Anti-Racism and Racial Justice in Graduate Student Government
June 2020

This serves as a commitment to, and initial guidance for, GSG to more deeply engage in anti-racism within our internal procedures, programming, policymaking, and advocacy. The purpose is to provide actionable steps to help make anti-racism a core value and practice at the heart of all GSG operations, events, and advocacy measures. This initiative emerges in response to recent activism and demands from the Movement for Black Lives that call on communities everywhere to confront and dismantle structural racism and white supremacy by actively engaging in anti-racist work.

Internal Operations
GSG can build a resilient Executive Board that values ongoing learning and education about anti-racism and creates space for difficult conversations among graduate student leaders by:

- Conducting racial and implicit bias training for GSG Executive Board every semester
- Reviewing all finance policies for implicit bias and write guidelines to make anti-racism a key component of all finance procedures
- Start a reading group on anti-racism that focuses on works by authors of color; host regular meetings with GSG executive board to discuss these works and to continue creating space for conversation about racial equity
- Requiring every executive board member to make one of their monthly tasks focused on anti-racism (ex: attending a training, organizing an event focused on anti-racism, advocate for a policy that focuses on anti-racism).
- Requiring programming positions to report how they will ensure their events are inclusive and representative of our diverse student body

External Operations
GSG can make anti-racism a named and prioritized feature of our policy making, University advocacy, and programming by:

- Amending our GSG mission statement to more clearly commit to anti-racism as an active practice for our organization
• Reviewing all procurement procedures for implicit bias and actively reaching out to black-owned businesses to register them as USC certified vendors.

• Undertaking an executive board-wide effort to create clearly defined and actionable policy platforms (internal to USC and externally focused on municipal, state, and federal policy) to elevate anti-racist organizing and practices

• Working towards addressing activist demands in a proactive and inviting way, reviewing and implementing activist demands where possible, and building closer relationships with leadership in the Movement for Black Life.

• Building closer ties with black- and brown-led community based organizations in Los Angeles and specifically in South Central. For example, partnering with the local chapter of BLM-LA and the BLM-LA Youth Vanguard.

• Creating programming for graduate students that explicitly addresses anti-racism

• Advocating that USC Administration leadership work with campus constituents to amend their current Action Plans to include specific, measurable, and concrete anti-racist or reparative policies

• Advocating that current students or future applicants are not penalized for criminal records associated with participating in protests for racial justice

• Advocating for community oversight of DPS, DPS disarmament, and institutional defunding of DPS

• Committing to consistent partnership with BSA,CBCSA, and other cultural groups on campus (target recruitment for GSG E-Board members from these orgs and formalize consistent meetings with both orgs)

• Committing to regular voter registration events and partnering more actively with the group running turbovote on our campus

• Advocating for the recruitment and retention of of black faculty and students