

Equity Assurance Council and Human Resources:

We have recently learned that a number of BIPOC faculty, students and staff have experienced microaggressions this semester. The impact they have is long lasting and we feel merits a policy and action on behalf of HR. It is unacceptable that we have to witness these kinds of things in this day and age, and we feel worse knowing there is no recourse or resource for victims and/or witnesses. We want to be better allies for our colleagues and would like to request a commitment from you to do something. At NCORE and at Achieving the Dream conferences we learned that if you see something you should say something, or risk becoming part of the problem. In the past we have seen silence, post-incident apologies, and even asking the victim for suggestions for improvement. Silence communicates approval. Apologizing after the fact isn't very helpful and can add insult to injury. Asking the victim for a solution is another microaggression. We are asking for

1. A reporting system
2. Accountability
3. Education (in house Cultural Humility Course) for individuals or teams

Examples of recent microaggressions include:

1. Evaluations suggesting the Student Success conference was "too Mexican"
2. Food services mocking and insulting food choices for the Student Success conference.
3. Anti-BIPOC affinity group emails
4. Aggressive emails "reply all" (I ask again, are "white" colleagues unwelcome at these events? Would the organizers please go on record?)
5. Female student attire was questioned by instructor (body shaming)
6. BIPOC presenter at student success conference attacked in chat area for his style of communication

Embracing a comprehensive and consistent bias response plan will benefit all students, staff, and faculty. We believe this further supports Hartnell's efforts surrounding ONE Hartnell, Caring Campus, and implementing the Equity Framework. Moving forward we would like to promote a safe space for all employees who may experience microaggressions and so we invite you to discuss and collaborate in this effort to develop a plan. You are invited to attend our next SSEC meeting or we can attend the EAC to continue this discussion. We are committed to advancing the Equity journey at Hartnell.

Respectfully,
Student Success and Equity Committee

[Recognizing Microaggressions Tool](#)

[Interrupting Microaggressions Tool](#)

[UCSC Bias Response](#) (page)

[UCSC Bias Response Form](#)