

Board Statement on Social Justice, Anti-Racism and Non-Discrimination
Board of Trustees of Southern Oregon University

On Juneteenth, June 19, 2020, the Southern Oregon University Board of Trustees voted unanimously to adopt its Statement on Black Lives Matter. Southern Oregon University and the Board did what many organizations did. We issued a statement condemning George Floyd's death, plainly stating that Black Lives Matter, and recommitting ourselves to ending racial discrimination and social injustice. Today, the Board writes in furtherance of that commitment.

The sad reality is that those acts of violence, racism, and social injustice continue, and in fact, have grown across many elements of our vulnerable communities. Today, as a Board, we reaffirm our commitment to condemn and denounce hate, prejudicial bias, abhorrent language, and behaviors intended to harm any member of our learning community on the basis of race, color, religion, gender, expression, age, national origin, immigration status, disability, marital status, sexual orientation or military status.

This reaffirmation serves to continue our commitment to justice, civil discourse, social-emotional support and respect for all. The SOU Board remains dedicated to eliminating racial and social injustice. This pledge is rooted in the belief that all members of our SOU family are valued and it reaffirms our commitment to recognizing, addressing, and eradicating all forms of racism and social injustice in our university community.

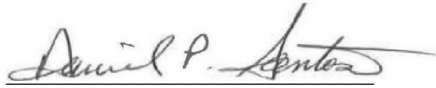
We commit to engaging stakeholders both within and outside of the University in an effort to advance collaborative efforts that promote anti-racism and social justice.

As individual trustees, we each have varying experiences with and participation in systems of power and privilege. This makes ongoing conversations about race, structural and systemic racism, and social injustice both complex and challenging, while also creating many opportunities for continued growth and commitment to creating equitable learning and working environments for the SOU community. As part of our fiduciary duties, we commit ourselves to advocate for policies and practices that advance equity, diversity, inclusion, and social justice. The Board recognizes that becoming an anti-racist and social justice University is a long-term process and our current actions are only a beginning. As a Board, we are eager to continue to learn and act.

Approved on April 19, 2024



Sabrina Prud'homme
University Board Secretary



Daniel P. Santos
Chair, Board of Trustees

Revision	Change	Date
	Initial Version	April 19, 2024