



To the members of the Black community and the CeMaST community,

The Center for Mathematics, Science, & Technology stands in solidarity with Black students and the Black community against the injustices they face due to systemic and institutionalized racism. We recognize that there have been countless Black lives lost due to unjust, racist actions that have persisted throughout our nation's existence. We recognize that failure to take anti-racist actions contributes to the systematic injustices, violence, trauma, and racism the Black community has faced throughout history and continues to face today. We recognize that privileged components of every institution have responsibility and obligation to bring about reform to eliminate systemic racism; one of these components is CeMaST. Thus, CeMaST is committed to engaging in the following actions:

1. Educate ourselves to understand systematic racism, especially as it is institutionalized within our educational system and our STEM disciplines, our own biases and how they can be managed, and how CeMaST can strive toward enabling anti-racist STEM education;
2. Support Black students, faculty colleagues, and staff in their academic, personal, and professional goals and aspirations;
3. Critically examine the STEM curricula, teaching materials, and instructional practices that we utilize in our STEM education programs to identify and correct instances of underrepresentation, misrepresentation, and privileging of White perspectives;
4. Denounce all forms of racism and discrimination within the STEM classroom, including microaggressions;
5. Denounce the idea of "colorblindness" and recognize why the social construct of race exists and how that has affected the Black community as well as other people of color;
6. Dismantle the minoritization of non-White students in STEM classrooms by recognizing the potential of students of color to make important and unique contributions to STEM disciplines and supporting their fulfillment of that potential;
7. Foster relationships and collaborations with other organizations that are committed to justice and equity; and
8. Honor the experiences of others by listening and validating their narratives.

CeMaST is committed to the above actions as we work together to pursue Illinois State University's core value of Diversity and Inclusion.

Sincerely,

A handwritten signature in black ink that reads "Rebekka Darner". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Rebekka Darner, PhD  
CeMaST Director