

University of Vermont Department of Communication Sciences and Disorders
Statement Against Racism and Other Forms of Bias and Injustice

The core values of the department of Communication Sciences and Disorders are caring, collaboration, compassion, connectedness, and community. Our commitment is to all members of our global community, especially persons of color and others whose voices have not been heard and whose rights have been denied. We are listening. We hear the anguish and the justifiable anger. We stand up against racism and all types of prejudice and injustice.

We pledge to:

- continue and increase our efforts to support and advocate for students, faculty, and staff who are at risk of being marginalized
- continue and increase our efforts to learn with our students and each other about the lasting negative impacts of systemic racism and other forms of bias and how these can be prevented and countered
- continue and increase our efforts to collaborate with other members of our college, the university, and the community to identify and reduce systemic bias and alleviate the impacts of past injustices at all levels
- continue and increase our efforts to research and develop admissions procedures to ensure equal access to all of our programs
- continue and increase our contributions to university and college initiatives to establish pathway partnerships for students of color and from other under-represented groups

We welcome students, colleagues, and community members who wish to join us in these endeavors and/or to make other suggestions for how our department can advocate for and increase social justice in CSD, CNHS, UVM, and beyond. Please share your questions, comments, and suggestions via csd@uvm.edu, and also let us know if you would like to partner with us on these endeavors. Please specify whether you prefer your remarks to be identified or anonymous.