

The Department of Philosophy is committed to helping make the University a more diverse and welcoming place. In this effort, we reaffirm our sincere commitment to the University's Mission Statement, the IDEAL Framework, and a variety of other efforts on campus to make the University more equitable and inclusive.

The Mission Statement notes: "We value academic freedom, creative expression, and intellectual discourse. We value our diversity and seek to foster equity and inclusion in a welcoming, safe, and respectful community." The IDEAL Framework supports this mission by calling on members of the campus community to "Develop and engage university departments and communities in opportunities that enhance campus climate and interpersonal communication," and to "Develop and/or enhance statements about diversity, equity, and inclusion in university and departmental communications."

Many philosophers understand philosophy to be, at least in part, a form of social critique. We teach students to think critically about a range of contemporary issues and seek to cultivate mindful, engaged citizens. In addition to promoting critical thinking and civil conversation, philosophy provides insight into the history and biases of various intellectual frameworks that contribute to specific practices of discrimination and points to resources within these same frameworks (and without) for promoting greater equality and inclusiveness. As a department practicing engaged philosophy, we seek to be in constructive dialogue about difficult questions surrounding systematic and historically sedimented biases. Such biases go beyond any particular incident or person. However, considering the recent incidents involving blackface on our campus and the fallout of the presidential election, we feel it is especially appropriate to condemn all use of blackface, hate speech, or intimidating and threatening behavior at this time. Department faculty seek to make their classrooms safe places for diverse perspectives and peoples.

Therefore we support the proposed University Senate resolution on Diversity and Inclusion (<http://senate.uoregon.edu/blog/>), and pledge to join in the university-wide effort to oppose discrimination on the basis of gender, sexual orientation, religious or political beliefs and affiliations, or national origin and fight for an equitable and welcoming educational environment in which we all can freely and safely learn, discuss, differ, debate, and grow. We represent and foster a multicultural, international community of students and scholars and will actively protect identities that have been rendered particularly vulnerable by the divisive rhetoric of the recent political campaign. Attuned to the performative dimension of political discourse which reflects and shapes social attitudes, we oppose the normalization of hate speech—including racist, sexist, homophobic, transphobic, xenophobic, Islamophobic, anti-Semitic, and all other discriminatory speech.

In addition to the particular contributions philosophy has to make we recognize the historical and contemporary biases within our own discipline. We also recognize that many units within the University have important insights regarding these matters and look forward to participating in this collaborative effort, so that together we may foster a welcoming climate.