



Anti-Racism Pro-Equity & Social Justice Statement for URISA September 9, 2020

As an international organization, URISA opposes systemic racism in any form worldwide. URISA will reflect and act in opposition to racism. We must recognize the urgency of the moment, requiring us to make changes both individually and organizationally and revisit our priorities frequently to actively confront the forces that sustain institutional racism and how we may be complicit therein. Moving forward, our dedicated and sustained actions will be devoted to dismantling anti-Black decisions at all levels. URISA commits to reflecting on its internal systems and governance structures and taking action to reduce bias and implicit racism — to eliminate it entirely.

Recent events have raised awareness of the White and racist history of pervasive inequities and equality disparities that erode Black, Indigenous, and People of Color (BIPoC) communities across the United States. As a normative White society, we have been complicit, stood silently while witnessing the racist violence against Black communities firsthand, in the United States and throughout the world.

The murders of Ahmaud Arbery, Breonna Taylor, Elijah McClain, and George Floyd, as highlighted by the media, represent only a small percent of Black murders by Whites in recent times and throughout our nation's history. These recent atrocities contribute to a growing nationwide awareness of racism fed by routine biases and inequities. Intentional or otherwise, all our current systems are complicit in creating, bolstering and maintaining violence and inequity of our current institutions.

The compounded rage, frustration, and pain of centuries of peoples forced into continued 'otherness' by White supremacist and racist practices, policies and laws, has led to protests in the streets around the globe. These demonstrations, a response to the most recent manifestations of more than four centuries of systemic racism and injustice, are a collective resistance to long tolerated and unjust ways of living and being.

URISA is an organization committed to anti-racist principles, practices and policies. We are working with intentionality to prioritize pro-equity and ethical work and to recognize the importance of our association's role in dismantling systemic racism within our profession. We must work hard to eradicate racism in all forms to continue building a just organization. Our approach is bold as we hold our members to the standard set forth in the GIS Code of Ethics and encourage them to be full participants in our focused pro-equity journey.

As an extension of this ongoing effort, our Anti-Racism and Pro-Equity statement supports the global social uprising against racism and violence towards BIPoC that founded this nation and continues today. We stand in solidarity with the Black Lives Matter movement. We

call on our government, companies, and citizens to recognize the systemic inequities that led to unearned privilege for White people, an intentional lack of opportunity and the unjust criminalization of Black people which has endangered the lives of our most vulnerable communities at the hands of racist institutions from pedagogy to finance to justice.

As a first step in this commitment, URISA has organized a Pro-Equity and Anti-Racism Committee focused on investigating and acting to reduce racial bias in the organization. The committee is tasked with developing an Anti-Racism and Pro-Equity framework for the organization within the next nine months. URISA will rise to the call of justice and champion equity for all.

We encourage and call each of our members to continue to investigate these issues.

GIS Code of Ethics