



Dear NACADA Member,

On May 25, 2020, George Floyd died in Minneapolis when a white police officer pressed his knee into Mr. Floyd's neck for 8 minutes and 46 seconds, as he lay face down in the street. George Floyd, in distress, repeated, "I can't breathe. I can't breathe. Mama. I can't breathe." George Floyd's story is not an isolated one. Breonna Taylor, Ahmaud Arbery, Sean Reed, Tony McDade – black lives taken. We understand these lives are only the most recent lost; those we know about. Many more remain undocumented, unseen by us.

As members of the NACADA community, we condemn the acts of racism and hate that have taken the lives of our brothers, sisters, mothers, fathers, friends.

History is pierced by atrocities of racism and xenophobia, and the history of the United States is riddled with acts of racism and brutality against indigenous people and people of color - murder, enslavement, lynching, segregation. These are transgressions that cannot be undone. Some may want to believe that we have moved past these cruelties, but each act of violence reminds us that we have not.

Our societies are unjust, and the persistent displays of that injustice bear down on our hearts and minds. We see our members hurting; our students hurting. They are angry that acts of racism and brutality continue without repercussion. They are frustrated at displays of solidarity without actions that create and sustain change. They are frightened to go jogging alone, to leave their homes at night, of being falsely accused or situations escalating because of the color of their skin. For many, the anxiety and fear are palpable.

We understand that each member of our NACADA and campus communities have different needs at different times and places. We want to create spaces for people to feel heard, supported, and loved, and spaces for people to learn to be better allies. We urge you to not lose hope or believe we are powerless to demand and create change. Each of us can take action now – in NACADA, in our institutions, and in our local communities.

NACADA recognizes the value and power of diversity among our members and the students who entrust us with their educational experiences. We know full inclusion and engagement is the ideal we have not yet reached, and we are taking continual steps to do

better. As an advising community, we must come together from all our different institutions, different roles, and different places of understanding and desire to be better and through our unifying work create a better association so we can better serve our students who need us.

As each of us continues to process the death of George Floyd and other acts of violence stemming from systemic racism, we hope you will reach out to one another, share your feelings and experiences, engage in healing activities, and actively participate in antiracism and community building efforts in our institutions and communities. We have highlighted resources below, which we hope you find helpful as you navigate the days ahead.

#### Resources

- [101 ways to take care of yourself when the world feels overwhelming](#)
- [Anti-racism Resources for White People](#) (Specifically for allies)
- [Do The Work: Rachel Cargle](#) (Specifically for allies)
- [For Our White Friends Desiring to Be Allies](#) (Specifically for allies)
- [Maintaining Professionalism In The Age of Black Death Is...A Lot](#)
- [No White Saviors](#) (Specifically for allies)
- [Physiological & Psychological Impact of Racism and Discrimination for African-Americans](#)
- [Racism's Psychological Toll](#)
- [The Link Between Experiences of Racism and Stress and Anxiety for Black Americans: A Mindfulness and Acceptance-Based Coping Approach](#)
- [Tips for Self-Care: When Police Brutality Has You Questioning Humanity and Social Media Is Enough](#)
- [U.S. Businesses Must Take Meaningful Action Against Racism](#)

If you have ideas or recommendations for additional support or resources NACADA can provide, please contact President Erin Justyna at [erin.justyna@ttuhsc.edu](mailto:erin.justyna@ttuhsc.edu) or Executive Director Charlie Nutt at [cnutt@ksu.edu](mailto:cnutt@ksu.edu).

Sincerely,

Ariel Collatz, Chair, Social Justice Advising Community  
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Locksley Knibbs, Chair, Inclusion & Engagement Committee, and  
Co-Chair, Race, Ethnicity, and Inclusion Workgroup

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