

## **Department Statement in Response to the Killings of Breonna Taylor, Ahmaud Arbery and George Floyd**

The recent killings of Breonna Taylor, Ahmaud Arbery and George Floyd serve as brutal reminders that America has yet to grapple fully with systemic racism. Specifically, the nation has not outgrown its attachment to institutionalized white privilege and anti-Blackness, twin organizing principles born in the trans-Atlantic slave trade that still permeate even the most mundane aspects of American life.

The Dartmouth College Department of Mathematics hears the clarion call of the national uprising demanding the end of our two-tiered state. We realize that the times require us to move beyond being non-racists so that we may take on the mantle of the anti-racist. As a faculty, we are committed to educating ourselves about the myriad expressions of systemic and structural racism, examining the ways in which it may be buttressed by practices and traditions within our department, our institution and within academia more generally. Furthermore, we are committed to obtaining the tools that will help us dismantle this failed structure and replace it with a more just system that values the lives and aspirations of its people equally. Specifically:

- \* We encourage department members to follow the recommendations put forth by the Math Assoc of Amer <https://www.mathvalues.org/masterblog/black-lives-matter>, and as a department we commit to the following activities:

- \* We will actively support the E.E. Just program and will engage with DCAL to implement a more inclusive and welcoming environment for our students.

- \* We will regularly engage as a department in reading and discussing literature on understanding racism and developing anti-racist practices, especially as it pertains to academia and to STEM. We will include our graduate students in these discussions as they are the next generation of educators and mentors.

\* We will engage in professional development, including training on implicit bias, inclusive hiring practices and bystander intervention.

\* We will form a small task force comprised of selected faculty and graduate students to make recommendations for enhancing support for our graduate students who come from underrepresented communities.

\* We will increase the representation of BIPOC mathematicians among our colloquium speakers. We will also establish an annual lecture to be given by mathematicians who have established innovative programs of inclusivity at their own institutions.

We will evaluate our progress and renew our commitment annually, acknowledging that insuring equality is a process requiring our constant vigilance. As human beings, we see this as a moral imperative, while as scientists, we recognize the huge loss of potential when the talents of a large part of the population are overlooked and underdeveloped.

While no measures can restore the Black lives that have been stolen from our communities, we are determined that our efforts will play a role in ensuring that Black lives matter — at Dartmouth and in America — for all future generations.