

UNLV School of Music – Black Lives Matter

The killings of numerous Black men and women and the world's visceral reaction have emphasized the continued systemic racism and oppression suffered by Black people for hundreds of years. People from all walks of life have taken to the streets to decry the horror of these violent acts and to demonstrate their desire for positive transformation.

The School of Music stands with those who have suffered abuse of power, and we strive to seek meaningful change. Recognizing that verbal protest is only a first step, we commit to thoughtfully examine our own efforts and actions and to expand our knowledge of the history of injustice. We accept our responsibility to help identify and transform errant culture within our faculty, our student body and our community. We are dedicated to our principles of inclusion, but we also recognize that we can and must do better. Situated on one of the most diverse campuses in the country, the UNLV School of Music affirms that **Black lives matter**. Accordingly, we stand against oppression and commit to working toward tangible solutions.

Therefore, the UNLV School Music will initiate the following actions in the 2020-2021 academic year:

- Promote and celebrate the presence and continued contributions of Black students within the School of Music, and examine our recruitment efforts to advocate for this student populace in an equal manner to others.
- Ensure that all School of Music curricula and programming include the contributions of people of color, Indigenous peoples, women, non-binary individuals, and marginalized communities. This is our first step in a long-range plan to reshape our degrees and curricula for the 21st century.
- Establish an active Diversity Forum for students to address the faculty and administration regarding their concerns about diversity and inclusion.
- Provide training and education regarding concerns of bias, diversity, and inclusion to all instructors and staff.
- Strengthen our commitment to hiring faculty and staff who represent the diversity of our student population.
- Communicate throughout the year with current students, future students, alumni, community members and community partners about these actions and the resulting developments.

In creating this plan, we pledge to promote discussion and action regarding anti-racism initiatives, diversity, and inclusion throughout the School of Music, the College of Fine Arts, the university campus, and in the greater community.