



**The California Association of Professional Scientists Stands in Solidarity
with Members of the Black Community**

We are at a moment in our nation's history where the struggles of Black Americans are front and center across the country. In light of George Floyd's killing in Minnesota, subsequent peaceful protests, and the use of government force to suppress free speech, the California Association of Professional Scientists stands with the Black Community's call for laws and lawmakers to correct racial injustice and end violence against Black Americans. CAPS acknowledges the Black Community's struggles. Their lives matter. Black Lives Matter.

As a union, we are committed to fighting for full equity, dignity, and respect for all our members, and we will continue to do so. But we are also committed to standing against the larger systemic racial injustices in society and the workplace that challenge our mission to represent State Scientists.

CAPS' members protect public health, food security, the environment, and California's natural resources. Yet these are least realized in the most impoverished parts of the state where people of color comprise a majority of the population. Minorities are disproportionately affected by pollution, and a lack of access to green spaces. As State Scientists, we have the power to ensure environmental equity for all our state's citizens. As scientists, we build a better environment, and provide a better quality of life for all Californians, regardless of race or ethnicity.

CAPS' Board of Directors acknowledges that ending institutional racism starts with understanding and dialogue. It is time for labor leaders, unions, and all of us to speak plainly and publicly.

In solidarity and hope,

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