

11 June 2020

Dear UT-Arlington Faculty and Staff,

We, the executive team of the Women's Faculty and Staff Network are saddened by the recent events that have taken place in our country. While our country has celebrated the life of George Floyd and laid him to rest, it critical to remember that he represents only one of the countless lives that have ended all too soon, due to inequalities in our justice system. In fact, systemic racism has perpetuated throughout our country's institutions, from criminal justice, to the workforce, the educational system and higher education. WFSN condemns all acts of racism, injustices and violence that has occurred against the African-American community and we support the Black Lives Matter movement.

The Women's Faculty and Staff Network was created with the hope of providing a support system for ALL women, and we do not support practices that promote some women, while holding others back. We recognize that women of color are often overlooked for promotions, over-mentored, under-sponsored, and rarely given opportunities to have a "seat at the table."

We show solidarity to the UT Arlington African-American community and condemn micro-aggressions, implicit or explicit biases in any form that disproportionately affect the black community and women at UT-Arlington. We all suffer when an individual leaves higher education and the academy due to racism and inequalities, or marginalization, leading to a lifetime loss of productivity, scholarly contributions, discoveries and student mentoring. We will provide support and listen to any challenges that women of color may face and are committed to using our platform to respond to any issues affecting women. As human beings, we are the same and deserve equality and mutual respect across the board.

Since its inception, the UT-Arlington's WFSN is proud to be a very diverse group, from the executive committee to the membership. We are honored to represent the collective voices of the faculty and staff within this network and we strive to continue this practice in the future. In support of women from all backgrounds, the goal of the WFSN is to promote diversity and inclusion through the following actions:

1. Seek out the needs of WFSN members and stay connected.
2. Listen to members as personal and professional concerns arise and mediate the best way that we can in order to bring about workable resolutions.
3. Make sure that our monthly meetings are reflective of the needs of both faculty and staff as well as the needs of all women, including women of color.
4. Continue to invite a diverse group of speakers in order to discuss topics that are relevant to both faculty and staff.
5. Implement diversity in the content we promote such as book club choices and other programming.

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