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Executive Director

DEBORAH O. MCKINNON

July 13, 2020

Dear Fellows,

ACTEC has a deep commitment to increasing diversity and inclusivity within the College and an abhorrence of racism. In light of recent events stoking civil unrest, the Executive Committee asked the Diversity and Inclusivity Committee to propose to the Executive Committee a statement that ACTEC could issue making clear our position and commitment to do what we can to renounce racism in all its forms.

The Diversity and Inclusivity Committee, and a subcommittee of the Committee, spent many hours addressing the issue and considering various alternatives and ultimately drafted a concise Statement focusing on the fundamental issues and values to which we are committed.

The Executive Committee thanks the Diversity and Inclusivity Committee; the Chair, Terrence M. Franklin and Co-Chair, Cynthia G. Lamar-Hart; and joining Terry and Cynthia as members of the subcommittee are Ronald D. Aucutt, Edward Jay Beckwith, Sandra J. Chan, Raymond Clifford Odom, and Stephanie L. Terry Perry.

One of the subcommittee members, Ron Aucutt, summarizes some of the process for the Statement's development as follows.

In the subcommittee, we certainly understood and felt pain for the fury and frustration of victims of racism. We refused to permit anyone who would improperly exploit that fury and frustration to gain a victory by our silence or by dilution of our ideals. But we also tried, humbly within our limitations as drafters, to maximize the likelihood that readers would get our main point by keeping the Statement concise.

The Diversity and Inclusivity Committee proposed the following Statement, which the Executive Committee has unanimously approved. The Statement is posted on the ACTEC website:

[ACTEC Statement Condemning Racism](#)

ACTEC is a non-partisan, apolitical organization. However, the College considers the historical, continuing, and devastating impact of institutionalized racism against people of color in our society to be a humanitarian, rather than a political issue. Individually and collectively, we will never, and should never, forget the shocking video images of the brutal murder, now formally charged, of George Floyd. ACTEC will not be silent in the face of these events but will state here affirmatively:

ACTEC condemns racism in all its forms. ACTEC will continue to strive to be, and publicly commits to be, anti-racist. ACTEC agrees that as we strive to be an anti-racist society, we cannot attain that goal without acknowledging that Black lives matter.

ACTEC acknowledges that, in a culture and society where white supremacy has been institutionalized, systemic racism exists; therefore, a failure to embrace strong anti-racist practices and policies will merely perpetuate racism. While we remain committed to maintaining a diverse and inclusive environment, we too must do more as a College. We pledge to take additional anti-racist actions, and we encourage all ACTEC Fellows to actively strive to eliminate all forms of racism in their personal and professional lives. ACTEC acknowledges and accepts that, in time, we all will be judged not only by our words, but also by our actions.

A handwritten signature in black ink that reads "Steve R. Akers". The signature is written in a cursive, flowing style.

Stephen R. Akers, ACTEC President