

We, the community of Earth and Planetary Sciences at UNM, firmly believe that Black Lives Matter. We denounce the long history and recent acts of brutality on Black people and the oppression of their constitutional rights. We stand with Black people and other people of color against systematic and institutionalized racism in academic culture. We recognize our responsibility to contribute to positive change in these systems. With this statement, we hope to demonstrate and reaffirm our commitment to anti-racism and inclusion, and to begin new and continue existing conversations with our community.

Our department is committed to working toward a culture of anti-racism and are planning to take the following steps:

- 1) Formalize a committee of EPS faculty, research staff, postdoctoral researchers, and students to support Diversity, Equity, and Inclusion. The mission of this committee will be to evaluate and recommend change to structures within our department policies, culture, and educational programs that perpetuate racial injustice.**
- 2) Work with UNM's Division for Equity and Inclusion to develop inclusive, anti-racist guidelines for the EPS Department.**
- 3) Seek out department-wide trainings to cultivate an anti-racist and inclusive**
- 4) Re-evaluate graduate student admission processes to remove barriers to success that derive from systemic inequities.**
- 5) Re-evaluate our department hiring and mentoring processes to remove barriers to success that derive from systemic inequities.**
- 6) Amplify voices of and research performed by Black, Indigenous and other people of color. For example, by highlighting research by under-represented groups in our academic lectures and increasing colloquium invitations to under-represented scholars.**
- 7) Hold ourselves and our community accountable for anti-Black and racist actions and dialogue.**