

Dear Colleagues:

In this moment in history, we are reminded of a quote by the late American novelist James Baldwin who said, "Not everything that is faced can be changed. But nothing can be changed until it is faced." We are all reeling from the events of Breonna Taylor, Christian Cooper, Ahmaud Arbery, and George Floyd. These incidences continue to bring to the forefront, no less in a period marked with a worldwide pandemic, our tragedy of continued racism in our country. Racism that historically has provided privileges to some can no longer continue to disadvantage others. Simply, these injustices cannot be tolerated. We, as a society and country, must face this injustice for permanent change.

For the sake of our communities, students, families, children, and generations to come we must stand up to call out this injustice for change. We must recognize and dismantle the structural barriers that exist that perpetuates racism in education, employment, health care, the criminal justice system, and all other American institutions.

We are still heartbroken and outraged by this week's horrific events. We stand in solidarity in the fight against systemic racism and oppression in our country.

It is our commitment to be a part of the solution to ending racial injustice. We will do our part, as our commitment to our district, our students, and our community, to continue to focus on student equity, access and increase opportunities for all in our community. We recognize that the California Community Colleges are a crucial agent for equity and justice.

It is easy—and understandable—to feel angry, sad, and helpless. But it is our greatest hope that we can channel those feelings to affect meaningful change in ourselves and our communities.

Below are some immediate resources that may be helpful.

- [This comprehensive list](#) of anti-racism books from Jane Mount.
- [This guide](#) from Sarah Sophie Flicker on anti-racism educational resources for white people and parents.
- [This guide](#) on to how to protest safely from Alexandra Ocasio-Cortez and [another guide from UC Berkeley's](#) Division of Student Affairs.

During this time, as we reel from the effects of COVID-19 and as we continue to confront all forms of racism, we need solidarity. We need to come together, embrace each other as we hurt, mourn, and demand change. We offer our love, support, and commitment to healing and learning.

Please continue to be safe and supportive of one another.

Regards,

Ronald Gerhard, Chancellor
Dr. Susan Sperling, Chabot College President
Dr. Dyrell Foster, Las Positas College President
Wyman Fong, Vice Chancellor, Human Resources
Owen Letcher, Vice Chancellor, Facilities and Bond Program
Dr. Theresa Fleischer Rowland, Vice Chancellor, Educational Services and Student Success
Doug Roberts, Acting Vice Chancellor, Business Services
Bruce Griffin, Chief Technology Officer