



**December 3, 2018**

## **Racism on Campus: Action Steps**

**Dear Campus Community,**

I want to give you an update on actions we are taking related to concerns raised by Black students, the Black Faculty and Staff Association and other coalitions, groups, and individuals who have written and/or met with me.

I reached out for guidance to the U.S. Department of Education, Office for Civil Rights (OCR). I spoke directly with Zachary Pelchat, Supervisory Attorney, and was informed that the OCR does not conduct the kinds of investigations we are requesting, but he directed me to an organization that may be helpful as we move forward: [The Western Educational Equity Assistance Center](#) (WEEAC) at Metropolitan State University of Denver. WEEAC assists states, school districts, public schools (including charter and magnet schools), and Tribal Education Departments to plan and implement practices and policies that promote equity and high quality education for all students.

Dr. Pamela Ralston and related Deans and Directors have reviewed the incident reported by Black students that took place in the Library. She is determining if we need an independent investigation to review the gaps and circumstances surrounding the incident. She will be speaking with an investigator today about this. She is also working with her team to develop frontline training to improve welcoming, responsive, and effective relationships between staff and students. Integrated cross-training efforts will also be developed with our Guided Pathways initiative.

I have committed to setting regular open office hours this Spring in the Umoja Center. I am coordinating with Dr. Azure Stewart on this to see what specific times are best.

As I have previously mentioned, I am in need of additional support for my own anti-racism work and to further advise me as we continue forth. I have been in communication with and will be working with [Professor Rhonda Magee](#) from the University of San Francisco. She will also be an advisor for the President's Cabinet. I will be introducing her at the College Planning Council Meeting tomorrow (December 4, 2018). She has significant experience working on institutional

racism and will be able to improve my response and support at the administrative and policy levels.

I have also reached out to [Dr. Damon A. Williams](#), who Dr. Stewart has referred to me, and who is a primary author of [Toward a Model of Inclusive Excellence and Change in Postsecondary Institutions](#). His work looks extensive and aligns with the direction we want to head. Further experts or outside support will be decided on in consultation with BFSA and the Equity Committee.

I know we have a need to develop an independent body to receive, review, and respond to incidents of discrimination. We are reaching out to UCSB to learn more about how they have designed the work, scope, and approach of UCSB's response to hate incidents.

Regarding an all-campus training, Dr. Monalisa Hasson, VP of Human Resources, is taking the lead on this and has made initial contact with the Crossroads staff and has received many recommendations from people who attended Session I. She will be working with the BFSA and Equity Committee to identify appropriate training opportunities.

The Office of Equity, Diversity and Cultural Competency has reached out to Dr. Daniel Solorzano from UCLA Graduate School of Education and Information Studies to present work on Racial Microaggressions and their impact on students, staff and faculty of color in higher education. The Office will also bring Dr. Pedro Noguera (UCLA) to present on the impact of poverty and racism on the success of students.

All of the above are important components and commitments for the college going forward. There is more work going on that I will share with the campus as details are finalized. This is ongoing work and an important period of change and transformation for our college. I will keep you posted, and I am always open to receiving additional ideas, suggestions, and actions as we move together forward.

Sincerely,

A handwritten signature in blue ink, appearing to be "Anthony", written in a cursive style.