**March 29, 2022 Written Response to:**

March 15, 2022

To: Chancellor Brian King, Los Rios Community College District From: Los Rios Black Faculty and Staff Association (BFSA)

Re: BFSA Concerns & Demands

The Black Faculty and Staff Association (BFSA) views racism, in all its forms, as a pandemic.

From this lens, the latest incident, the hate crime perpetrated against President Dixon, is one in a long list of racial assaults that have occurred with the district against Black employees. While some of the assaults have been subtle and covert (i.e., denying classified professionals opportunities to advance because of race), the harm and repercussions are no less alarming and stark.

Racism attacks a person's right to exist. It erodes feelings of self-worth and self-dignity. It minimizes a person's competence, contributions, and value. Equally important, racism erodes trust, sabotaging personal and workplace relationships and efforts to improve productivity, communication, and teamwork.

The demands listed below focus on three areas of immediate concern – safety, transparency, and leadership commitment.

# Safety

1. **Demand:** That there be an independent investigation of the attack (i.e., hate crime) perpetrated against President Dixon, and that it includes an extensive investigation of racial incident and racism at each of the four Los Rios colleges, its centers, and the district office.

*This demand may involve a request for two separate investigations. The LRPD has conducted a thorough investigation of the horrific, racist communications threatening President Dixon. At this point, it is not clear an outside investigation of the response to the specific incident would result in additional facts or background. However, we will identify an outside investigator to evaluate the law enforcement and institutional response to the incident with the goal of improving our response for future incidents.*

*We share the interest in a broader investigation of racial incidents and racism across Los Rios, and are committed to doing so in a way that creates a safe space for Black employees to share their experiences and that provides clear information about how employees can make formal complaints where appropriate.*

1. **Demand:** That specific mental health services be afforded to Black employees who self-report feelings of fear, anxiety, panic, and other conditions that warrant professional care.

*We will work together to help all Black employees access mental health services currently available including, but not limited to, health insurance and the Employee Assistance Program (EAP). We recognize that the existing tools may be insufficient in meeting the specific needs of Black employees, as well as the need for an emphasis on identifying resources and experts adept in supporting Black employees in particular. Following a detailed and thorough analysis of existing resources like EAP, we will engage in a collaborative review of potential additional options to address the unique challenges facing our Black employees.*

1. **Demand:** That antiracism protocols be established to protect the physical, mental, and emotional health and well-being of Black employees. Such protocols should include, but not be limited to, extra sick or mental health days and the ability to work remotely when feeling threatened.

*Los Rios is committed to anti-racist principles that protect the physical, mental, and emotional well-being of Black employees. We recognize that the number of sick and mental health days are negotiated through the collective bargaining process, and Los Rios fully supports the use of sick or mental health days to support the physical, mental and emotional health and well-being of Black employees. We will evaluate the existing remote work policy, as well as how they are being implemented, with the goal of addressing the needs of employees who feel threatened.*

# Transparency

1. **Demand:** That the name and photo of the person who launched the attacks against President Dixon be released to each college immediately.

*Los Rios has released the name and photo of the individual both internally and externally as of March 16, 2022. We have also established a new protocol that will result in posting the name and photo of any individual against whom Los Rios has secured a permanent restraining order.*

1. **Demand:** That there be a real-time reporting system for racial incidents and hate crimes that are perpetuated at any Los Rios college, center, the district office, and other district location.

*We have a shared interest to be aware of and to address racial incidents and hate crimes at any Los Rios facility. While there is a process in place for employees to report racial incidents, it is clear that this process needs to be re-evaluated and expanded to consider micro-aggressions and other incidents that may not have been deemed as reportable in the past. We are exploring additional ways to share the existing processes and to improve the existing processes as needed.*

*Any crime at a Los Rios facility, hate crime or otherwise, should be reported to Los Rios Police and Equity Officers immediately. While a process for this type of reporting is already in place, we will work to train our community on that process.*

1. **Demand:** That a district-wide hotline be established to facilitate safe, confidential, and time- sensitive reporting of racial incidents and hate crimes.

*Such a hotline exists and is supported by Los Rios Human Resources. We will work to better communicate the existence of the hotline and also to ensure that it is effective in meeting the desired interests, particularly in the timeliness of the response to reported incidents. A hotline provides an additional, confidential avenue for complaints to be shared in addition to reporting to Equity Officers.*

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# Leadership Commitment

1. **Demand:** That the district require (i.e., make mandatory) antiracist professional development for all employees and that the instructors be BFSA-approved.

*Los Rios remains committed to mandatory anti-racist training and professional development for all employees, with an understanding this is an issue that is subject to our collective bargaining process. We have already begun discussions with bargaining units about this interest. All managers who have not yet done so will be required to complete the Black Ally Program – “Dismantling Anti-Blackness on Your Campus: Core Competencies for Allies (CORA)” training by the end of the Spring semester This training is facilitated by Lasana O. Hotep, who the district has partnered with for the past year as part of our anti-racism efforts.*

1. **Demand:** That the district require all supervisors and deans attend a BFSA-facilitated professional development workshop aimed at alleviating racial bias toward classified professionals and improving their ability to thrive within the district.

*Los Rios is facilitating a conversation with our Classified Senates, LRSA, LRCEA, SEIU and LRMA to identify areas of racial bias impacting classified professionals with the goal of expanding anti-racism professional development opportunities. All other Los Rios managers will be required to complete the Black Ally Program – “Dismantling Anti-Blackness on Your Campus: Core Competencies for Allies (CORA)” training by the end of the Spring semester This training is facilitated by Lasana O. Hotep, who the district has partnered with for the past year as part of our anti-racism efforts.*

1. **Demand:** That there be a focused leadership review of and renewed commitment to the August 11, 2020, BFSA letter titled, Institutional Racism and Anti-Blackness in Los Rios Community College District

*Los Rios acknowledges that, though much work has been accomplished, we have yet to provide a formal response with a comprehensive review of progress and opportunities with respect to the recommendations included in the BFSA letter of August 11, 2020. We will share a response and update in a separate communication in advance of the April 20, 2022 Board of Trustees Meeting.*

1. **Demand:** That there be a written acknowledgement of this letter upon receipt and that within seven days there be a response that includes a timeline that conveys urgency and importance for addressing each demand.

*Draft Response: The email from Chancellor King, dated March 17, 2022, is a written acknowledgement of receipt of the letter from BFSA on March 15, 2022.*

In Solidarity,

Debra J Crumpton

Debra Crumpton, Ph.D.

President, the LRCCD BFSA

cc: LRCCD Black Faculty & Staff cc: Los Rios Board of Trustees

cc: Los Rios College Presidents

Digitally signed by Debra J Crumpton

DN: cn=Debra J Crumpton, o=Sacramento City College, ou=Business Department, email=crumptd@scc.losrios.edu, c=US Date: 2022.03.15 13:55:05 -07'00'