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Chair, Diversity Committee, College of Arts and Sciences
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Recommendations to add to the Committee's proposal to address systemic racism

The tragic events of the past two weeks have made impossible to deny the problems that Black and Brown communities face because of systemic racism and police brutality. USF is part of this larger community, and, as such, we need to review the institution's past behavior, and what has been done to avoid the reproduction of these injustices among our African American and Latinx staff, students and faculty. This requires a top-down self-examination that relieves them of the responsibility for educating us about the problems they might be facing. They are not the ones who need to tell us what is wrong, and they cannot fix what they have not created and do not control. It is for this reason that this diversity committee would like to gather the needed information that will help our community to make determinations of past and present racial inequalities in our college, if such exist; and consider what has been done, or will be done, to seriously address them if there is an evident pattern that needs to be corrected.

As a committee that deals with the impact that diversity has on the academic life of our college, we would like to gather evidence that will create trust between the administration, faculty and our students. We believe that the best way to start this process is to be transparent, providing our community facts necessary to the discussion of the racial climate in our college and, when relevant, the institution at large. The only way to create a relationship of trust is to tell the truth, and in order to be truthful we need to create forms of accountability. We must have an honest accounting of how USF's leadership has confronted the reality faced by Black and Brown students and faculty on campus. The creation of forms of accountability is our goal as a committee for the coming academic year that begins in August. We need to create a record for the purpose of short term and long-term analysis of systemic racial problems that might need to be addressed. By the end of Summer, we would like to respectfully request this information to share with our students, faculty, and staff:

1. A letter from President Currall explaining how he sees his role in dealing with racism on campus, and what kind of policies he has implemented, what mistakes he or his predecessors have made, if any, and what plans he has moving forward. We would also like to know how many African American and Latinx faculty members are part of the leadership teams of the Office of the President, the Provost's Office and the College of Arts and Sciences, and how inclusivity and diversity have been considered when putting together the different leadership teams.
2. A similar letter from Dr. Wilcox regarding the Provost's Office.
3. A similar letter from Dr. Eric Eisenberg, also detailing what actions were taken by him to address the reports created by the faculty diversity, and special committees in the past.

4. Police brutality is one of the most horrific experiences students of color confront. We would like to receive a report from USF's Chief of the Police department that includes the following:
 - a. A statistical overview of incidents reported in the last 3 years.
 - b. Information regarding the percentage by race and ethnicity of those involved, if they were detained, reasons for detention, and any further measures taken.
 - c. An explanation of how the police force is trained and what kind of practices it has adopted to assure that there is no racial profiling.
 - d. An explanation of how the police force is trained regarding chokeholds and what is considered admissible force.
 - e. An explanation of how diverse the members of the police department are, and how the Chief Officer deals with diversity among those who serve.
 - f. A report on any allegations of racism or brutality against the department and actions taken if there were grievances.

5. Africana Studies, ISLAC, and the Institute of Black Life are units that are academically linked to the lives of our African-American and Latinx students and faculty. It would be important to understand what place they have in the current curriculum, and how they have been funded. We would like to respectfully request the following:
 - a. A report on the budget of the Institute on Black Life during the tenures of Dr. Wilcox and Dr. Eisenberg, and an explanation of why these resources were allocated in that manner.
 - b. A similar report for ISLAC. We would also like to know why this is not a University institute as it once was, and as its counterparts at all the other Florida Universities remain. We would also like to have a statement from Dr. Eisenberg about his vision for the institute since it moved to the college, along with a report on the number of faculty and tenure and retention, and a list of the leaders that the Dean has appointed for this center since he took over.
 - c. A similar report for Africana Studies, also explaining why it is no longer a stand-alone department as it was in the past, along with a report on the number of faculty and their tenure and retention.
 - d. A report on planned investment for the future, along with any plans for changes that would affect these units, including the role of the institutes and academic programs in the vision of the institution.

6. A report on how USF makes sure that the process of policing itself on issues of racism is transparent and does not attempt to hide the problems encountered. We would like to know how many complaints about racial discrimination and acts of racism were reported by students and staff in the College of Arts and Sciences over the last five years and how many were dismissed; for those that were not, we would like to know how the university addressed the underlying problems.

7. Faculty

- a. We need a statistical report of how many African American and Latinx professors were hired by the College of Arts and Sciences, came up for tenure, were awarded or denied tenure, and retention of these faculty during Dr. Eisenberg's tenure as Dean of the College. This should include disclosure of any federal investigation for violation of federal policies regarding racial discrimination.
- b. A report on how many African American and Latinx faculty members from the College of Arts and Sciences were appointed to administrative positions (Chair, Directors, Deans, Associate Provost, etc.) by Dr. Wilcox and Dr. Eisenberg. We would also like to know why the leadership program for minorities interested in administration was terminated during the administration of Dr. Genshaft, and if there is any interest in developing something similar in the future.
- c. A report on how many African American and Latinx faculty were part of the committee, or were consulted, in drafting the recently approved Principles of Community. We would also like to know if these principles were written after reviewing USF's past issues on racial discrimination, and how any problems this review may have discovered were considered.

Once we have this information, we will create a report that will be visible for our community, containing the needed data to identify the areas in which institutional racism may exist, information that is essential to measure the accountability of the university's leaders. We know that the climate in our college and institution has a clear impact on the development of our students and faculty. Following the recently approved Principles of Community, we believe that teaching has also an applied and ethical component, a crucial part of which is showing students that we ourselves embody the principles we are trying to instill: become involved citizens to create a more just and inclusive society.