



## **ASCA Land and Labor Acknowledgement**

*This is a general land and labor acknowledgement. Presenters, hosts, and planners should take care to specify the land and labor history of the location(s) where events take place. For further guidance, contact the Assistant Executive Director at [aed@theasca.org](mailto:aed@theasca.org). We encourage you to seek resources at your institution, association, and community on the history of the land and labor.*

We welcome everyone to this location with the understanding that the welcoming is not ours to do, as we are guests and continued colonizers on this land. We acknowledge that the land was stolen from Indigenous Americans, and that white people forcibly brought Black and Brown people here to continue their violent colonization.

It is important that we as an Association honor our values of equity and intentional inclusion by incorporating land and labor acknowledgements as part of our events, meetings, and conversations, as well as including these acknowledgements through our *actions*.

Land and labor acknowledgements should seek not to further traumatize people of color while emphasizing for white individuals the continued pain caused by genocide, slavery, colonization, anti-Blackness, xenophobia, and bias. We hope to spur action rather than guilt, indifference, or debate.

### **Labor Acknowledgement**

"It will be the year 2123 before African Americans will have been free for as long as their ancestors were enslaved" (*From Unpaid Labor Contribution site*). A labor acknowledgement is, to be clear with our words, an acknowledgement of the history of genocidal chattel slavery in this country. The impact of forced physical, emotional, economic, and sexual labor continues to this day.

We need to also acknowledge that unfair labor practices, including but not limited to, unfair wage gaps, minimum wage that does not meet costs of living, harassment and bias in hiring practices, and more, continue to exist. There is also still a stigma to labor labeled as "unskilled" when we know that no labor is unskilled labor. We encourage you, as we will do, to recognize and appreciate it is often hidden labor that allows us to engage successfully in our own labor together.