

To the University of Richmond Community,

The Health and Well-Being Unit is disheartened by the racist behaviors that occurred over the weekend of Oct. 29 through Oct. 31, 2022. We recognize the harm and pain that these events have created for our community, and how these behaviors undermine our University's commitments to diversity, equity, inclusion and belonging.

Using a racial or ethnic group's culture as a costume perpetuates harmful stereotypes and both contributes to and reflects systemic violence and oppression of people of color on our campus and beyond. Similarly, staging acts of state-sanctioned violence minimizes the magnitude of instances of brutality and death. These are not isolated incidents but a reminder of the existing oppression and targeting of marginalized communities at UR.

We recognize the unfair and undue burden that is placed on our students, faculty, and staff of color as well as our many non-domestic students when these acts of violence occur, both to respond and to simply just continue to exist on campus.

As departments and offices of the Health and Well-being Unit that exist to promote well-being among our Spider community, we recognize all forms of violence, oppression, and discriminatory behavior as threats to these efforts. We urge our community—on an individual, interpersonal, and institutional level—to actively condemn and encourage accountability when we notice others perpetuating violence against marginalized communities. We appreciate those that brought attention to, spoken out, and otherwise intervened on these instances and others. We must recognize our complacency in a culture in which racism, xenophobia, and other forms of oppression and violence are the norm. We are dedicated to continuing to grow our efforts of actively working to challenge white supremacy and other forms of oppression in our work on this campus, and listening to and uplifting the voices of those who have been harmed.

In solidarity,

- 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