Tufts Biology Department
Statement of Solidarity and Call to Action for Racial Justice

We, the faculty and staff of the Tufts Biology Department, acknowledge and condemn the systemic racial injustice that has run rampant since the formation of this country and that continues to persist in our communities. We are angered and appalled at the horrific acts of violence that continue to plague Black lives at the hands of law enforcement and White civilians, and we recognize that this long history of suppression is present in the culture of academia and higher education.

We stand in solidarity with the Tufts community in supporting our current and future Black students, staff, and faculty, and we commit to engaging in anti-racist work within our department and the university.

We recognize that, as a department within a historically/predominately White institution, we must make extra effort to promote anti-racist policies and commit to a curriculum inclusive for all racial and ethnic identities and other marginalized identities, including but not limited to those relating to ability, sexuality, gender, and religion.

We commit to acting against racial injustice and white supremacy culture with urgency and persistence. This work includes:

- Learning to recognize, identify, and name our own implicit biases and ways in which we have been complicit and benefitted from racial injustice on a personal and institutional level.
- Examining our policies and pedagogies that hinder opportunities for students, staff, and faculty of color and those with other oppressed identities (particularly Black, Indigenous, and People of Color (BIPOC) and first-generation college students). We include in this work a rigorous interrogation of our graduate admissions policies, the availability of research opportunities for undergraduate students, and BIPOC representation and pedagogical decisions within our classrooms.
- The formation of a Diversity, Equity, and Inclusion Committee comprising faculty, staff, and students that is dedicated towards sustainable and persistent action towards this work.
- A commitment to the hiring, promotion, and support of BIPOC faculty and staff.
- Continuous efforts to create an inclusive and welcoming space that reflects our values and promotes the collective healing and success of those who have been silenced and excluded from the academic narrative.
- Creating relationships and an environment that promotes social justice within our classrooms, field sites, laboratories, and academic communities.
- Lifting, celebrating, and centering BIPOC voices within these conversations and pledging to be active allies in anti-racist change.

This statement is a living document and contract with our past, present, and future community.