



## ARO Statement on Diversity, Inclusion, and Equity

Jun 03, 2020

Dear ARO community,

The death of George Floyd in Minneapolis, MN is the latest of a deep and long history of racial oppression and ruthless violence in our country. It is a reflection of deep racism and inequality in our communities and in our public service institutions. While we wish we could declare that our academic and scientific institutions are exceptions, we must instead recognize that racism can be found throughout much of our society.



When we see life being taken away so carelessly, we are flooded with sadness, grief, anger and many other emotions. Racism must be named and addressed. The protests we are seeing around the USA and worldwide convey many of these emotions. Although our words may be comforting, action is more important than words. We stand with our communities of color in demanding equality for all people, regardless of race, creed, sex, or color. It is our civic duty to make equality, education, opportunity, and personal safety a reality for all.

The ARO community is mourning with our country for the inequality, the loss of human life and the inherent racism that permeates much of our society. We recognize the need to do a tremendous amount of work in the area of inclusive excellence and diversity. We are committed to devoting our energies in the coming months and years to advancing equality and inclusive excellence and supporting all of our colleagues of color. Each of us must actively listen to better appreciate the experience of others who are not like us; change ourselves; fight indifference, injustice, and institutional and personal racism; and identify and remove racial barriers and thus allow for universal participation in all the benefits of the free world.

The following google document has some excellent resources to help promote and deepen work in the anti-racism space, [please click here to access the resource document.](#)

As part of our commitment to find solutions to address discrimination and marginalization, ARO has begun to plan events through our Diversity & Minority Committee. We are committed to doing deeper work to find solutions, to be supportive allies that share responsibility, and to stand with individuals and

communities of color.

Sincerely,

**Ruth Litovsky**

ARO President, 2020-21

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