

Communication from the community discussing recommendation to the President:

Student Ignacio Morales says "It's frustrating and sad that this is still occurring on campus. This is not the first time and this may not be the last time and I hope we do something to make this type of environment."

Mahitha, "Will this be written by EAPC or the President?"

Ignacio talks about making a student statement about this incident. Not sure if this should be a collaboration? Ignacio was thinking to have something separate to say how students have been affected.

Mariela shares how BIPOC and marginalized communities should be able to control their narrative and express feelings to express the hurt that is felt. We have to ensure this hurt is turned into something positive. We want to come together as a community to come together as allies and we are here together as a united community and we are here and we are present. Mariela adds that as a student it is imperative that students are in the know and not kept in the dark; it's important we know so we're in control of the narrative. As BIPOC students we want to be trusted and validated that we are smart enough to know what is happening in the system and be able to create our own solutions.

Kassie shares: how do we think about consequences? Thinking about how do we show we are in unison. How do we see things occurring and people thing that they have the right to continue to invoke harm because nothing happens when they do. There is a lot of psychological trauma and is experienced and what does it mean to sit with a consequence. We are not trying to take away education and how can we hold ourselves and our community accountable. How do we also ensure this is an expulsionary event and we don't want it here. If someone is caught doing something how do we catch them and how do we make sure this does not continue down this path.

Mahitha: if the email is sent it should look differently than what it looked like last time, informing the community about the stickers are important and then extra measures to feel safe is something--what happens if there's an AANHPI sticker with nothing to be able to follow up on? How can we help inform those consequences?

Alyssa: we need to be sure we are denouncing these acts and needs to be met with consequences, or that we're reviewing security footage and know that it's not OK and be more proactive so these don't happen again (instead of reactive). How can we ensure people feel supported with psychological trauma of this in Black History Month? EAPC put together something together as a collaborative response but it's so important that the President has their own message too.

Krystal: I think it's important to hear the President's thoughts and have that leadership shine through. VPSS Office would handle the conduct piece since this is a violation of student code of conduct. This is why we need the Affinity Space, so that the Black community can get together. Would like to see a President's message.

Rebekah agrees with Kassie's point.

Carlos: Agrees with everything Krystal said. I believe the last time the stickers were posted in September, the action of even posting these stickers violated some sections of the district code of ethics and nothing ever really happened with that.

Diana: I think a campus-wide email would be helpful, at least let people know that we notice these things and they are not acceptable.

Carlos: The act of putting out a statement is transparent and it aligns with Umoja's demands. reporting and capturing this will help us have actual data on how we respond will help us as an institution.

Mahitha: maybe our formal recommendation to the president can be to include public safety action items?

Dave: EAPC or President provide an explanation about woke? What about how dishonest or cowardly this is to do it anonymously. Does EAPC think that it would be good to ask for an apology from an individual doing this? What would it look like if someone came forward?

Rebekah: Just wanted to mention that we have a resolution on our website: <https://canadacollege.edu/aces/activities.php> which states that we oppose intolerance: <https://docs.google.com/document/d/12jakVD4-8kxbl4x4wBARQwHj4vm4BMmkERf3kiVI8j8/edit#heading=h.gjdgxs> . It was a statement approved by the board and which reflects the district statement. The statement includes these words "Resolved, that faculty, staff, and administrators will communicate in person and through official campus documents to students and the community that racism, sexism, homophobia, transphobia, Islamophobia, anti-Semitism, ableism, ageism, classism, xenophobia, and other forms of discrimination are not tolerated on our campus (in accordance with our district nondiscrimination and Prohibition of Harassment policies);".

Carlos, we do not know if this is a new or old sticker, this absolutely is something we need to come together as a community with Public Safety and what they do and what their approach to these incidents are.

Dave: email should drive people to an affinity space and include an update on that.

Kassie: has footage been checked? Intention to know that it may happen again and with that, can we capture the people that is doing it?

Anniqa did receive notification and it was sent out to Public Safety and there was follow up and tomorrow (2/21) there will be a meeting and a process regarding connecting with public safety.

Lezlee: when we reference the past incident we make it clear this is a Black Brown problem together and that the past stickers were on LatinX Heritage Month books.

Manuel: We absolutely do have policy and process that if someone violates code of conduct they would be subject to some level of consequence pending the event. We do have the right and authority to act on that. Meeting with Library to talk about Cares and psychological support and if it's off campus, not many people know what our processes are.