



Inclusion, Diversity, Equity, Access, and Solutions Committee

Department of Psychology

"In a racist society, it is not enough to be non-racist. We must be anti-racist!"- Angela Davis

OUR POSITION. We are the IDEAS committee at the University of Nevada, Las Vegas (UNLV) Department of Psychology and we strongly condemn systemic racism, white supremacy, and structural oppression. As a committee of psychologists focused on inclusion, diversity, equity, access, and solutions, we unequivocally denounce the brutal and soulless lynchings of George Floyd and [so many others](#) at the hands of [police brutality](#). We pen this statement as a collective voice along with the African American Studies Department and [call UNLV to cut ties with Las Vegas Metropolitan Police Department](#). Several psychological associations ([APA](#), [ABPsi](#), [NLPA](#), [AAPA](#)) denounce these acts and proactively demand strategies to fight institutional racism and other systems of oppression. Additionally, leaders at our university and department have joined sending messages of solidarity and support.

We loudly express our support to demand that [BLACK LIVES MATTER!](#)

INVITATION TO ANTI-RACIST IMMEDIATE ACTION. For many reasons, not everyone engages with important issues in the same ways. We invite everyone to assess their capacity to engage and find ways to take anti-racist action. We recognize that many people are engaged in professional and personal activism to address racial injustice across the country and the world. We recognize that some people will never speak about racism publicly, and we do not assume that their silence means they are not active elsewhere. We are grateful to be part of a community committed to actions, big and small:

1. **Search for local actions to support:** Seek Black-led organizations that have been mobilizing for change. Review what they are asking for, and decide the best way to support their work. It's best to be local and specific. Please remember, if you are not Black, do not take over! Humbly listen, defer, and serve.
2. **Donate to relevant causes:** This includes donating to Black-led organizations, pay/compensate/support the Black scholars and educators doing the heavy lifting right now on mass and social media and through various platforms.
3. **Devise accommodations to decrease additional stress in the Black community.** For example, in your workplace: What could be done to reduce demand on Black people?
 - a. Offer accommodations like paid mental health days, extended deadlines, or set up a fund for low-wage people to access mental health care.



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- b. Create spaces to listen to Black colleagues and Black students regarding their needs now in relation to their work or their studies.
4. **Support colleagues and immediate community members:** Make practical offers of support. Consider things like food delivery or other physically distant service offers. Most importantly, *ask first*. Be prepared to accept that your ideas of support may not match other people's needs.
5. **Educate yourself:** Do not ask individual people, especially Black people, "Why is this happening?" or "What can I do?". Remember, we can never do enough reading, listening, reflecting -- we can never understand the complexity of the Black experience in the US. If we think we "get it," then we need to rethink and summon humility. Respect the epistemic privilege that you do not have.
6. **Educate others:** Both personally and professionally. If you're asked to provide compensated training, defer and refer to Black educators in your area. Admit to what you don't know. Keep Black lives, and Black dignity, at the center.
7. **Promote self- and community-care:** While engaging in activism, our bodies and spirits get ground down. Self-care and collective-care are important to staying strong. Stay nourished, hydrated, rested, and find moments of joy in community and solidarity.
8. **Emphasize accountability:** Critically reflect on your practices. Recognize when you have made mistakes and apologize. Mistakes are unavoidable, even with the best of intentions, because we all have been socialized our entire lives to think, accept, and behave in ways that sustain racial injustices. Work to actively repair relationships. Learn from your mistakes. Make a personal commitment to yourself to keep trying to do better.

THE POWER OF PROTESTING. [*The Black Lives Matter Protests Are Working. Here's Proof*](#)

- All four cops were arrested in George Floyd's murder.
- Derek Chauvin, the cop who murdered George Floyd, had the original charge brought up to 2nd degree murder.
- Breonna Taylor's case is being reopened.
- University of Minnesota is no longer working with the Minneapolis police department.
- Minneapolis City Council members announced intent to disband the Minneapolis Police Department and invest in community led public safety.
- U.S. Marine Corps banned public displays of the Confederate Flag.
- Los Angeles plans to defund the LA police department by \$150m and invest in communities of color.



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- New York Governor announced plans to have state lawmakers pass the “Amy Cooper” 911 false accusation bill - making it a hate crime when 911 callers make false accusations based on race, gender or religion.
- All 50 states and 18 countries protested for Black Lives Matters, making it the largest civil rights movement in world history.
- New York passed the Eric Garner Anti-Chokehold Act.
- More global brands are taking a public stance on racism - making room to open the conversation.
- Some companies are now celebrating Juneteenth and adding it as a paid holiday.
- Confederate monuments are being removed in some states (e.g., Virginia).
- University of Nevada, Las Vegas removes Hey Reb! Statue after widespread social justice protests and now reconsidering new mascot.

SOME RESOURCES. As a group of psychologists focused on solutions, the IDEAS committee has created a [RESOURCE LIST](#) that addresses common ways to make systemic changes in teaching, research, etc. The committee will collectively continue to populate this list.

The following are a few sample resources.

[Academics for Black survival and wellness.](#)

[Unpacking your anti-blackness.](#)

[Anti-racism resources for white people.](#)

[Being ‘not racist’ isn’t enough.](#)

GET INVOLVED.

[Graduate certificate in social justice studies at UNLV.](#)

[Police brutality and George Floyd action items.](#)