

March 15, 2022

To: Chancellor Brian King, Los Rios Community College District  
From: Los Rios Black Faculty and Staff Association (BFSA)  
Re: BFSA Concerns & Demands

The Black Faculty and Staff Association (BFSA) views racism, in all its forms, as a pandemic.

From this lens, the latest incident, the hate crime perpetrated against President Dixon, is one in a long list of racial assaults that have occurred with the district against Black employees. While some of the assaults have been subtle and covert (i.e., denying classified professionals opportunities to advance because of race), the harm and repercussions are no less alarming and stark.

Racism attacks a person's right to exist. It erodes feelings of self-worth and self-dignity. It minimizes a person's competence, contributions, and value. Equally important, racism erodes trust, sabotaging personal and workplace relationships and efforts to improve productivity, communication, and teamwork.

The demands listed below focus on three areas of immediate concern – safety, transparency, and leadership commitment.

### **Safety**

**Demand:** That there be an independent investigation of the attack (i.e., hate crime) perpetrated against President Dixon, and that it includes an extensive investigation of racial incident and racism at each of the four Los Rios colleges, its centers, and the district office.

**Demand:** That specific mental health services be afforded to Black employees who self-report feelings of fear, anxiety, panic, and other conditions that warrant professional care.

**Demand:** That antiracism protocols be established to protect the physical, mental, and emotional health and well-being of Black employees. Such protocols should include, but not be limited to, extra sick or mental health days and the ability to work remotely when feeling threatened.

### **Transparency**

**Demand:** That the name and photo of the person who launched the attacks against President Dixon be released to each college immediately.

**Demand:** That there be a real-time reporting system for racial incidents and hate crimes that are perpetuated at any Los Rios college, center, the district office, and other district location.

**Demand:** That a district-wide hotline be established to facilitate safe, confidential, and time-sensitive reporting of racial incidents and hate crimes.

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### **Leadership Commitment**

**Demand:** That the district require (i.e., make mandatory) antiracist professional development for all employees and that the instructors be BFSA-approved.

**Demand:** That the district require all supervisors and deans attend a BFSA-facilitated professional development workshop aimed at alleviating racial bias toward classified professionals and improving their ability to thrive within the district.

**Demand:** That there be a focused leadership review of and renewed commitment to the August 11, 2020, BFSA letter titled, Institutional Racism and Anti-Blackness in Los Rios Community College District

**Demand:** That there be a written acknowledgement of this letter upon receipt and that within seven days there be a response that includes a timeline that conveys urgency and importance for addressing each demand.

In Solidarity,

Debra Crumpton, Ph.D.  
President, the LRCCD BFSA

cc: LRCCD Black Faculty & Staff  
cc: Los Rios Board of Trustees  
cc: Los Rios College Presidents