

## **A Note from RHAC:**

We, the Residence Halls Advisory Council, have stood by and watched for too long. We took time to reflect on our past practices and developed attainable goals to better represent and uplift the Black community. We have heard the cries, seen the work, felt the pain from the Black community, and we refuse to sit by in silence while our federal government fails to take sufficient action to support the Black community. RHAC condemns all forms of racism, hate speech, and discrimination. Our work from this moment forward will be dedicated to advocating and demanding equity and justice for not only the Ohio State University's Black staff and students, but for Black people all across America. RHAC recognizes that ongoing oppression occurs not just in police departments, legislatures, and courts, but in academia as well. As a student organization that claims Diversity as a key pillar of our mission, we will strive to avoid tokenism activities, and take the steps to become true supporters and uplift our resilient Black students forced to live under a system built against them.

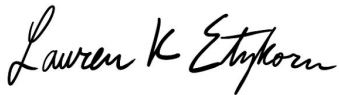
The horrific murders of Breonna Taylor, George Floyd, Ahmaud Arbery, Sean Reed, Trayvon Martin, and numerous others have symbolized the tumultuous impacts this system has forced upon the Black community. We mourn with the families and loved ones submitted to a world of grief due to senseless killings. We recognize the recent outcry of the Black community emerges from centuries of institutionalized and systemic racism in the United States. Therefore, we pledge the following concrete actions to embody our affirmation that Black Lives Matter:

- We will prioritize Black representation across all RHAC systems by increasing our outreach initiatives regarding recruitment for the Executive Board and the Senate, as well as the consideration of scholarships.
- It will be required for all active members of RHAC to complete bias training to combat both implicit and explicit bias. RHAC will host a minimum of at least two meetings a year that are oriented toward topics in advocacy and social injustice.
- We are currently establishing on-going educational support/development opportunities for our Community Councils to facilitate dialogues about anti-racism.
- We will amend our constitution to incorporate Equity and Inclusion into our RHAC Pillars.
- From now on, we will promote collaboration with businesses and speakers which comply with our anti-racist guidelines, while also moving forward to acquire resources, such as food and supplies for meetings and events, from Black-owned businesses.

RHAC welcomes feedback about our programming and operations in order to implement more socially conscious practices. In our efforts to absolve prejudice ideals and to create an inclusive space for all students, we will implement an agenda of educational programs dedicated to amplifying diversity in our organization, campus-wide community, and society at large. We hope these transformative actions will allow us to become more open-minded while teaching others about the severe impacts of these issues. Racism has no place in our organization nor on our campus, and we will fight to actively promote anti-racism. In the words of civil rights activist Angela Davis, *"In a racist society, it is not enough to be non-racist, we must all be anti-racist."* It is up to us to strive for a better tomorrow, and it starts with today.

If you have any questions, ideas, or would like to work with RHAC on any of our initiatives, please contact us at [ohiostaterhac@gmail.com](mailto:ohiostaterhac@gmail.com). We encourage all students to access the regional resource guide at <https://www.caacurh.nacurh.org/black-lives-matter> and a list of resources on our website at <http://involvedliving.osu.edu/rhac/racial-equity-resources/>.

### **The Residence Halls Advisory Council Executive Board**



Lauren Etzkorn, President



Candace Offman, Director of Outreach



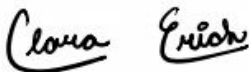
Teya LeBlanc-Hill, Director of Student Advocacy



Jocelyn Hsu, Director of Programming



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