



Statement on Racial Justice
July 2020

ACAD recognizes the ongoing crisis of racial injustice in our country and is committed to advancing diversity, furthering equity and inclusion, and modeling respect in academic leadership. To this end, ACAD is committed to the following:

- Promote within academic communities equity, diversity, and respect (from ACAD's Value Statement).
- Critically assess our annual efforts to recruit and retain diverse members and Board as a strategy to improving diversity within our organization.
- Remain steadfast in our Deans' Institute's commitment to prepare academic leaders to serve a higher education community that reflects the diversity of America. We help deans and other administrators learn best practices for building, sustaining, and developing a diverse faculty and a welcoming, inclusive campus culture. This year's Deans' Institute will offer round table discussions on white fragility for academic leaders, best practices for supporting and mentoring faculty of color in predominantly white institutions, and strategies for successfully building a campus culture of equity, access, and inclusion.
- Continue in our annual meetings to offer sessions that promote equity and inclusion. At our 2020 Annual Meeting, we provided learning opportunities for advancing diversity in higher education, including sessions on "Next-Gen Leadership: Building an Inclusive Pipeline of Changemakers" (joint AAC&U and ACAD panel) and "Walk the Talk: A Cross-Division Approach to Institutionalizing Diversity at the College of Wooster."