

For your reference, here is the email from the Umoja Team: [Umoja Questions & Demand Email](#)

**\*\* these responses as outlined below were voted on and approved by the council. Email was sent on November 29, 2023**

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**In response to The Umoja Team/the Black Students Matter Committee, who wrote the following demands in an email to Campus Leadership on Monday, October 23, 2023,** in regard to President Lopez’s email of September 1<sup>st</sup> regarding the summer 2023 racist attack, the EAPC Anti- Blackness discussion that was held on Thursday, September 14<sup>th</sup>, from 12-1 pm, and an email addressing “Anti-Woke” stickers placed on library materials sent by the Office of Equity on September 18th,

**EAPC voted unanimously to offer the following commitments, recommendations, and support:**

1. Demand: A commitment not to publish the names of the victims of racist attacks and potentially expose them to additional attacks when we know that violence against Black people is a daily occurrence and that doxing its victims is a right-wing practice.
  - Response: EAPC commits to learning more about the [Bias Education Support Team proposal](#) at the December EAPC meeting. EAPC further commits to proposing a transparent task force with open membership, created under the Participatory Governance Compendium, with the recommendation of considering a change of name to be representative of community restoration and justice.
  - EAPC will make the recommendation to the Bias Education Education Support Team Taskforce (referred to in this document from now as ‘new taskforce’) that those affected by bias should have the right to determine if and how they want (or don’t want) their story to be shared (or not shared) and ensure that the victim’s privacy is protected according to their preferences and the law.<sup>1</sup>
2. Demand: Email communications to call out hate directly, with the actual content of the email in the subject heading, e.g., “Addressing hate speech on campus” as opposed to “Addressing Stickers on campus”

Response: EAPC will make the recommendation to the new Taskforce to create a protocol on bias incident messaging—including consistency, transparency, and explicit titles on what occurred, (such as “Bias Incident\_What Happened\_Date”).<sup>2</sup>

3. Demand: The inclusion of the Umoja team and the BSU in planning events and campaigns countering anti-Blackness.

Response:

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<sup>1</sup> Aligns with [Unpacking Anti Blackness Event](#) - Call for Action Item #3

<sup>2</sup> Aligns with [Unpacking Anti Blackness Event](#) - Call for Action Item #6

- EAPC recommends the President work with the district Chancellor to provide a transparent and clear Affinity Group district policy where affinity events and communication are allowed.
  - When planning any event or training on identity, EAPC and the Cultural Center commits to including corresponding identity groups in the planning process (ie. an incident of anti-Blackness connecting with BSU and Umoja, an incident of transphobia with Brave Spaces Collective, an incident involving LatinX books with Puente).<sup>3</sup>
  - In addition, EAPC will check in with Student Life on active Cultural Clubs and ensure collaboration for any future planning.
4. Demand: A transparent process through which micro- and macro-aggressions can be shared with a Black-identified individual and a community team chosen in consultation with Umoja, Black Student Union, and Black Students Matter Committee as well as immediate access (i.e., not a referral process that takes weeks) to trained mental health professionals to help them deal with the psychological and emotional impacts of the aggression.

Response:

- The Office of Equity commits to hosting focus groups with specific invites to BSU, Umoja, Puente, GSA, Brothers Achieving Milestones, Unlocking Futures Fellows, and AANHPI ARC students to hear their experiences and wishes for reporting processes.
  - EAPC recommends the new bias incident Taskforce invite Umoja, EAPC, Puente, AANHPI ARC, and Brave Spaces to the next drafted proposal presentation.
  - EAPC supports Umoja's request to hire a full-time personal counselor to work on a team of mental health professionals who represent students' identities.<sup>4</sup>
5. Demand: A transparent series of progressive restorative steps for faculty, students, and staff who experience micro- or macro-aggressions that keeps community building central rather than a bureaucratic process (i.e., filling out a form or reporting to a single individual who may not be someone to whom they can relate) that resembles very closely other insensitive and off-putting institutional processes like CARES and Title IX reporting.

Response:

- The Office of Equity and EAPC commit to inquiry and training with community experts on Indigenous community-building and restorative justice praxis to incorporate into the new bias incident Taskforce planning and implementation.
- EAPC recommends an inquiry to happen in Spring 2024 on CARES and Title IX processes, such as listening sessions on how people (including students) are feeling and experiencing CARES and Title IX reporting.
  - EAPC commits to learning more about the current CARES and Title IX procedure at the December EAPC meeting. (Understanding referral, process, and what happens afterward. What is the long-term effects?)
- EAPC further commits to proposing a transparent task force with open membership, created under the Participatory Governance Compendium, with the recommendation of considering a change of name to be representative of community restoration and justice.
  - A task force: "Small groups created by a Planning Council....short term....for a defined purpose....Representation of college constituency groups as determined by the founding Planning Council...if Classified Staff, Faculty, or Students are

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<sup>3</sup> Aligns with [Unpacking Anti Blackness Event](#) - Call for Action Item #2

<sup>4</sup> Aligns with [Unpacking Anti Blackness Event](#) - Call for Action Item #4

participating...then CSEA, Academic and Student Senate will approve members accordingly” (Board Policy 2.08)

- EAPC is committed to learning more about restorative justice and trauma-informed practices training and commits to incorporating these aspects into their workgroup focused on training.
6. Demand: A transparent series of progressive restorative steps for faculty, students, and staff who commit micro- or macro-aggressions that keeps community building central rather than a bureaucratic process carried on in secret.

Response

- EAPC commits to creating a proactive, consistent, anti-racist training with these demands in mind through the established EAPC working groups, and will continue to invite suggestions and feedback from students and all campus employees. <sup>5</sup>
  - In addition to the above (#4) commitment to learning from Indigenous leaders on community harm and restorative practice, EAPC recommends the new Taskforce continue their work with the Director of Policy, Training, and Compliance on what our campus community can do as restorative steps within the law.
7. Demand: A rapid response to racist attacks, an extension of the period for which security camera footage is kept, and an assigned public safety point person (i.e., Zorie Gomez) for Umoja so that we can learn about incidents right away and prepare and protect our community.

Response:

- EAPC commits to facilitating inquiry with ITs to extend all security footage from one month to three months.<sup>6</sup>
- EAPC is glad to hear Officer Gomez was immediately assigned to Umoja as soon as they were asked.
- EAPC recognizes that one officer is not enough, and commits to furthering relationship development and training with all campus public safety officers through the EAPC Workgroup with Public Safety.

We sincerely welcome future collaboration and discussion with you all, and for this response and plans of action to remain an open and iterative process in order to evolve and meet the needs as they arise.

In solidarity, and with much respect and love,

The members of the Equity and Anti-racism Planning Council of Cañada College

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<sup>5</sup> Aligns with [Unpacking Anti Blackness Event](#) - Calls for Action Item #1

<sup>6</sup> Upon connecting to Public Safety, we learned ITs oversees all storage of footage. ITs provided the [following information](#) on the current recording procedure.