



**January 22, 2019**

### **President's Waypoint: Important Updates**

I wish you a positive and warm start as we begin spring semester. I want to provide you with some updates that are important to the college.

To begin with, as many of you know, the Vice President of Business Services, Lyndsay Maas, has been on leave. She has informed the college of her decision to return to the college, resuming duties Friday, January 25th.

Over the past two months, we have gathered in a variety of forums to discuss where we are and where we would like to be as a college engaging in anti-racism. We will continue this important work. One of the threads I have heard often from individuals, groups, and experts on this topic is that the work we need to do goes way beyond any single individual or any single incident. The last two months have revealed systemic challenges at our college that we need to address. Certainly, as we learned from many of you who have spoken up, anti-racism efforts are life-long commitments from each of us to change centuries of racism.

On Wednesday, January 9<sup>th</sup>, the Board of Trustees, College Planning Council members, and others joined a day-long retreat on anti-racism. The retreat was facilitated by Professor Rhonda Magee, an author, scholar, professional facilitator, and law professor at the University of San Francisco. She did a remarkable job bringing together an extremely diverse group of individuals to have difficult and courageous conversations involving racism. Her knowledge, skill, and caring style showed us so many things about racism, helping us to look deeply within ourselves. It was a powerful way to start the new year and a step forward in our anti-racism work.

Last semester, the Black Faculty and Staff Association recommended to the college that we establish an entity to review racism claims and reports. I have taken this to heart and over the last weeks, we have explored Bias Response Team approaches and complaint process improvements. Further, we have visited UCSB to learn about the UC's approach to reporting complaints and resolving difficult problems. I personally met with senior administrators at UCSB to learn as much as I could about its [Office of the Ombuds](#) and whether related elements could work for us. This was all very encouraging. Finally, I have spoken with experts who work with educational institutions in establishing Ombud offices. I will be inviting some of these individuals to visit our college and meet with our College Planning Council and other groups to help us going forward.

The anti-racism work at the college is critical and will continue - it must. I look forward to continuing to be personally involved in moving this work forward and providing my full support to the many positive efforts currently underway.

Together forward,

A handwritten signature in blue ink, appearing to read "Anthony", is positioned below the text "Together forward,". The signature is fluid and cursive, with a large initial letter 'A'.