

## **MCOM Statement on Solidarity and the Path Forward**

The Department of Mass Communication (MCOM) strongly supports the [COFAC Statement on Solidarity and Purpose](#). We stand behind the statement's message and believe that embracing its vision is vital to the development and success of our students both as individuals and professionals.

### *Our Commitment to Our Students*

The department believes that all students have a right to work and learn in an atmosphere free from racial, ethnic, religious, gender, and cultural biases and other forms of oppression. We are committed to developing course content, course delivery, and interactive experiences that include diverse voices, especially those that have traditionally been marginalized.

### *Our Role in Creating an Inclusive Environment*

We believe that MCOM faculty, staff, and students should be taught to identify and acknowledge their own racial blind spots so that we may all learn to challenge those prejudices that may appear in our professional and academic work. . We aim to inspire and empower our students to be socially aware and active leaders in their fields; to call out injustices when they see them; and to set the standards of ethical communication and reporting practices. To do this, they must develop the media literacy skills needed to identify overt and subtle racial biases that appear in advertising, news reports, and public relations strategies. It is our goal, as educators, to provide the resources and experiences necessary to foster this learning environment and make this kind of systemic change possible.

### *Our Next Steps*

We acknowledge that achieving these goals depends on our ability to include as many perspectives as possible, including those of our Black students, Indigenous students, and Students of Color. As such, the department is developing an action plan to strengthen the diversity of its curriculum, programming, and voices. The full implementation of a meaningful plan will take time, but we recognize there are steps we can take to begin this process immediately. We have put together an ad-hoc working group that will identify and prioritize action areas to make our department more inclusive. Part of this plan involves working with current MCOM students and alumni to ensure that students' voices are represented. And through all of this, we hope to be mindful learners, listening to and valuing the experiences of our students so that we can continue to make meaningful changes to our curriculum and programming.

We are committed to extensive and ongoing learning about how we can do better for our BIPOC students. We stand with you, will stand up for you, and will do our best to make meaningful space for you.