

Meza, Diana

From: Santa Cruz, Elena
Sent: Friday, June 05, 2020 2:39 PM
To: rccd-all
Subject: RCCD CSEA Statement Against Racism

Dear Colleagues,

As we stand here today grieving the violent murder of another innocent black American citizen, George Floyd will join the countless number of Black men, women, and children who have been unjustly met with violence, stripped of their constitutional rights and murdered without cause and without accountability. Our hearts are broken, our spirits are outraged, but we are not surprised... because we realize that “a system cannot fail those it was never designed to protect.”

The American System was not designed to protect our Black Men like #GeorgeFloyd

The American System was not designed to protect Black Women like #SandraBland

The American System was not designed to protect Black Children Like #TamirRice

The American System was not designed to protect our Transgender Black Community like #TonyMcDade.

And it is time for us to stop protecting this system by pretending that it is effective and unite to dismantle and rebuild an equitable, just, and inclusive way of conducting business. Dr. King said it best, “Social Justice and progress are the absolute guarantors of riot prevention.”

It is 2020, a mere 56 years since this “great” country finally granted civil rights to all American citizens. To put that in perspective, if civil rights were a human, it would be too young to take advantage of a golden handshake opportunity. Civil Rights would have to provide evidence and fight for the right to use their senior discount, just as our Black staff, faculty, administrators, and students continue to fight to be heard when they speak out on their experience with the systemic racism that plagues our country to this day.

We also realize that “Sentiment without action is the ruin of the soul”. We applaud those who have taken a public stand against the tolerance of intolerance, but our black communities need more than just our thoughts, prayers, and commitments, they need our action. We do not need another policy or statement, we need to ensure that the policies we have are inclusive and no longer disproportionately impact our black students and community members.

- We need to ensure that all black students, faculty, staff, and administrators no longer feel that they have to “tone down” their blackness to successfully assimilate and effectively make change within our district.
- We need action to formulate a simple and transparent method for students, staff, faculty, and administrators to report and hold ourselves accountable for discriminatory practices, policies, and incidents at RCCD.
- We need to ensure that our equity programs have the funding they need to truly help and increase access and success in our black student population.
- We need to continue to ensure that the diversity in our community is a direct reflection of the diversity in our staff, faculty, and administrators.
- We need to ensure that Black history is included within the curriculum of our US and American history classes.
- We need to continue to offer and incentivize professional development for staff, faculty, administrators, and students on implicit bias, microaggressions, and the effects of systematic racism within our own institution and surrounding communities.

- We need to provide safe spaces for our community and students to have authentic and courageous conversation on these issues that matter.
- We need to stop hiding behind our discomfort and political correctness by avoiding courageous conversation about how we help our communities heal from these culturally traumatic events.
- We need to not forget what happened as we wait for the next innocent life to be claimed.
- Most importantly we need to carry our commitments and convictions to the voting booths.

To our Black and African American students, staff, faculty, and administrators, we see you, your lives matter, and your CSEA is committed to coming together in unity and putting action to those words. We take this stand free of obligation. We take this stand not merely to “save face” or to succumb to the social pressures by providing a generic statement of superficial support.

We stand not only in verbal support, but with tangible support and commitment to continue this fight long after today. CSEA will continue to stand with even when it is no longer popular to support the cause... because Black Lives cannot just matter today, they have to matter every day moving forward. All lives cannot matter until Black Lives Matter!

The CSEA stands in unity with all 50 states and 18 countries who are taking a stand to support the black lives matter movement because they know that injustice anywhere threatens justice everywhere.

We are committed to call for action to support you by educating ourselves, checking our own privilege, holding our colleagues accountable when inequitable mindsets and perspectives limit our abilities to fully serve our black and brown students. We are committed to listening and not lecturing our black employees and community members when they bring us their concerns; we will not placate them, we will not lecture them on “the race card”, we will not ask them to provide overwhelming proof of their innocence, or commitment because of our own implicit biases.

Your RCCD CSEA, CHAPTER 535 stands with you, in spirit, in commitment, and in action not just today, but every day moving forward, until the day comes when there are no longer senseless murders, until the day comes when we no longer need to write statements such as this.

We stand in unity against racism and we communicate our commitment through our actions because #BlackLivesMatter.

In solidarity,
RCCD CSEA Chapter 535