



CAL POLY

University Advising/Retention

ACADEMIC AFFAIRS

The recent murders of George Floyd, Breonna Taylor, Ahmaud Arbery and Tony McDade are only the latest in a historical legacy of anti-Black violence and murder. Their deaths at the hands of white supremacy and police brutality compel University Advising to reaffirm our commitment to social and racial justice. To our Black and brown communities directly impacted by the ongoing violence and injustice in our country: We see you, we hear you and we hurt with you. Across advising, our heavy hearts go out to all who are despaired and demoralized by these intolerable actions.

We stand against all forms of oppression and, now more than ever, we recommit to supporting all actions necessary to create a more just and equitable Cal Poly and world. Beginning now and through an Inclusive Excellence Action Plan (completed by July 1, 2020), we commit to:

- Continue to critically examine ourselves to develop a deeper and critical awareness of personal biases, beliefs, or historical roots that may influence or contribute to any forms of educational oppression instigated by our daily practice.
- Participate in lifelong learning and unlearning so that we can be the best advisors and members of our Cal Poly community. This includes but is not limited to cultural humility, how to be an anti-racist, and dialogues about the importance of intersectionality and not getting stuck in the mindset of a single story.
- Provide a safer, more empathic and more supportive space and to listen to your stories and experiences so that we can use our positions to amplify your voices and advocate for racial and social justice change.
- Speak up and challenge institutional barriers, such as culturally biased and classist policies and practices that unfairly affect our students of color.
- Disrupt patterns of an inequitable educational system by leveraging retention practices to eliminate the graduation gap for our Black students and all students of color.
- Activate university-wide advising environments and practices that are inclusive, equitable and embedded in social justice.

To others who wish to join in these efforts, we invite you to engage with the following resources in order to: recognize the historical legacy of anti-black violence in the United States; examine how white supremacy has impacted your own life; validate the lived experiences of Black folx in your community; and support or join activist organizations that fight for racial justice.

Starting out & Continuing learning

- [Why Teaching Black Lives Matters](#)
- [A Decade of Watching Black People Die](#)
- [Interview with Dr. Bettina Love, author of “We want to do More than Survive”](#)
- <https://blacklivesmatteratschool.com/>
- [Affirming Black Lives Without Inducing Trauma \(Teaching Tolerance\)](#)
- [Anti-Racist Resources for White Folk](#)
- [Black Authors, Praxis, and Feminist Theory](#)
- [White Friends Desiring to be Allies](#)

- [Anti-Racist Reading List](#)
- [Cal Poly Center for Teaching, Learning and Technology resources](#)

Why should I care?

- [Why it's not all lives matter](#)
- [Violence Never Works? Really?](#)
- [7 Riots, Rallies, and Protests that Propelled Queer Liberation](#)

Self-Work

- [How to Be a Good Ally - Identity, Privilege, Resistance | Ahsante the Artist](#)
- [White Privilege Toolkit](#)

Building Community & Healing

- [Black Emotional and Mental Health Collective \(BEAM\)](#)
- [Cal Poly Counseling Center](#)
- [Cal Poly Cross Cultural Centers](#)
- [Cal Poly's Student Care resources](#)

Get involved

- [Bias Reporting](#)
- [Ombuds](#) This office at Cal Poly offers a safe place to go for assistance in resolving any university related issue, concern, conflict, or complaint. All communications with the office are strictly confidential, informal, impartial, and independent.
- [26 ways to be in the struggle beyond the streets](#)
- [NAACP SLO Chapter](#)
- [RACE Matters SLO](#)
- [Donate](#)

Instagram accounts of amazing anti-racism educators/resources

- @laylafsaad
- @rachel.cargle
- @consciouskid
- @readlikearockstar

In solidarity and with respect. BLACK LIVES MATTER

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