U.B.'s Policy on Academic Freedom

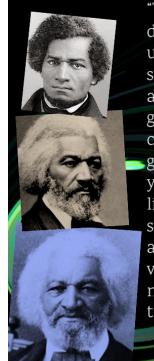
"Acceptance by an institution of the principles of academic freedom implies that teachers in that institution are free to investigate any subject, no matter how much it may be hedged about by taboos; that they are free to make known the results of their investigation and their reflection by word of mouth or in writing, before their classes or elsewhere; that they are free as citizens to take part in any public controversy outside the institution; that no repressive measures, direct or indirect, will be applied to them no matter how unpopular they may become through opposing powerful interests or jostling established prejudices, and no matter how mistaken they may appear to be in the eyes of members and friends of the institution; that their continuance in office will be in all instances governed by the prevailing rules of tenure and that their academic advancement will be dependent on their scientific competence and will be in no way affected by the popularity or unpopularity of their opinions or utterances...."



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ACKNOWLEDGING RACIALIZATION

"Race continues to play a defining role in one's life trajectory and outcomes. A complex system of racial bias and inequities is at play, deeply rooted in our country's history, culture and institutions. This system of racialization — which routinely confers advantage and disadvantage based on skin color and other characteristics — must be clearly understood, directly challenged and fundamentally transformed. If our nation is to live up to its democratic ideals — that all people are created equal and treated fairly — then racial equity and inclusion must be at the forefront of how we shape our institutions, policies and culture."



Racism / Ethnic

This **Fourth of July** is yours, not mine. You may rejoice, I must mourn. To drag a man in fetters into the grand illuminated temple of liberty, and call upon him to join you in joyous anthems, [is] inhuman mockery and sacrilegious irony.... What, to the American slave, is your 4th of July? I answer; a day that reveals to him, more than all other days in the year, the gross injustice and cruelty to which he is the constant victim. To him, your celebration is a sham; your boasted liberty, an unholy license; your national greatness, swelling vanity; your sounds of rejoicing are empty and heartless; your denunciation of tyrants, brass fronted impudence; your shouts of liberty and equality, hollow mockery; your prayers and hymns, your sermons and thanksgivings, with all your religious parade and solemnity, are, to Him, mere bombast, fraud, deception, impiety, and hypocrisy—a thin veil to cover up crimes which would disgrace a nation of savages. There is not a nation on the earth guilty of practices more shocking and bloody than are the people of the United States, at this very hour.

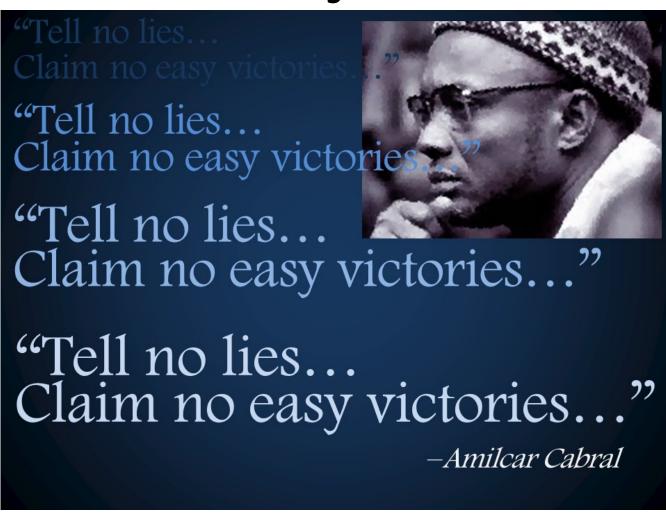
Frederick Douglass

(Escaped African American slave, abolitionist, writer, and orator) From an address delivered on July 5, 1852, in Rochester, New York

