



LOYOLA UNIVERSITY MARYLAND

— 1852 —

The Department of Sociology's Commitment to Racial Justice at Loyola University Maryland

The Department of Sociology at Loyola University Maryland recognizes the structural realities of racialized oppression and systemic violence in the United States of America. We recognize that these realities have been ubiquitously engrained in US institutions since the inception of US society and have resulted in the systematic subordination of Black people, indigenous people, and others of color past and present. We protest the racially based deaths and physical and mental maiming that has occurred and still occurs daily in public and private spaces, including in higher education. We will cultivate in ourselves and others the ability to acknowledge privilege and to dismantle oppressive practices and procedures, including instructional techniques.

Our training equips us to see how individuals come to adopt racial identities, reproduce racial constructions, and sustain racialized institutions, that privilege whiteness and oppress people of color as deficient, deviant, or otherwise undeserving of human dignity. Our training equips us to see how patterns of inequality in housing, employment, education, recreation, etc. are reproduced when their historic racial basis is ignored and/or forgotten. However, as social beings, we also understand that what we see does not always inform how we show up as allies.

The Department of Sociology at Loyola University commits to the following:

- We will engage as thought partners colleagues, students, and the community to interrogate our participation in construction and maintenance of dominance.
- We will teach courses that interrogate unjust systems, organizations and ideologies.
- We will challenge colleagues, students and the community to reflexively examine the extent to which they are agents of meaningful antiracist change.
- We will include Black voices, perspectives and experiences in our courses and those of other nationally and globally marginalized groups.
- We will ensure that our curriculum addresses the production and experience of power, privilege, difference and inequality.
- We will cultivate the sociological imagination so students can look beyond individuals to see how our social worlds have been shaped by history and structural forces including empire, colonialism, slavery, Jim Crow laws, and redlining.
- We will include the theoretical perspectives of men and women of color as well as scholars from the Global South.
- We will teach our students to formulate sociological questions about race and provide them with methodological tools to systematically record and analyze the scope and nature of inequality as it exists in individual lives and as patterned practices.
- We will focus on making our classrooms and our offices into spaces that reaffirm the dignity of Black people and other marginalized groups.
- As advisors, we will actively mentor the whole student, acknowledging them as a person with a biography that is connected to the structural systems of inequality that characterize the social world. We will help them recognize and value the strengths they bring to Loyola that enriches this learning space for all. We will validate reports of bias, assist students address bias, and help them navigate appropriate campus resources to rectify it. We will further become knowledgeable about the requirements of majors across the university so that, as core advisors, we can advocate for students to pursue the academic path that most inspires them.
- We also recognize that knowledge production is socially situated and that a diverse faculty is critical for being able to offer multiple standpoints and overcome blindspots. Our hiring practices will reflect this.

In making these commitments, we ask that students, alumni, and friends of the department hold us accountable.