




July 27, 2020

To: Presidential Task Force

From: Dyrell Foster, Ed.D.
College President 

Re: **Our Call to Action: Addressing Systemic and Institutionalized Racism at LPC**

With the recent culmination of unjust police killings of Black men and women, our country's long-standing history of systemic racism, inequity, and injustice, and the gravity of the impact of the COVID-19 pandemic, have collectively sparked nationwide outrage across our country.

Message of Solidarity and Action

Las Positas College disseminated and posted a message on our website in solidarity with our Black community, our students, faculty, staff and administrators to fight against systemic inequity, injustice and racism. What we are witnessing across our nation and how deeply it is affecting us is based on our own frame of reference – our values, our beliefs, and our personal experiences. We recognize that we are all experiencing this movement in our own way.

We also acknowledge that our students, employees and community are still processing the pain of the culmination of police brutality and unjust killings, and the list of names keeps growing. We are fed up. It must stop. This is the time for action and sustainable transformation in our communities.

We are hopeful and ready to turn our collective sadness, anger and frustration into individual and community action to actively confront anti-blackness and systemic racism. As our college community comes together (virtually), to dialogue about our individual and collective experiences, we have also begun to identify the actions that we will take as an institution that will lead to systemic change supporting our students and the communities we serve. It is our responsibility to restore faith and hope to our campus. This begins with each of us revisiting and reaffirming LPC's Mission, Vision and Values and staying vigilant to address systemic and structural inequities that impede student success. We are committed to doing the work and taking the necessary action to ensure student success for our Black students at Las Positas College.



Campus Forum

On June 10, Las Positas College held a virtual Campus Forum to gather as a community to support one another while also discussing actions that will lead to systemic change supporting our students and the communities we serve. Over 180 faculty, classified professionals, and administrators came together to listen, share, and to dialogue about our individual and collective experiences as we identified possible actions to take as an institution.

Presidential Task Force

As a result of the dialogue from the Campus Forum, a Presidential Task Force was formed to help formulate a call to action for our college. Our first meeting was held on July 2, over 45 members of our campus community, including faculty, classified professionals, administrators and students, that comprise the Task Force were met with the charge of identifying best practices and otherwise making recommendations to the President on how the college can address systemic and institutionalized racism to obtain racially equitable student outcomes for Black students in access, persistence/retention, and completion.

The task force has met 4 times throughout July and into August.

As we began this critical work, it is important to note that this work is not another student equity initiative; this work must be embedded in who we are and what we do.

In order to improve performance, we need to approach our collective work from a lens of Equity-mindedness:

- Evidence Based: Data Driven
- Race Conscious: Color Brave not Color Blind
- Institutionally Focused: Look in the mirror
- Systemically Aware: Structural racism
- Equity Advancing: Action-oriented

In collaboration and solidarity with the LPC Black Education Association, the LPC Umoja Program, LPC Brother 2 Brother, LPC Sister 2 Sister, LPC Black Student Union and LPC Watemi, Our Call to Action acknowledges our commitment to the following new and ongoing activities on our campus in support of our black students:



1. Institutionalize the Presidential Task Force
2. English Department's *English x Blackness* initiative
3. Explore the 10 x 10 model at Chabot as a possible way to organize and prioritize requesting resources to support Black students.
4. Black Student Union's "Wokeshop" Series planned for Fall 2020
5. LPC faculty's contributions to the Academic Senate of CCCC summer publication black faculty voices regarding systemic racism and justice.
6. Educational Master Plan goal and strategies for equity and anti-racism
7. Review and update SEA's Equity Statement
8. Develop an equity statement to include on all job postings

LPC's Call to Action consists of the following institutional commitments:

Goal: Implement a culture of care and empathy to ensure that Black students matter @ LPC

Themed under the following categories:

- Disaggregated Data & Inquiry
 - Campus Climate & Communication
 - Instruction & Curriculum
 - Programs & Support
 - Professional Development
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- Disaggregate data on student access, persistence/retention, and completion to reveal hidden patterns of racial inequity within all programs and disciplines
 - Conduct a listening session with our current Black students to better understand their needs
 - Develop and administer a campus racial climate survey to students and to employees to better understand our students' and employees' experiences
 - Initiate the President's Speaker Series which will provide campus-wide professional development for faculty, staff, and administrators on anti-racism, cultural competencies, culturally relevant pedagogy, and unconscious and implicit bias



- Implement a Culture of Care and Empathy to ensure that Black students matter
- Develop a multi-year plan to institutionalize all funding for Umoja and Puente learning communities, with the goal of moving funding sources from categorical to general funds
- Develop a proactive outreach plan to reach out to Black students that apply to the college but do not register
- formally support Black students who don't qualify for learning communities to connect them to resources and engage them within the campus community
- Identify a location, timeframe and resources to establish a Black Cultural Resource Center
- Develop and implement a cultural curriculum audit to engage a small cohort of faculty in a collaborative evaluation and redesign of their courses focusing on developing culturally responsive, engaging and relevant materials, high impact teaching practices, and developing equity-mindedness; this work would be replicated with additional faculty
- Support current and establish new communities of practice to address the following: micro-aggressions, white fragility, and how to better understand students' experiences
- Develop and offer an African American History course and other courses specific to the African American experience
- Develop and implement a plan to reimagine Police and Public Safety Training
- Provide demographic student success data (to include race/ethnicity) to each instructor for their class sections to gauge/monitor their own progress on student equity

Once commitments are confirmed by the end of July 2020, each commitment will be assigned to a lead individual or group who is responsible for its development and implementation and as part of that will develop measurable goals and objectives, identify resources needed, and estimate a timeframe in which the work will be completed.