

The CPTSC Diversity Committee remains committed to working toward social justice and inclusion in technical communication. We also affirm our commitment to redress anti-Black racism in the field, particularly in support of current uprisings that shed light on the state-sanctioned murders of Breonna Taylor, Tony McDade, George Floyd, Ahmaud Arbery, and too many other Black people in this country. The CPTSC Diversity Committee emphasizes that combating anti-Black racism in technical and scientific communication cannot be the work of the Diversity Committee alone; instead, all members and leaders of CPTSC need to prioritize anti-racist agendas in support of our Black colleagues and the sustainability of our field and organization. To this end, we request the assistance of the CPTSC Executive Committee on the following initiatives, many of which extend from the goals initially established by the CPTSC Diversity Committee during the business meeting that took place on October 9, 2004 in West Lafayette, Indiana (for a history of the CPTSC Diversity Committee, see, for example, “Diversity in Technical and Professional Communication Programs” by Natasha Jones, Gerald Savage, and Han Yu):

- 1) **Financially supporting** research on anti-racist technical and scientific communication pedagogies. While the Diversity Scholarship supports inclusion by allowing multiply-marginalized scholars to attend the CPTSC conference, we also ask that the organization invest in research about anti-racist pedagogies, specifically by designating one of CPTSC’s annual research grants to projects directly related to combatting racism. We ask that one of these research awards clearly requests anti-racist projects and privileges projects led by scholars at Historically Black Colleges and Universities (HBCUs).
- 2) **Providing space** for Black, Indigenous, and Scholars of Color (BIPOC) at all CPTSC conferences, specifically by designating two sessions at each conference for scholars who teach technical and scientific communication at Historically Black Colleges and Universities (HBCUs), Hispanic-Serving Institutions (HSIs), and/or Tribal Colleges (TC). We ask the CPTSC Executive Committee to work with the Diversity Committee to increase recruitment of scholars at HBCUs, HSIs, and TC through the Diversity Scholarship and other mechanisms, and to mark clearly on each conference program which presentations are being shared by scholars at these institutions as a way to increase visibility and encourage community building.
- 3) **Writing and enacting** an anti-racist policy at all CPTSC events. In collaboration with the Diversity Committee, we ask that the CPTSC Executive Committee write an anti-racist policy to be posted on the organization’s website, on every conference website and program, and at the conferences themselves. This statement should include a clear mechanism for BIPOC and multiply-marginalized scholars to anonymously report racism or discrimination (including misogyny, transphobia, and homophobia) to members of the executive committee, who will then take specific actions to address this situation (e.g., not permitting racist scholars to present or attend future conferences or maintain their CPTSC membership, documenting and reporting).
- 4) **Further support** the work of the Diversity Committee by designating a meeting time and space for the Diversity Committee to meet at every CPTSC conference. While the Diversity Committee has coordinated a luncheon for members at previous meetings, we ask to have a specific meeting room in the conference space every year, where

members of the Diversity Committee can gather and reflect on how the conference is going and how the conference could continue to shift to be a more welcoming environment for BIPOC scholars.

- 5) **Include** a designated member of the Diversity Committee in Executive Committee meetings, and provide space for this member to share updates or feedback from the Diversity Committee with the Executive Committee. This will increase accountability and representation in the decision-making protocols for CPTSC.

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