July 13, 2020

Dear SIMians,

We are both pleased and proud to announce the establishment of the ad hoc Committee on Racial Justice. Created as a response to our Division Chair’s call for action, the Committee on Racial Justice will work to facilitate the creation of new knowledge, new networks, and a new curriculum that benefits business research and education. The establishment of this committee is evidence of our Division’s responsiveness to the global Black Lives Matter movement and a broader social movement to eradicate systemic racism. Given our Division’s emphasis on justice, it makes sense that we would seek to provide leadership during this crucial period.

The 2020-2021 committee members are Paul T. Harper (Co-Chair), Robbin Derry (Co-Chair), Jill Brown (President/Past-President), and Barrie Litsky ( (Membership Committee). We will also include a Ph.D student as the final member.

Over the course of the next year, the Committee - working in conjunction with Division leadership - will develop a plan that will provide innovations in three core areas of engagement: research, teaching, and external relations, to address the following questions.

* Research:
  + How can SIM work more closely with key organizations and divisions to improve the pipeline of Black management scholars in the Division?
  + How could SIM work with journal editors to support the growth of research in the areas related to racial justice?
  + What could SIM do to recognize, promote, and support racial justice research efforts?
  + How can SIM improve its efforts to facilitate faculty mentorship and community building across racial boundaries?
* Teaching:
  + How can SIM provide a platform for the early development of a new anti-racist curriculum for business schools?
  + How can SIM incentivize members to develop and showcase case studies with Black protagonists, businesses, or engagements within the black community?
  + How can SIM help to identify black business leaders as potential speakers for both conferences and courses?
* External Relations:
  + What does anti-racist training look like (as opposed to diversity and inclusion training)?
  + How can SIM facilitate communication between members, member institutions, and companies who are seeking knowledge and training related to racial justice?
  + How can SIM aid in matching businesses with expert members?

The Committee on Racial Justice is actively seeking ideas from the membership as it develops its plans for the 2021 AOM. Please contact Paul Harper at [pth6@pitt.edu](mailto:pth6@pitt.edu) or Robbin Derry at [robbin.derry@uleth.ca](mailto:robbin.derry@uleth.ca) if you have any ideas/questions/issues.

Best Regards,

Paul T. Harper (Univ. of Pittsburgh)

Robbin Derry (Univ. of Lethbridge)