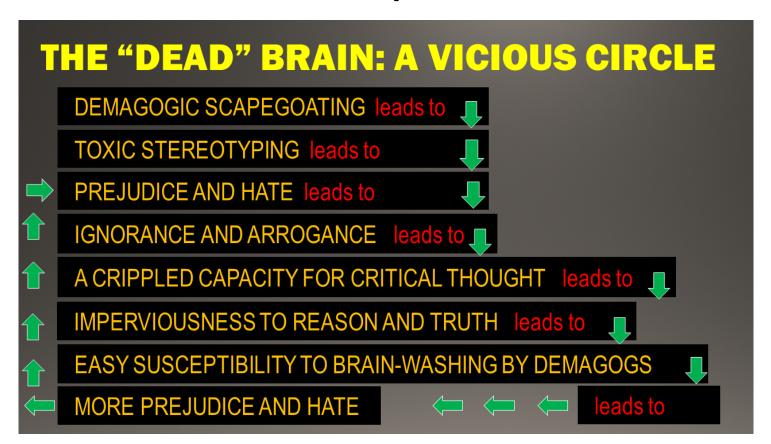
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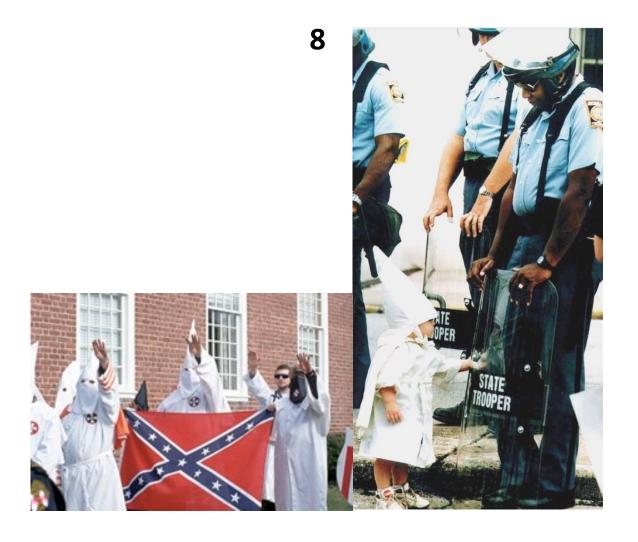
"Racism (and/o<mark>r ethnicism</mark>) is, at once, an ideology (meaning a systematic set of beliefs, in this case fallacious beliefs, that govern and validate human behavior) and systematic behavioral practice, at both levels, of oppression, and based on the essentialist "othering" of human beings of a different hue and/or culture that was first invented by Europeans, beginning roughly in the fifteenth century when they began their voyages of exploitation across the world—fueled initially by merchant capitalism and later industrial capitalism—to legitimate a raciallybased imperialist system of and settler oppression underwritten by military prowess and version of the Christian sanctified first by an religion and later by a racialized occidental science, at the heart of which was the denial of the humanity of those so victimized.













"WE hold these Truths to be self-evident, that all [Persons] are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty, and the Pursuit of Happiness."

—Preamble to the U.S. Declaration of Independence

There are two types of democracy: *Interpersonal* Democracy and *Institutional* Democracy. At the same time, the latter in its true sense, has **two** related halves: the *procedural* and the *authentic* (or substantive).

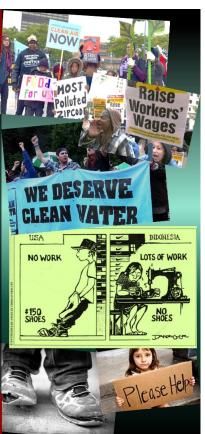
The first half, *procedural* democracy, refers to "majority rule" (but qualified by a *bill of rights* that protects minorities) and the accompanying institutional processes of universal suffrage, elections, term-limits, legislative representation, the rule of law, separation of powers, etc.

On the other hand, authentic democracy refers to equitably securing access for all human beings to the four fundamental existential needs: food, shelter, health, and security. Therefore, the purpose of procedural democracy is to guarantee authentic democracy. In other words, the former is a means to the latter!

Interpersonal Democracy refers to interpersonal relations among individuals in a society that are governed by the principle of equality of opportunity for respect, acceptance, and non-discrimination—regardless of age, class, color, ethnicity, gender, and other similar social structural markers.

"...government of the people, by the people, for the people, shall not perish from the earth."

—President Abraham Lincoln, the Gettysburg Addres



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PATRIARCHY

"Patriarchy is a political-social system that insists that males are inherently dominating, superior to everything and everyone deemed weak, especially females, and endowed with the right to dominate and rule over the weak and to maintain that dominance through various forms of psychological terrorism and violence.... Clearly we cannot dismantle a system as long as we engage in collective denial about its impact on our lives. Patriarchy requires male dominance by any means necessary, hence it supports, promotes, and condones sexist violence.

—BELL HOOKS (WRITER, TEACHER, FEMINIST INTELLECTUAL,
AND ACTIVIST)

