

Robertson School pledge for action

People of color have experienced oppression for centuries, though the evidence of disproportionate discrimination and violence which impacts African American, Latinx and other minority populations finally has been pushed to the forefront with recent events and protests.

The Richard T. Robertson School of Media and Culture at Virginia Commonwealth University recognizes that as we learn more, we continually need to do more.

As a School, we stand against the racism and injustice that people of color endure. We commit to rally around our students and colleagues who are suffering and processing trauma from re-living discrimination, microaggressions and violence and who are then unfairly tasked with explaining their history. In addition to continuing to uphold diversity, equity and inclusion in instruction and scholarship as outlined in our [Diversity Plan](#), we pledge to do the following:

1. Increase training in diversity, equity and inclusion for all of our faculty and staff.
2. Relieve assignment burdens in regards to diversity, equity and inclusion placed on people of color among our faculty and staff.
3. Amplify the voices of underrepresented students, faculty and staff to fully value their experiences in our decision-making.
4. Provide mental health respite when needed for faculty and staff impacted by discrimination and violence.

The Robertson School is listening and learning. We stand with all those actively working toward racial justice and social equality. Black lives matter to all of us.