



November 29, 2018

Dear Campus Community,

Many people on our campus have been dealing with the impact of a senior level administrator saying the N-word at a college meeting. This event and the institutionalized racism further revealed by this event has harmed our Black/African American students, staff, and faculty and other people of color on our campus. I have spent time meeting and listening to as many students, staff, and faculty as I could, and although these meetings have been important, I know they are not enough.

Importantly, I want to recognize and say directly to our Black/African-American students, staff, and faculty that your courageous comments at various public meetings and in private discussions have been instrumental. I hear you, I see you, I believe you, and I am deeply sorry for the harm you have faced, the institutional response, and my contributions to that harm.

I am taking in a lot of input and reflecting on the work I need to do to better understand, respond, and contribute to institutional change. I recognize that none of this is possible without seeking expert help. I have sought the guidance of people of color at SBCC and other expert help for my continued anti-racism work. I know this is something I need to work on myself, personally, and I am committed to this.

As a campus, we also need to listen to the people of color in our college community and other experts to guide our work. Of course, I will continue to listen actively, but I also want to begin working immediately with the Black Faculty and Staff Association, the Equity Committee, the Umoja Center, and others to determine how to move forward.

I know there is a desire for a direct response to the specific demands that have been made by the Black Faculty and Staff Association, Black Student Union, the Coalition for Justice, and others. In the interest of transparency, I have attached related letters. Please read them.

Work is being done to honor these demands. We are seeking to center on the experiences of Black/African American and all people of color in our campus community. What I can share is that our whole campus community must embark on the mindfulness of ongoing anti-racism training and education together. We will do this and work with the Black Faculty and Staff Association, Equity Committee, students, and other groups to determine the training needed.

I also agree there is a need for an independent body to address incidents of racism and discrimination on campus. We will move forward with this. We have also heard many other important suggestions for ways to improve our campus, and we'll be considering those as well.

Lastly, I know there was a comment in one of the Channels articles that indicated that the Vice President of Business Services would be returning to the campus on November 30th. I wanted to make clear that her leave is ongoing.

Together forward,

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

President Beebe and the Board of Trustees,

In regards to the letter that was sent out by faculty and staff, we would like to acknowledge that there were students present in this meeting who were also deeply affected alongside staff, faculty, and other administrators. The use of this racial slur by a white administrator clearly demonstrates the institutional racism that has been embedded in our campus environment and educational system and we demand that Dr. Beebe and the Board of Trustees take action and responsibility. This is an example of what should not occur at our college and is the kind of issue that has been repeatedly swept under the rug and minimized to be treated like any other social situation that our students of color experience on a daily basis. We should not be protecting the people that cause us harm and instead hold them accountable for their actions. Regardless of Ms. Maas' intent, her words had a powerful impact on the people present in the room. Whether or not Ms. Maas herself is "a racist," the N-word is rooted in a horrific and gruesome history of systemic racism and the dehumanization of Black people in the United States and across the world. As students in a room full of administrators, faculty, and staff, we felt incredibly helpless when this word was used by a person in power. The power dynamics in the room were very blatantly obvious.

Furthermore, Ms. Maas' ignorance towards the need for demographic questions in our campus safety survey was very concerning, and itself led to her insensitive comment. Her unawareness of issues related to students of color is concerning to say the least.

We stand in solidarity with the SBCC Black Faculty and Staff Association and demand the following responses:

1. Immediate resignation of Vice President Lyndsay Maas for her use of a racial slur that goes against the mission and vision of SBCC.
2. Meaningful, ongoing, and in person anti-racism training, determined by the Equity Committee and the Black Faculty and Staff Association, for all members of the SBCC Board of Trustees, President's Cabinet, Deans, Managers, Committee leaders, Workgroup leaders and all other full and part time members of the SBCC Faculty and Staff.

3. The establishment of an independent council or entity which will have the responsibility of reviewing harassment claims and determining the appropriate responses.

In solidarity,

The SBCC Student Coalition for Justice

November 19, 2018

Dear President Beebe and the Board of Trustees,

We recently became aware of Lyndsay Maas' use of the N-word at the Gender Equity meeting held this past Wednesday. While she has formally apologized to those present in the room and has agreed to enter diversity training, she has not formally apologized to the greater Black Community of Faculty and Staff on campus. We see her use of the N-word and subsequent actions as a senior administrator as a direct violation of our college's mission and vision statements. Her actions promote a culture of discriminatory practices. On behalf of the Santa Barbara City College Black Faculty and Staff Association, we demand that Lyndsay M. Maas, Vice President, Business Services submit her resignation immediately. We feel that this action would fully acknowledge her culpability in what she has done and partially atone for the hurt she has caused to the people at the meeting and to the Black members of the SBCC community.

Many of our Black students have been publicly harassed with the use of the N-word entering and exiting campus. The most recent account of the use of the N-word was publicly spewed in the library. In addition, a student also formally filed a complaint about an adjunct faculty member using the N-word in the classroom. While these incidences have been reported to officials or senior administrators on campus, no action(s) have been taken thus far. Each of these incidences, make visible the lack of respect and protection of our Black students. Many of our Black students feel unsafe on campus, thus impacting their ability to focus and learn in a safe space, without the fear of being attacked. It is hard for us as a community and institution to not only retain, but also help Black students persist.

We acknowledge that SBCC has made efforts to create physical spaces so that programs such as Umoja could be adopted by our campus. However, we feel that there has been a lack of transparency and follow through in investigating harassment claims. We request that there be an independent council or entity established (possibly modeled after the UC's Judicial Affairs Unit), which will have the responsibility of reviewing these claims and establishing how to move forward, without the guise of senior administration. Additionally, we also request that all administrators, faculty, and staff obtain anti-racism training in person.

In closing, we would like to reiterate our demand that Lyndsay M. Maas, Vice President, Business Services submit her resignation immediately. The purpose of education is to not only make future professionals and leaders in their intended fields of study, but to also make them well-rounded individuals. It is our responsibility as educators, to make sure that our students are exposed to and embrace individuals from diverse backgrounds, experiences, and perspectives. We look forward to engaging in a formal discussion on policies and procedures to provide a more inclusive campus.

In solidarity,

Santa Barbara City College Black Faculty and Staff Association