



**May 11, 2018**

**President's Waypoint: Reuniting for Gender Equity**

Over the last several weeks, there have been many discussions, statements, and comments regarding our College's campus climate around gender equity. At times, these conversations have been difficult and have challenged all of us in the institution, moving the conversation forward.

Something we've seen happening in all of this has been the reuniting of faculty, staff, students, and administration to work to create a campus climate that is welcoming, inclusive, and free of all forms of discrimination and harassment of students, faculty and staff. It demonstrates a reaffirmation and recommitment that actions contrary to this work will not be tolerated!

While I cannot comment on any specific issue or accusation, as there are processes (legal and other) that we must follow, I can share with you that broader work around gender equity is taking place in significant ways.

At the May 1 College Planning Council (CPC) meeting, I asked the group to have an open conversation about gender equity issues and how they are affecting our campus climate. I am deeply appreciative of everyone who attended that meeting and provided feedback, shared personal stories, and challenged us to do better. We certainly can.

An outcome of that meeting was the formation of a Work Group, made up of administrators, staff, faculty, and students who are working to develop a multi-faceted plan with the goal of creating lasting, systemic change. Members of the President's Cabinet and others are working together to facilitate this work and develop short-term and long-term action plans.

More detailed plans will be forthcoming but some of the areas that will be addressed include creating dedicated safe zones for students, faculty, and staff to discuss issues, hold trainings, and provide support. We will also be working on changes that need to be made to existing policies and procedures that will better enable us to respond to issues as they arise. Meaningful trainings and education will be offered, and where possible mandated, for all staff, faculty, and administration.

These are just some of the steps and actions that are being taken, but this is work that must be ongoing, and there is a role for all of us to play. Criticisms have been levelled in all directions. We hear you; I hear you! Now is the time to do the hard work, pulling together and developing solutions that make a difference. We know we are stronger united.

I believe in this work and I want us to do better. We certainly can and will. We can achieve meaningful change and create a stronger SBCC.

Together forward,