

LONG FORM

The Department of Environmental Studies stands in solidarity with Black, Indigenous, and People of Color (BIPOC) students, staff, and fellow faculty. We affirm that Black Lives Matter (BLM) and appreciate that the BLM movement has heightened our attention to the daily racism, disproportionate violence, and structural inequities faced by black communities and other communities of color. We are also mindful that racism has deep-seated roots in our institutions, including Sac State. We acknowledge that the very land our campus is on today, was and continues to be occupied by the indigenous people of this area, the Miwok, Maidu, and Nisenan, and recognize their cultures are rich with spiritual ties, to the land and waters that resonate with their traditions. We recognize that racism exist in both overt and latent forms, and poses real and significant barriers to BIPOC individuals' success in education, well-being and other opportunities.

We also recognize that academia, and the field of environmental studies in particular, has been disproportionately white and focused towards Western forms of knowledge. We believe that environmental problems affect all people regardless of race however, environmental problems disproportionately affect BIPOC peoples due to environmental injustice. To address environmental injustice and the lack of diversity in our field, we believe that environmental studies needs to include a diversity of backgrounds, cultures, ideas and perspectives by recruiting, retaining, and promoting BIPOC students and faculty.

We therefore commit to continuing to work as individuals, as a department, and with the campus and the larger community to learn about and hold ourselves accountable to antiracist praxis through:

1. Deepening our critical self-reflection on how our individual identities and privileges play a role in our teaching, advising, collaborating and building communities to collectively address racism and unjust power asymmetries.
2. Understanding and assessing the root causes of racial disparities in our department and our field, and identify opportunities for inclusive and equitable outcomes.
3. Examining, enhancing and amplifying our course content and departmental curriculum to identify ways that BIPOC scholarship and voices are respected and heard. We will actively continue to seek ways to fully integrate BIPOC individuals, cultures and alternative knowledge systems in our courses.
4. Actively promoting opportunities for professional development, equitable employment in the environmental field, and graduate school opportunities for BIPOC students, staff, faculty and administrators.
5. Allying with Sac State units and groups, professional societies, and as part of the Anchor University we will support community activist groups that are developing anti-racism plans, in order to learn collectively and build momentum toward the [University's Antiracism and Inclusivity Campus Plan](#). One way the Environmental Studies Department is uniquely qualified to serve the community is through environmental justice efforts.

We believe that teaching is an ethical and political act; there is no apolitical classroom. As teachers we commit, therefore, to be role models, and play a proactive role in disrupting the many ways that racism shows up in our work, our lives, and our communities. We also recognize that the extensive expertise and lived experiences of faculty, staff, and students in our College are critical driving forces in the changes we must make. Together, we will advocate for school-wide antiracist practices that listen to, value, and advance the hope and needs of BIPOC and other historically marginalized communities.

In solidarity and commitment,

Sac State Environmental Studies Faculty

SHORT FORM

The Department of Environmental Studies recognizes that racism exists in both overt and latent forms, causing trauma and violence, and disadvantaging many. We also recognize that racism is embedded in the systems that we are all a part of and we commit to actively eliminating it and mitigating its impacts.

As teachers we commit proactively disrupt the many ways that racism shows up in our work, our lives, and our communities. We also recognize that the extensive expertise and lived experiences of faculty, staff, and students in our College are critical driving forces in the changes we must make. Together, we will advocate for school-wide antiracist practices that listen to, value, and advance the hope and needs of all people.

We commit to working with each other and the campus community to learn about, hold ourselves accountable, and practice anti-racism.

In solidarity and commitment,

Sac State Environmental Studies Faculty