



DEPARTMENT OF
SPEECH & HEARING
SCIENCES

July 21, 2020

Dear Students, Alumni, Clients, and Community:

The faculty and staff of UNM's Department of Speech & Hearing Sciences stand with our Black colleagues, students, and clients and share the outrage they feel with the recent racial tragedies. *We oppose racism in all forms.*

Our department mission includes a focus on promoting and respecting all individuals across race, culture, gender identity, sexual orientation, socioeconomic status, religion, and medical and cognitive challenges. We recognize that there is much more to learn, and that we as a department will grow to work towards promoting greater equity.

We commit to rooting out inequities that exist within our department and within the fields of speech-language pathology and audiology. In the words of ASHA, *this is a time for evaluating our individual and collective contributions to maintaining the status quo, and our responsibility to change it.* We must identify meaningful solutions that address the challenges facing Black, Indigenous, Latinx, Asian, and People of Color to enable every person to be heard, to feel safe, and to thrive.

As a starting point, we seek to learn about the experiences of our community members through an open and safe dialogue. Please consider sharing your thoughts via a department-generated anonymous survey (https://survey.az1.qualtrics.com/jfe/form/SV_9KWBVMMC861b4J7). Our first actionable step to improving our departmental culture is to listen to and learn from our community members. We want to learn about your experiences; we want to hear about your needs. Faculty will also be reaching out to student groups to seek their involvement and input as we move through this process. We will develop actionable steps to address issues and to work towards promoting equity. We will keep you apprised of these outcomes.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Phyllis M. Palmer'.

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