

A STATEMENT FROM THE DEPARTMENT OF BIOLOGICAL SCIENCES at UTEP

**WE STAND WITH YOU**  
**#BLACKLIVESMATTER**

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*“No one is born hating another person because of the color of his skin, or his background, or his religion. People must learn to hate, and if they can learn to hate, they can be taught to love, for love comes more naturally to the human heart than its opposite.”*

– Nelson Mandela

To Our Students and Colleagues,

Ahmaud Arbery, George Floyd, Atatiana Jefferson, Breonna Taylor, and Tony McDade are the most recognizable names recently added to a long list of Black lives lost as a direct result of systemic racism and the practices that enable such racism. We condemn, in the strongest terms, the brutal and inhumane treatment these and many other individuals have endured because of racist policies. Today and everyday we stand in solidarity with #BlackLivesMatter.

We must also recognize that academic institutions continue to hold biases formed on the basis of skin color and an unwillingness to accept the validity of different experiences. The UTEP Department of Biological Sciences commits to access and excellence to our students. For as long as racism and systemic oppression exist in academia and science, we have the responsibility to speak out against these injustices.

We recognize that our students and colleagues, on the basis of their skin color, can face discrimination, inequities, fear, violence, and trauma in many aspects of academia. In order to enact real change, we must address the racism that is deeply embedded in our society and in academia. Today, we reaffirm our commitment to racial justice as a foundation for our department by furthering our existing efforts towards the following practices:

- Development and dissemination of antiracist practices and resources
- Rooting out inequities that may be implicit or explicit in our classroom and laboratory teaching practices
- Engaging in frank discussions with our students, staff, and faculty about anti-racism
- Creation of spaces where ALL students feel safe and free to learn

Sincerely,

**The Department of Biological Sciences,**

**The University of Texas at El Paso**

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# RESOURCES

## Campus Services

- [This Matters](#): Black Lives Matter webinar on Wednesday June 2 (will be [recorded and posted](#))
- [Counseling Services](#)

## Teaching

- [Incorporating anti-racist pedagogy in the College Classroom](#)
- [Decolonizing Science Reading List](#)
- [“Committing to Equity and Inclusive Excellence”](#), a special issue of *peerReview*, vol. 19(2), Spring 2017.

## Additional Reading

- [Black Lives Matter & M4BL](#)
- [#SayHerName](#)
- [Suggested Books](#)
- [#BlackAFinSTEM](#)
- [Dos, Don'ts and Resources](#) to Communicate Support of #BlackLivesmatter