

With one unified voice, the Faculty of the Division of Biomedical Sciences state without any equivocation,
Black Lives Matter.

We stand in solidarity with the Black Students, Staff, Fellows and Faculty members of our UCR community. We realize the non-Black community can never truly understand the burden of our Black community members who for generations have lived in constant fear of unjust treatments, whether as blatant and severe as those caused by police brutality, to the corrosively painful frequent discriminations and aggressions encountered at work, in school, in interviews and in so many aspects of everyday life. We realize the non-Black community cannot truly understand the burden of preparing each day to navigate and survive anti-Black racism while trying simultaneously to complete school, pursue a career or nurture a family. To quote Ibram X. Kendi, "To be Black and conscious of anti-Black racism is to stare into the mirror of your own extinction"(1).

With one unified voice, we support the outrage, demands and calls to action of our Black Community. We understand that those who experience racism and prejudice cannot be the ones tasked with solving racism and prejudice. Therefore, we affirm it is time for the Division to actively pursue a sustained course of anti-racism, of accountability and of respect as an essential thread integral to each of our 3-part Research, Teaching and Service missions. To do so requires us to be innovative and transformative in how we seek to move forward. We need to listen to voices too frequently suppressed. We need to educate ourselves on institutionalized and practiced racism in academia. We need to be partners, advocates and leaders for meaningful change that addresses the systemic discrimination that has plagued people of color in the United States and around the world. We need to act.

As a Division, we recommit to live our SOM values of inclusion, integrity, innovation, excellence, accountability and respect as we pursue an anti-racist agenda. As a Division, we listen and are guided by the call to action articulated by our SOM students at the candlelight vigil in Honor of Police Brutality Victims.

In Service, we will

- Affirm all of our SOM students' demands and declarations, including there are different experiences and ranges of Blackness. There is no singular experience that is Black.
- Engage and start difficult conversations of anti-racism in our labs, in the classroom and in our Division forums.
- Foster and sustain an environment of inclusion, accountability, respect, by standing up in our inner circles and in public to institutionalized, ignored, unseen and random acts of racism, oppression, prejudice and brutality.
- Launch a Taskforce Committee that evaluates Division practices, policies and opportunities; A committee that not only identifies actions with defined metrics but a committee that reviews and reports to the Division and to SOM leadership the efficacy of implemented changes in expanding the growth and success of our students, staff, fellows and faculty experiencing racism and prejudice.
- Create a safe space for faculty, fellows, staff and students to speak freely without fear of retaliation, oppression, and aggression.

In Teaching, we will

- Educate ourselves about Black history and the many forms of racism and prejudice.
- Create a curricular thread in our medical and graduate curriculums that examines not only the effects of racism on health but also on practice, acquisition and use of Biomedical Sciences research.
- Work with the SOM's medical education committee (MEC) and Graduate Division to create a course in social determinants of health and cultural competency that is more than just a list of statistics and presents the history, experiences and realities faced by the Black Community.

In Research, we will

- Be inclusive and innovative in identifying and offering career, research and leadership opportunities to those whose voices have been minimized, suppressed and underrepresented in Biomedical Sciences.
- Examine, recognize and change how racism and prejudice affect the practice and interpretation of biomedical research.
- Develop and nurture research pipeline programs that recruit, support and provide opportunities.

With one unified voice, we will relentlessly seek the commitment and implementation of measures in our school and the UC system to bring into full effective realization an anti-racist, just, fair and balanced community.

Citation: (1) Kendi, Ibram X. The American Nightmare. *The Atlantic* (June 1, 2020).