Appendix 1.

Political Science Statements: Semantic Coding Schema
(Adapted from Mangala Subramaniam)

1 NameInst = Name of Institution

2. Statement made
- No (statement code N/A on form)
- Yes (statement uploaded)
- No, but endorsed university/college statement (no original statement)

3. Date of statement: enter as is or N/A

4. Floyd = mentions George Floyd
- Yes
- No

5. NamesOth = mention names of other Black people such as Breonna Taylor, Eric Garner, Sandra Bland, and/or Ahmaud Arbery killed in police brutality /shooting?
- Yes
- No

6. Mentions (Check all that apply)
- Race, Racism, Racial discrimination, Racial inequality/inequity, Racial bias, Racial injustice
- **Systemic** Racism, **Institutional** Racism
- Culture
- Discrimination, inequality, systemic bias, unfair/unfairness (**no mention of race**)
- Black/Black people/Blackness/Anti-Blackness/Anti-Black
- Black Lives Matter/Black Lives Matter LEADER
- Black Lives Matter/Black Lives Matter (movement, no leader)
- Representation/represented
- Underrepresentation/Underrepresented
- Lack of Diversity/Need for Diversity
- Policing/Police brutality
- Safety (for minorities/people of color/Black people)
- Senseless acts of violence/Violence
- Hate/Intolerance
- Civil Rights/Civil Rights leader mentioned (TERM USED or PERSON MENTIONED)
- Multiculturalism/multicultural
- Other (Specify)

7. Identity groups mentioned:
- Black
- African-American
- Asian American, Asian
- Latinx, Latino, Hispanic, Latino/a
- BIPOC (SPECIFIC use of term)
- (SPECIFIC use of these terms): Minority communities, people of color, communities of

color
Indigenous/Native American
LGBTQI+
Low-income
Immigrant
Undocumented
First-generation
Other

8. Killing = mentions killing/murder
Yes
No

9. Is the problem characterized as one in the present, or historical or both?
Present/Ongoing
Historical
Both
None

11. ActPolice = Action toward Campus and Local Police
Will remove ties to local police
Offers local police as a form of support
Calls to defund the police
Mentions need/support of police reforms/reforms to policing

12.. White = White privilege mentioned?
Yes
No

13. COVID = Does the statement mention disproportionate health disparities to minority communities, communities of color, African-American communities, Native American and Latinx communities in the wake of COVID-19?
Yes
No

14. Btrans = Mentions black trans lives
Yes
No

15. Bwomen = Mentions black women
Yes
No

16. Gen = mentions gender
Yes
No

17. Discuss PAST efforts to address racism in department/organization (ie “We have already instituted programs…”?)

Curriculum
Classes
Recruit/hires/retention/promote
Recruit/retain students
Diversity/Bias training
Diversity, inclusion committee
Reading group/reading suggestion
Facilitated discussion
Strategy discussion
Consultant hiring
New administrative position
Other
No discussion of past or on-going efforts

18. Racism/inequality/lack of diversity in political science as discipline mentioned?
    Yes
    No

19. Discussion of problems at the level of higher education?
    Yes
    No

20. What action steps are discussed in the statement?
    General- not specific
        ie Solidarity, Ally/Allies, Stand with
        Activism
        Advocacy
        Civic engagement
    Specific
        Curriculum/classes
        Seminar series
        Recruit
        Hire/retention/retain/promote
        Training (diversity/anti-bias)
        Committee/Task force (diversity/anti-bias/inclusion)
        Increase funding/funds
        Reading group/Reading suggestions
        Facilitated discussion
        Strategy discussion
        Community-engaged/community action research
        Consultant hiring
        New administrative position
        Programming

21. Action = Does the statement mention actionable change? Types of actionable change
    Create task force or new committee
    Meeting/Listening session/town hall/ Students
    Diversity/Anti bias trainings

Meeting of Faculty with the University leadership
Enhance/create new curriculum/classes
Seminar/speaker series
Recruit/Hire faculty
Retention/retain/promote faculty
Increase funding/funds
Reading group/Reading suggestions
Facilitated discussion
Community-engaged/community action research
New administrative position
Programs
Hire DEI consultant