



ALAMO  
COLLEGES

NORTHWEST VISTA COLLEGE

September 30, 2020

The NVC Faculty Senate stands in solidarity with the Northwest Vista College Black Lives Matter Association and all those advocating to end racial injustice, police brutality, anti-blackness, and institutional racism.

We condemn the murders of George Floyd, Breonna Taylor, Ahmaud Arbery, Tony McDade, and countless others by police officers who systemically carry out state-sanctioned violence rooted in this country's long history of white supremacy. As educators at an institution of higher education, we recognize both our vital role in shaping society's future leaders, and our complicity in perpetuating institutional racism and violence.

Like so many nation-wide, we know that Black students and faculty at NVC also face barriers and even hostility inside and outside our college and classrooms that result in both macro and microaggressions; disparity in enrollment, retention, and graduation rates; unequal promotion, retention, and hiring rates; and silence, racial stereotyping, and racial profiling.

We know that too often faculty who teach courses where they cover the topics of racism, Blackness, anti-racism, the national Black Lives Matter Movement, and/or equity face backlash, and we want to take a stand. We support faculty who hold meaningful discussions of racism and racial equity in their classrooms. But this is just one part of the work we commit to doing.

The NVC Faculty Senate knows it is time for us to admit the role colleges, including ours, has in the disparate and unjust reality and make a pledge to change. We start by formally issuing our support of the Northwest Vista College Black Lives Matter Association. We also aim to be part of transformation, and we commit to taking action. With this, we volunteer to help with the work it will take to become an anti-racist college and make ourselves available. In short, we ask, how can we help?

Here are some of our ideas for how we can potentially be useful:

- Collaborating on or promoting any NVC Black Lives Matter Association programming
- Helping to facilitate discussions within academic disciplines about how to integrate anti-racism pedagogy in our classrooms
- Request and publicly support Black-centered curriculum across the college
- Advocate for the revision of any policy, procedure, or practice that upholds structural racism
- Advocate for initiatives that support Black faculty and students
- Publicly request that administrators take actions to fulfill the commitment to being an anti-racist college

These are a start, but certainly not the only ways we might help in the transformation of our college. We close this letter with our request to be part of making NVC a better place and with our openness and willingness to follow the guidance of the NVC Black Lives Matter Association in being part of this institutional change.

Sincerely,  
NVC Faculty Senate