



A Message Regarding Our Commitment to the University Community:

Over the last few weeks, we all have rightfully been called to address longstanding, systemic racial injustices in the United States and must take immediate action to rectify them. We are angered by and condemn the racism, oppression, and violence that have resulted in the murders of Black people in America, including George Floyd, Breonna Taylor, Ahmaud Arbery, and countless other Black people. In addition, we acknowledge the repeated and targeted violence towards members of the Black trans and gender non-conforming community. This violence is deplorable and should never be tolerated.

For those in the Black community, you have our support. We empathize with the pain you, your families, and your peers are experiencing and have experienced throughout your lives. Nonetheless, we understand that acknowledgement alone is insufficient. As one of the primary disciplinary organizations at UVA - which operates on a foundation of safety, freedom, and respect - we cannot be complicit in institutional and systemic racism. We must engage in immediate action to contribute to a more just and equitable future for the Black community at UVA.

Listed below are a few initial actionable items we intend to implement in the next term in order to take accountability for our actions in the Community. We would like to acknowledge that these steps are only the beginning in what has been a long and overdue process and that we are committed to effecting immediate change to uplift and support Black students at UVA:

1. **The Release of an Annual Report to be Conducted by the History Committee.** Upon completion, said report will be discussed within the organization and published to the broader UVA community. These findings will allow us to make adjustments in training, recruitment, and other UJC functions in order to begin to address any inequities found. The report will include:
 - a. Current and historic demographics of the organization's members.
 - b. Outreach to minority communities in recruitment efforts.
 - c. Any disproportionate minority contact and demographics in reports, processing, guilty verdicts, and sanctioning.
2. **Development of a Diversity, Equity, and Inclusion Committee.** The Chair of this Committee would meet monthly (at minimum) with the Executive Committee to report on their responsibilities and be consulted regularly in decision making. The Committee's findings will also be published in the Annual Report. This Committee would be charged with:
 - a. Serving as an advocate for underrepresented minorities in UJC institutional decision making.
 - b. Reaching out to communities that are underrepresented in the UJC to increase transparency, inform members about the recruitment and the selections processes, and discuss suggestions or concerns regarding UJC leadership.
 - c. Serving as an internal investigatory body to evaluate any potential biases in the organization.

3. **Mandatory Bias Training.** This training will be conducted annually amongst *all* members of the UJC. This training will consist of two parts:
 - a. Part I: The Preventing and Addressing Discrimination, Harassment, and Retaliation (PADHR) training given by the Office for Equal Opportunity and Civil Rights. This training will be followed by a discussion on implicit bias.
 - b. Part II: A Diversity, Equity, and Inclusion presentation given by Dean Enoch.
4. **Adjust External Trainings¹ to be Centered Around Awareness.** Every UJC member will be required to complete two external trainings², one of which must be from this list:
 - a. Multicultural Peer Educator Program Workshop through the Multicultural Student Center
 - b. UndocuAlly Training through UndocuUVA
 - c. Safe Space Training through the LGBTQ Center
 - d. History of African-Americans at UVA/History of Women at UVA Specialty Tours through the University Guides Service. We will also consider asking for a tour focused on UJC related issues from the UGS so our members can better understand how the history of the University affects their roles.
5. **Require Each Senior Support Officer to Draft a Diversity, Equity, and Inclusion Plan.** These plans will address efforts to promote these values in each UJC pool (Counselors, Investigators, and Educators) and will be updated annually. These plans are mandatory, will be drafted in collaboration with the DEI Chair and approved by the UJC Chair, and shall be updated at least annually. Senior Support Officers will be evaluated throughout their term on their execution of these plans.
6. **Evaluating our Relationships with the University Police Department (UPD) and the Charlottesville Police Department (CPD).** We would like to hear students' concerns with regard to policing at the University and discuss if, and how, the UJC can assist in a reevaluation of what policing looks like in the community. We hope to have these conversations, and all others, with existing groups and student activists at the University who have already begun this work. In addition, we will continue to be vigilant and speak out against instances of unfair policing we encounter in our work.

In closing, we would like to acknowledge that these actions are just the beginning of our work and that we do not consider these actionable items to absolve us of any further responsibilities to the Black community and the University at large. We are committed to continuing the hard and necessary work of promoting equity for all students, and one of the first steps we must take is to look critically at the University Judiciary Committee and its positioning within a larger framework of justice at UVA. We know you will hold us accountable in this endeavor, and we thank you in advance.

We are actively seeking input from the Community regarding our actionable items and invite you to reach out to us with any ideas, thoughts, concerns, or suggestions you may have. Please feel free to contact:

UJC Chair, Gabby Cox | Email: gmc4vf@virginia.edu

In solidarity,
The University Judiciary Executive Committee

¹ This list is preliminary, and we welcome any suggestions for other trainings.

² External trainings are mandatory for all UJC members. They serve as additional educational outlets that aim to improve members' knowledge, practices and bias when conducting UJC and non-UJC related procedures.

