

ACCCA YOUR ESSENTIAL CAREER PARTNER



June 8, 2020

Dear members, friends and colleagues,

On behalf of the entire ACCCA Board and our staff, I'm reaching out today as all of us continue to process recent historic and stunning events. **Breonna Taylor, Christian Cooper, Ahmaud Arbery, Nina Pop**, and now **George Floyd**—their stories are the just the latest horrific examples of discrimination, harassment, and violence being used with impunity against the African American community, and other communities of color and gender. What we are now seeing is a long overdue reckoning that must be transformed into real systemic change with urgency and with transparency.

***“Institutions must acknowledge, reference and include the historical, systemic and institutional racism that currently exists on campuses.”
(Cole & Harper, 2017)***

As we grapple with the enormity of this moment, **ACCCA affirms our commitment to first assess our own role in the status quo, and then transparently work with you to build the change we simply must have.** Let me be clear. Our Board and staff are committed to fighting, both individually and collectively, all forms of racism including, but not limited to, Anti-Indigeneity, Anti-Blackness, Anti-Latinx and Anti-Asian aggression—whether taken overtly or unconsciously, against others.

As an organization, we are listening, learning, and having difficult conversations to demand and facilitate necessary change. It is an imperative that can no longer wait or be re-prioritized. We pledge to go beyond mere words to ensure that our actions directly call out and address systemic and institutionalized racism. If we fail to live up to this standard, we expect to be held accountable.

We support Chancellor Oakley's **Call to Action** for the system, but we will reflect on our own structures, practices, language and actions to consider their impact. We do this to become better allies for administrators of color, and better standard bearers for all of our members. We understand that California relies on our community colleges to be the gateway to society for the marginalized. ACCCA is entrusted by our members to support them in this work. We know we can be better stewards of that trust when we listen, learn and prioritize our actions to reflect the needs of our members.

COVID-19 has resulted in its own form of systemic change. We've spent the last three months away from our campuses and away from one another, and we had to adapt quickly to preserve that gateway for our students and communities. Compounding this pain is an unprecedented economic recession on the horizon, and impossible financial

choices that will be required for years to come.

We know you are being stretched in ways you could not have imagined, and now we must all contemplate an ambiguous future. We see your determination as you face all of it, and now with a keener eye and a renewed urgency toward equity, inclusion, and compassion for your students.

We see you. We hear you. We are here to support you. Together with our members, our generous business partners, our collaborators and colleagues everywhere, we will keep working to make your membership in ACCCA something to be proud of.

Sincerely,



Douglas Houston,
Chancellor, Yuba CCD and President, ACCCA Board of Directors

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