, and society. We acknowledge that we have work to do in reimagining higher education. Through consensus, we issue this statement of our ongoing commitment to doing this essential work.

1. American Public Health Association (2020, May). Racism is an ongoing public health crisis that needs our attention now. Retrieved from: <https://www.apha.org/news-and-media/news-releases/apha-news-releases/2020/racism-is-a-public-health-crisis>.