



Public Policy & Administration | Business and Public Management Center | 50 Sharpless St  
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## **Department of Public Policy and Administration: Social Justice Statement**

Public services values are a distinctive feature of our profession and are at the heart of the public administration curriculum. Values not only inform our attitudes about the ends to which we should aspire, but they also present standards of conduct that inform how we ought to go about achieving those ends. These values involve action motivated by a concern for democratic, professional, ethical and human values, which are also reflected in the [NASPAA standards and policy](#) and the [WCU Mission Statement](#).

We believe that recent and historical events reflect a failure of humanity by public service professionals at all levels, individually and institutionally, to adhere to these standards of conduct, particularly ethics, diversity, equity and inclusion. We are heartbroken, grieving and angry over the recent losses of Breonna Taylor, George Floyd, and Ahmaud Arbery, along with the far too many Black, Indigenous, and People of Color (BIPOC) lives lost to senseless and needless violence, including police brutality. We stand in support of our students who are hurting, angry, or scared. We believe in the power of education and public service to unite individuals, eradicate ignorance, and provide opportunity.

Public administration is action-oriented and public service values are criteria for action. Through our values, words, and actions, we seek to be agents of change. We strive to positively contribute to an educational community and public service that is rooted in inclusivity, respect, and antiracism. Unequivocally, we support social justice and our BIPOC students.

As educators and public service leaders, we commit to the following actions:

- Fostering relationships and collaborations with organizations that support our BIPOC students, and promote honest and open dialogue related to racism, discrimination, oppression, white supremacy, and privilege
- Sponsoring and hosting events to support our BIPOC students, faculty, and staff
- Adopting antiracist pedagogy to ensure inclusive and safe spaces in our courses and programs

We call on our students and fellow members of the public policy and administration community to take action to combat racism, discrimination, oppression, white supremacy, and privilege. Here are some suggestions and opportunities for those seeking to be a positive agent of change:

- 1) Get involved and support the work being done by local organizations, such as [The Chester County Fund for Women and Girls](#), [United Way of Chester County](#), [Bayard Rustin Center for Social Justice](#), [Black Lives Matter Philly](#), [Need in Deed](#), [Philadelphia Community Bail Fund](#), [The Okra Project](#), [Coded By Kids](#), [The Enterprise Center](#), [African Family Health](#)



[Organization](#), [ACLU Pennsylvania](#), [Philadelphia Coalition for Racial, Economic and Legal \(REAL\) Justice](#), [Pennsylvania Prison Society](#), [Black and Brown Workers' Co-Op](#), [12PLUS](#).

2) Educate yourself about whiteness and white privilege. Consider reading Robin DiAngelo's [White Fragility](#) and Dr. Carol Anderson's [White Rage](#), and watching Watch [Systemic Racism Primer](#) and [Robin DiAngelo - Being Nice is Not Going to End Racism](#).

3) Read and discuss [Anti-Racist Readings](#) and the OECD publication [Fostering Diversity in the Public Service](#).

4) Take a course that centers on Black, Indigenous, and People of Color (BIPOC), race, or issues of inequality.

5) Listen to [Stamped from The Beginning - The Definitive History of Racist Ideas in America](#) by Ibram X. Kendi.

6) Watch a TED Talk and learn about race and society. Some suggestions:

- [Chimamanda Ngozi Adichie: The danger of a single story | TED Talk](#)
- [Kimberlé Crenshaw: The urgency of intersectionality | TED Talk](#)
- [Ibram X. Kendi: How to build an antiracist world | TED Talk](#)
- [Ruby Sales: How we can start to heal the pain of racial division](#)

7) Watch Just Mercy to learn about systemic racism in the criminal justice system.

8) Attend a webinar or participate in professional development activities, such as:

- [Dismantling White Supremacy in Public Service Organizations \(ASPA\)](#)
- [Redlining and Community Development](#) (ABA)
- [Uncovering Unconscious Bias](#)
- [Diversity and Resiliency Institute](#) (free for students)

9) Take [the Harvard University Bias Tests](#) to learn about implicit biases.

10) If you are a member of the college experiencing or witnessing harassment, discrimination, or other forms of injustice on campus, please reach out to the WCU [Office for Diversity, Equity, and Inclusion](#).