



To the University of Richmond Community,

We are saddened/disheartened/disappointed but not surprised about ongoing acts of oppression and violence this semester and beyond.

During this time of continued turmoil in our community and world, the Health & Well-Being Unit unequivocally recognizes racism as systemic, pervasive, and a public health issue. We commit to continuing to work to build a campus community where all Spiders feel included, valued, safe, and able to be their whole, authentic selves. We must recognize how we are each complicit within a culture in which anti-Blackness, racism, and other forms of oppression and violence are the norm, and challenge ourselves and each other when we recognize these thoughts and behaviors.

We recognize that members of our community have been, and continue to be, deeply hurt by other members within our community and beyond, and it seems that every day brings another instance of violence against the most marginalized members of our community, exacerbating current, ongoing, and generational trauma and pain. We commit to continuing to grow, listen, learn, and challenge white supremacy and other forms of oppression.

In solidarity,

*The Health & Well-being Unit*

- Health Promotion (including CARE, the Center for Awareness, Response & Education)
- CAPS (Counseling & Psychological Services)
- University Recreation
- Disability Services
- Student Health Center
- Health & Well-being Operations