

To our students, colleagues, and community members,

We are in solidarity with Black Lives Matter and the demonstrators who are seeking justice for the death of George Floyd and standing up in the face of long-term, systemic anti-Black racism and oppression in our society. We recognize that many of our colleagues, students and community members are now confronting multiple challenges related to the global pandemic, economic turmoil, and the struggle for racial justice.

Our faculty members are reflecting both individually and collectively on the steps we can take to promote justice. This starts with an acknowledgement that our own discipline of anthropology has been implicated in racism, colonialism, and other systems of oppression. We commit ourselves to a better future.

We are taking several steps immediately, including the following.

- Graduate Admissions: We have discontinued the use of the GRE in our graduate program's admissions process. We will work with the OSU Graduate School to develop a holistic admissions process that strives to eliminate bias and promote inclusion.
- Faculty and Graduate Student Training: We will find resources and materials to provide faculty and graduate students with training on race, racism, and implicit bias. We will apply these lessons in our teaching and curriculum development.
- Academic Engagement: In partnership with graduate and undergraduate students, we will find ways to bring issues of race and social justice into our academic work. This will include planning upcoming seminars, such as the Anthropology Lecture Series, around urgent problems such as racism, police violence, abolition, and the health inequities of racial capitalism. We will also work to provide undergraduate students with research opportunities on these topics through OSU's Undergraduate Research, Scholarship, and the Arts Program (URSA).

These steps represent starting points, and we expect to take further actions as we listen to, and learn from, the diverse set of stakeholders in our program and our community.

Grief, anger, fear, and exhaustion are common feelings right now. We offer our support – academically, emotionally, and in whatever ways we can. We hope that this can be a moment of positive change. In the meantime, let us nurture our community and see each other through this difficult time.

In support and solidarity,

Oregon State University – Anthropology Program Faculty