

From: [SMCCD District Communications](#)
To: [Canada Employees](#); [Skyline Employees](#); [CSM Employees](#); [Chancellor's Office Employees](#)
Subject: Message to the SMCCCD Community Condemning Racism and Violence
Date: Friday, June 19, 2020 3:53:26 PM
Attachments: [image001.png](#)



Cañada College • College of San Mateo • Skyline College

Dear SMCCCD Community:

This week, a Cañada College student posted a video on social media that depicts—in a callous, mocking way—the brutal murder of George Floyd. The video was not filmed on the college's campus, but it no less impacts the college and district communities. This video is disgusting and elicits reactions and emotions that go to the core of humane and decent behaviors. There simply is no acceptable excuse for the filming or posting of this video. Anyone seeing the acts of racism and violence it portrays should be shocked and angry. That certainly was the reaction we had.

This behavior will not be tolerated from any student or district employee. The college has an ongoing investigation into the matter and all appropriate disciplinary measures will be taken regarding those involved with the video. We know that you will want to know what exact disciplinary actions will be taken. While that interest is natural, as many of you know, we cannot discuss specific student discipline matters due to the protections under FERPA. However, please be assured that college and district personnel are moving swiftly and with purpose to handle this matter justly.

We also want to call attention, in a broader context, to the underlying issues this incident represents. Our District prides itself on facilitating a social justice framework that supports equity, diversity, inclusion, opportunity, decency, respect and tolerance. We know what we stand for and we proudly promote those values. However, we know that we have to do more than simply proclaim those values. We must live them.

We do that by first calling out acts of racism, bigotry, violence, sexism, homophobia, xenophobia and intolerance where we see it. It is essential that we find the strength to do that in our own ways. This video is one such act, but we know that unfortunately there are more. We also must have critical conversations about racism, bigotry and hatred and how we can confront it and stop it on our campuses, in our district and in our community. Our colleges have been hosting conversations and more are being scheduled in the coming

days/weeks. It's important that members of the college communities engage in these conversations because they create foundations for how we react, respond and relate to each other. Simply put, we must listen, learn and lead. And finally, we must examine how we operate. We know that we have policies, processes and practices that inadvertently perpetuate structural racism and we are committed to remedying those issues. As such, we will be working with our Board of Trustees and the leadership of our faculty, classified staff, students, and administration to develop a framework by which we will assess and reform practices. This will not be quick work or easy work, but it is essential work to ensure that students and employees of the district have a place to learn and work that is free of racism and intolerance.

These senseless acts by certain individuals have a real, often devastating, impact on the lives of others. This is true of this grotesque video. And while we wish we could say that acts like this will never happen again by students, employees or members of our community, it would be naïve and untruthful to do so. Sadly, this will not be the last time we see an act of brutality or racism or sexism or violence against an innocent person. However, we remain committed to working to make those occurrences less and less frequent. To do that, however, takes all of us. We hope that you will continue to call out acts of intolerance where you see them and join those who do the same. We hope that you will participate in conversations to listen to and learn from others about their experiences and needs. And we hope that you will help us identify ways to bring about meaningful and lasting change that removes the structures of racism from our colleges and district.

Sincerely,

Mike Claire, Chancellor
Jamillah Moore, President, Cañada College
Jannett Jackson, Interim President, Skyline College
Kim Lopez, Acting President, College of San Mateo