

## UIC LAW FACULTY PLEDGE DENOUNCING RACISM

The UIC John Marshall Law School Faculty acknowledges and thanks the Black Law Students Association (BLSA) and the other student organizations and members of the Law School community for demanding that our body re-engage with the long-standing discussion about racism and injustice. We hereby join the call for systemic change, and specifically pledge to actively engage in anti-racism in our teaching and through our service to the law school. To that end, the faculty declares:

1. Black Lives Matter.
2. In just the last few months, the public conscience has been shocked by videos showing George Floyd and Ahmaud Arbery, both Black men, being killed by White men, police and former police. Police killed Breonna Taylor, a Black woman, while serving a no-knock search warrant at her home, after forcibly entering her home after midnight. Police killed Tony McDade, a Black trans man, after reportedly calling him the n-word and misgendering him after his death.
3. Their deaths, like the unwarranted killings of generations of Black men, women, children, and gender-non-conforming people before them, are consequences of the ideology of White supremacy. Whether their killers were police or not-police, whether their killers were White or non-White, all these killings have their roots in a deeply racist system.
4. The legal system has not adequately served justice when police have refused to perform swift, thorough investigations and when prosecutors have declined to file criminal charges.
5. The uprisings that we are witnessing during Summer 2020 are signs of our society's loss of faith in both the police and in the legal system.
6. The ideology of White supremacy is enshrined in the legal system and culture of the United States. As a law faculty, we must recognize that the subject-matter we teach and the tools we use to teach it are infected by that disease.
7. Just as men and boys suffer under patriarchy, we are all—regardless of our race—harmed by White supremacy. We all must play a role in dismantling it and all systems of subordination.

Noting that real, lasting, and systemic change is needed, the faculty makes the following commitments:

1. To continuously educate ourselves on the history and active presence of White supremacy, patriarchy, heteronormativity, and other systems of subordination so that we better recognize when these oppressing structures manifest in the law, the legal system, and our classrooms.
2. To train ourselves to become actively anti-racist.
3. To require training on racial and cultural literacy and anti-subordination frameworks for all faculty, administration, staff, and students.
4. To actively work to dismantle the effects of White supremacy and racism at UIC JMLS.

5. To recognize the close relationship of racism to other societal problems and the need to integrate the law school's curriculum so that questions of gender equality, disability rights, and poverty are present throughout the curriculum.
6. To study and revise the law school curriculum to make it more responsive to the needs of society today and to address justice and equity for all marginalized groups and individuals so that students leave the academy with a greater knowledge and understanding of societal problems and with the skills needed to address them.
7. To offer at least one course per semester on a topic that addresses anti-subordination and the law.
8. To start a writing competition for the best student-authored scholarly paper on an anti-subordination topic/theme, with a scholarship award, mentorship training, and a presentation opportunity for the winning student to give the paper to the faculty, staff, and larger student body.
9. To create and nurture spaces where marginalized students, staff, and faculty are respected and protected in the classroom and in co-curricular settings where real, honest, and transparent conversations about systemic inequality will take place.
10. To host weekly podcasts, monthly teach-ins, and biannual lecture series on structural inequalities and anti-subordination.
11. To prioritize racial diversity in hiring and promotion of faculty and staff.
12. To provide training on legal support and advocacy for anti-racist protestors.
13. To cancel classes on election days.
14. To dedicate scholarships for students of color that are not dependent on LSAT scores, given bias in that type of testing.
15. To value and support faculty whose teaching, scholarship, and service inside and outside the law school community demonstrate a commitment to anti-racism and social justice.
16. To work to create a rotating faculty chair to recognize teaching, scholarship, and service on anti-subordination work.
17. To acknowledge that we continue to learn, through discussion and experience with all members of our community. We commit to continue to actively solicit input from all members of our community, and we anticipate issuing additional statements as we engage in these ongoing efforts.
18. To confess that we will make mistakes along this long and difficult journey towards a just and equitable society, but that we will acknowledge those missteps and remedy them through processes that are inclusive of all the perspectives in our law school community.

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