



# RUTGERS

School of Management  
and Labor Relations

## Message from the Dean

June 5, 2020

Dear SMLR Students, Alumni and Supporters:

Earlier this week I wrote the faculty and staff of SMLR to acknowledge the horror of the death of George Floyd and other African Americans at the hands of police in the United States and the special pain that our Black colleagues are in right now. In that regard, I recommended that the white members of our community read this article: <https://www.refinery29.com/en-us/2020/05/9841376/black-trauma-george-floyd-dear-white-people>.

Today I write to the larger SMLR community to express support for the marches and demonstrations calling for an end to racist police violence, racist white violence from any source and racism more generally, but also to acknowledge that systemic racism is deeply, historically rooted in our country and all of its institutions including higher education and our own university. I will quote Robin DiAngelo, author of the book *White Fragility*, who I heard speak (virtually) on Tuesday: "We swim in the water of structural racism and systemic white supremacy." I call on us all to reflect on how our own actions contribute to the problem and to work to do better both as individuals but also to make our organizations anti-racist. I promise you I am engaged in my own such reflection.

I also write to renew my commitment to work with the SMLR diversity, equity and inclusion faculty and staff committees to examine what needs to change at SMLR and to take action to improve the inclusiveness of our community, our classes and programs of teaching and research. We must also acknowledge and validate the pain and feelings of hurt, anger, fear and frustration experienced by our Black students and members of the SMLR community and dedicate ourselves to doing a better job of creating a safe place that is truly welcoming and supportive of all people of color.

Finally, I recommend to you resources for white people on how to do anti-racist work on yourself, your organizations and communities. Here's one such list: <https://medium.com/equality-includes-you/what-white-people-can-do-for-racial-justice-f2d18b0e0234>. And another list of resources from our own Professor Tamara Lee: [https://docs.google.com/document/d/1BRIF2\\_zhNe86SGgHa6-VIBO-QgirITwCTugSfKie5Fs/mobilebasic?urp=gmail\\_link](https://docs.google.com/document/d/1BRIF2_zhNe86SGgHa6-VIBO-QgirITwCTugSfKie5Fs/mobilebasic?urp=gmail_link). Glenda Gracia Rivera of our Center for Women and Work recommends this resource: <https://www.eddiemoorej.com/21daychallenge>.

I found Robin DiAngelo's talk this week enormously meaningful and helpful; if you are not familiar with her work, here is a link to a talk she gave when her book first came out: <https://www.youtube.com/watch?v=45ey4jgoxeU>.

To our students, please know that SMLR faculty and staff are here to support you and there are university counseling resources available to you through the CAPS program at <http://health.rutgers.edu/medical-counseling-services/counseling/> or UBHC at <https://ubhc.rutgers.edu/swp/overview.xml>.

As the SMLR community, we stand together in solidarity committed to an inclusive and supportive environment for all.

**Adrienne E. Eaton**

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