



## **UNC Charlotte Statement Against Bias During the COVID-19 Pandemic**

As news of the COVID-19 pandemic spreads, we encourage all of Niner Nation to stand together against broad generalizations and stereotypes of vulnerable communities during this time. COVID-19 impacts all of us across racial and ethnic backgrounds, socioeconomic status, gender, age, sexual identity, ability, religious/spiritual backgrounds, etc.

We also acknowledge this pandemic has affected some communities more than others. In the wake of uncertainty, fear, and anxiety, many Asian and Pacific Islander communities across the United States have experienced racism, xenophobic actions, harassment, and offensive offhanded jokes or passing comments. Our community has not been immune to these actions. UNC Charlotte has received bias related incidents indicating this behavior and such rhetoric has been experienced directly on and off campus by our students, faculty, and staff.

Additionally, as we continue to create meaningful collaborations with the UNC Charlotte community, local businesses, and community leaders to address issues and opportunities of the region, we must also acknowledge that the vulnerable amongst us are particularly hard hit. The poor and working poor, communities of color, undocumented people, members of LGBTQ communities, homeless and home insecure, incarcerated, immuno-compromised, and others are facing the brunt of the pandemic. This is largely because of discrimination and generational inequality that result in inequities in housing, employment, health care, education, and other systems that impact daily life. We also recognize that many vulnerable people are “essential workers” and encourage you to consider ways to reduce the spread of the virus to the most susceptible.

As Chancellor Dubois said March 23: “As 49ers, demonstrating our values — social and cultural diversity, free expression, collegiality, integrity, and mutual respect — has never been more important. This public health crisis will not be solved with fear and discrimination; it will be solved by our diverse global community rising together in solidarity, support, and compassion.”

All university policies and procedures are still in place during this time. If you witness or experience an act of bias, hatred, or any other act against our student code of responsibility, we encourage you to submit an incident report at [incidentreport.uncc.edu](http://incidentreport.uncc.edu) and a bias related incident report. There are resources, listed below, including the Bias Assessment and Resource Team that are available and will reach out to you once a bias related report is submitted. The Office of Identity, Equity, and Engagement is also available for support. When one of us is harmed, we are all impacted. Let’s do our part to ensure that our community is stronger together. We need to hold ourselves accountable to the standards we have created.

Stand with us as we commit to reducing bias towards our colleagues, students, neighbors, essential workers, and Charlotte community members. Please consider the linked [resources](#) to help you stay informed and we encourage you to seek support as needed.

We will get through this together, while we remain physically apart.

Yours in Niner spirit,

Sponsoring Groups:

- Cato College of Education
- College of Health and Human Services
- College Arts & Architecture
- College of Computing and Informatics
- College of Arts and Sciences
- The William States Lee College of Engineering
- Anti-Racism in Urban Education Graduate Certificate Program
- Center for Holocaust, Genocide & Human Rights (HGHR) Studies
- American Studies
- Women's and Gender Studies
- ADVANCE FADO
- Counseling and Psychological Services
- Office of Identity, Equity, and Engagement
- Office of Academic Diversity and Inclusion
- LGBTQ+ Staff and Faculty Caucus
- The Urban Education Collaborative
- J. Murrey Atkins Library