

To all UA ALVSCE Students, Staff, and Faculty,

The Division of Agriculture, Life & Veterinary Sciences & Cooperative Extension (ALVSCE) Diversity and Inclusion Council is frustrated, enraged, and heartbroken over the murders and continued violence against Black people. The murders of Breonna Taylor, Ahmaud Arbery, George Floyd, Nina Pop, Tony McDade, and many others are unacceptable. We ask the members of our community who may be unaware of the painful, historical, and sustained violence against the Black community to [listen to this short podcast to provide a brief context](#). The ALVSCE Diversity and Inclusion Council moves in solidarity with Black queer, trans, women, men, and children. Black Lives Matter.

We echo and share the sentiments by our colleagues at the [UA Immigrant Student Resource Center](#), the [UA Disability Cultural Center](#), the [Black Student Union](#), the [UA African American Student Affairs](#) & the [UA College of Medicine Tucson](#), among others.

We acknowledge that we must speak out against all forms of racism, discrimination, and bias. We acknowledge as a team with diverse backgrounds, that we must listen, learn, and support all students, staff, and faculty. A lack of inclusion goes against our core values as a land grant institution and a place of higher learning.

We are answering the call to action and are committing to the following:

- We uphold the unconditional principle to protect Black Lives - Black Lives Matter.
- We must demonstrate empathy and compassion and acknowledge the pain and grief that the families and the communities of these victims are experiencing.
- We must employ anti-racist and unconscious bias training and engage in interracial dialogues that will dispel the misrepresentations that dehumanize our Black community members and other marginalized groups.
- As individuals, we pledge to 1) educate ourselves on Black history and current events without placing the burden on Black people to educate us, 2) support organizations and businesses that actively support Black Lives, and 3) divest from entities that discriminate and marginalize Black communities. We call on you to do the same.
- We call upon our Heads of Departments, Deans, and University Leaders to make space for honest discussions, to hold regular town halls - *accessible to everyone* - within their units and affiliated groups, and to be open to learning from shared experiences.
- We must move from rhetoric to **action** to eliminate the inequities in our majors, minors, programs, departments, and communities.

We are here to listen, and if you feel comfortable in sharing your thoughts and ideas, please reach out to us via the contact information below. We are working to develop a space for anonymous feedback and comments.

Please find attached a document we have compiled with links for additional resources, support, and action.

ENOUGH IS ENOUGH.

In Solidarity,

[The ALVSCE Diversity and Inclusion Council](#)

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