

CWU Recreation, represented by our professional and student staff, supports the movement to dismantle white supremacy and remove racism in America. We do not condone, or support, racist behavior of any sort. We acknowledge that our community - on campus, locally, and nationally - protest not only for George Floyd, but for Breanna Taylor and the countless other Black lives that have been taken throughout history in this country. We acknowledge that we can do better to support Black communities in Ellensburg and on the CWU campus.

We want to clearly state that Black lives matter. Black trans lives matter, Black queer lives matter, undocumented Black lives matter, Black women's lives matter, and Black men's lives matter. We also acknowledge that Latinx, Indigenous, and other lives of color have been systemically marginalized in this country.

As a community and as a nation we must dismantle racism and institutions of white supremacy. We urge our campus and local communities to exercise their white privilege and learn from Black people and other communities of color to more deeply understand the oppression and violence these communities face. The burden of educating others and challenging current systems cannot rest on the shoulders of the people who are harmed by these systems. We must seek to educate ourselves and form interracial coalitions to oppose anti-Blackness and promote racial equality for Black, Indigenous, and other people of color.

We must challenge ourselves to have these difficult conversations. We must acknowledge the history we have not learned, and the history we must unlearn, so we can effectively find ways to understand each other better and build better lives for our community and campus. We ask that you share the knowledge you gain in this process with others so that we can all be better advocates and allies for Black, Indigenous, and other people of color. An inherent part of white privilege is electing to participate, or not participate, in uncomfortable situations and discussions about race. We ask that if you are not a person of color, you recognize that people of color do not get to opt out of having these uncomfortable conversations. It is their lived reality, every day. Look to our Black faculty, staff, and peers, and listen to their experience. Seek to learn how you can use your privilege to support them.

For too long the Black community, and other people of color, have had to challenge racism by themselves. We have seen, since the start of American history, that this has not been effective for lasting change. We encourage you to commit to being an ally and support system to these marginalized groups. There are challenging conversations ahead, and a lot of work to be done to address the systemic injustices our campus, local, and national community have witnessed. It takes courage to have these difficult conversations and to keep moving toward positive, systemic change for the better. You must remember to take care of your mental and physical health in this process. Evidence supports that participation in wellness initiatives can improve both mental and physical health. We are here to support you, whatever that may look like, to help you maintain your wellness.

CWU Recreation has long held the following core values as being essential to how we work and grow in our department: Excellence, Inclusivity, Integrity, Growth, and Community. We are committed to putting these values into action. As a department, we commit to the following actions to dismantle white supremacy on this campus and in this country:

1. We will seek to provide both an anti-racism and diversity training for all student employees and professional staff. We believe that this will remove the potential for microaggressions and macroaggressions in future programs and services.
2. We reassert our commitment to employing a diverse student staff and will take steps to employ more students of color.
3. We will review department procedures and policies to ensure there are no discriminatory systems or practices in place and remove them if they are found.
4. We will continue to engage in difficult conversations and be receptive to feedback without trying to minimize the voices of Black, Indigenous, and other students, faculty, and staff of color.
5. We will commit to lifelong learning about how to be anti-racist.

There is no immediate solution, and there is no simple box to check to solve the problem of racism and white supremacy. We must continue to acknowledge our privilege and take responsibility for the implicit and explicit role we've taken in our nation's history. Only through continued learning, action, and conversations can we demonstrate commitment to do better to facilitate the necessary change and healing for our campus and community at large.