

From: [Dean of the Graduate Division](#)
To: [Dean of the Graduate Division](#)
Subject: Addressing Racism and White Supremacy
Date: Friday, June 5, 2020 8:01:51 AM

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TO: GRADUATE AND PROFESSIONAL STUDENTS

CC: DEPARTMENT AND GROUP CHAIRS
GRADUATE ADVISORS
GRADUATE COORDINATORS
GRADUATE STAFF

SUBJ: Addressing Racism and White Supremacy

Dear Graduate and Professional Student Community:

The tragic killings of Breonna Taylor, Ahmaud Arbery, and George Floyd weigh heavily on us. The recognition that their murders are part of a long history of violence against Black people makes it all the more important that we find ways to stand up against—and protest—racism and white supremacy.

Black lives matter. The violence we have recently witnessed horrifies me, as does the knowledge that theirs are not the only Black lives lost due to the persistent racism and white supremacy that pervades our society. To me, saying these things is essential. We must publicly acknowledge these things, and not be afraid to use the words *racism* and *white supremacy* when naming what ails our society.

But naming what ails us is not enough. I also feel it is important to take action aimed at dismantling the systemic, often unacknowledged, forms of racism that are sewn into the very fabric of our society. The Graduate Division will do its part to dismantle the systemic racism that is prevalent in graduate education throughout the United States. We will begin this work by doing the following:

- We will redouble our efforts to increase the diversity of each of our graduate and professional programs. We will do this by investing more in recruitment efforts, and by strengthening our capacity to help departments recruit and support Black students, as well as other students of color.
- We will encourage graduate programs to eliminate standardized test scores as a requirement for admission and will assist those programs that wish to eliminate the testing requirement in gaining the necessary approval to do so.
- We will create a fund to provide focused grants to graduate and professional students who are engaged in anti-racism work, either through their research or service on campus. In the coming months, we will partner with student and faculty leaders to define the parameters of these awards and to create a process for nominating and selecting recipients.

- We will accelerate our efforts to hire one graduate or professional student to work in each of UC San Diego's campus community centers. These are essential spaces, and we want to help these spaces increase their service and outreach to graduate and professional students.
- We will recalibrate our professional development strategies, partnering with experts across our own campus and nationally to deliver workshops that specifically help graduate and professional students learn how to teach, conduct research, and engage their professional lives in ways that tackle racism, that confront anti-Blackness, and that challenge white supremacy.

These are some immediate actions The Graduate Division is taking. Over time, we will develop more strategies, in partnership with campus administrative leaders, faculty, staff, and students.

To our Black graduate and professional students, let me say this: I am thinking about you and am committed to your personal wellbeing and academic success. I see you. I value you. Your lives matter.

Sincerely,

James Antony, PhD
Dean, The Graduate Division