University of Central Florida Department of Anthropology Statement on Racism and Antiracism

The Department of Anthropology stands united against all forms of racism. We commit ourselves to recognizing and confronting prejudice, structural violence, and systemic inequalities.

As anthropologists, we acknowledge the role played by our discipline in supporting early forms of scientific racism, the looting of indigenous relics and remains, and the collecting of ethnographic data that assisted colonial powers in their subjugation and elimination of native populations worldwide. We acknowledge that, as a discipline, we have fallen short on embracing Black and Indigenous people as scholars capable of studying their own cultures. We understand that this legacy is part of our culture’s ongoing struggle with difference and has contributed to the reproduction of white supremacy. We acknowledge that many of us are born with unearned privilege, while others are denied basic human rights. We decry this history, commit ourselves to rectifying it, and stand with those working to build an antiracist future for our nation.

WE STAND UNITED TO:

1. **Decolonize our syllabi.** To include scholarship produced by Black and Indigenous anthropologists as well as community and/or representative voices of cultures, communities, and histories discussed in our classes.

2. **Openly discuss our discipline’s historical origins in racism AND highlight our discipline’s role in combating these grievous legacies in the 20th and 21st centuries.** Our department faculty will collaborate with equal effort to elevate awareness about these matters.

3. **Create antiracist statements** for our field schools, student group activities, and related events. This is part of our ongoing work to craft similar statements regarding sexual harassment in the field and otherwise provide safe, inclusive experiences for all of our students.

4. **Develop antiracist and anti-discrimination language** for our classes, laboratories, and similar learning and mentoring environments. We will also develop procedures to support and prepare faculty who find themselves either confronting or experiencing such behaviors. We will support one another in these efforts.

5. **Examine and address implicit bias** in our department. This entails exploring new policies, supporting programs, and developing best practices for our faculty, staff, and students to learn about the historical roots of racism and how to combat it. This also includes completing the optional university certification of Inclusion Champion within three years.

6. **Maintain this statement** as a living document. This includes holding annual student forums to discuss department efforts, allow students to bring forward ideas, and recommit ourselves to this critical work each year.

**Our faculty commit to upholding these efforts and working towards an antiracist environment for all!**