

The College of Agriculture, Food and Environmental Sciences (CAFES) Advising staff stand in solidarity with the Black community. We condemn the acts of racism, oppression, and violence that have targeted Black individuals and communities, recently and for past centuries. We believe in equity and racial justice in higher education and in our daily lives.

We recognize that silence and inaction contribute to ongoing institutional racism and structural inequities. To our Black and brown communities most directly impacted by the ongoing violence and injustice in our country: **we see you, we value you, and we stand with you.**

CAFES Advising is committed to:

- Continue to critically examine our personal biases and assumptions that may contribute to educational oppression in any form.
- Creating a more supportive space to actively listen to our students' stories and experiences.
- Engaging in authentic conversation with our Black students, Black faculty and Black staff to discover how they are affected and what support we can offer.
- Be agents of change for racial justice through our academic and personal advising interactions.
- Critically assessing our programs and policies to address practices that unfairly affect our students of color.
- The dismantling of anti-Black racism that occurs at Cal Poly and within our community by educating ourselves to be difference makers.

We are committed to anti-racism and the pursuit of equality, inclusivity and social justice. The CAFES Academic Advisors and Peer Advisors are here to support you.

In solidarity,

CAFES Academic Advisors

Cathy Bartholomew

Kristin Bender

Dr. Leanne Berning

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