



Daniel Wallace &lt;dlwallace2@pipeline.sbcc.edu&gt;

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**Fwd: Email**

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**Krystle Farmer** <kafarmer@pipeline.sbcc.edu>  
To: dlwallace2@pipeline.sbcc.edu

Mon, Nov 19, 2018 at 4:11 PM

Krystle Farmer  
She/Her/Hers

"I love America more than any other country in this world, and, exactly for this reason, I insist on the right to criticize her perpetually". - James Baldwin

Begin forwarded message:

From: **aebeebe** <aebeebe@pipeline.sbcc.edu>  
Date: Thu, Nov 15, 2018 at 6:40 AM  
Subject: Managers, Supervisors, and President's Council Members  
To: Anthony Beebe <aebeebe@pipeline.sbcc.edu>

November 15, 2018

Dear Managers, Supervisors, and President's Council Members,

Yesterday, I learned that a member of our management team, during an equity meeting and discussion of the use of the "N" word on campus, used the actual word in the conversation. A faculty member of color immediately shared how the use of that word caused her pain and likely others, and that there was a negative impact of having used it, regardless of intention. The manager recognized that verbalizing the word was a serious mistake and apologized for the transgression. It was a very unfortunate situation, and she is very remorseful and embarrassed for what happened.

Given we are an organization representing personal growth and humanistic values, this is a significant learning moment for all of us. We each come to Santa Barbara City College from a wide variety of backgrounds. In fact, we pride ourselves in this diversity and seek more of it, which is a worthy institutional, pedagogical, and personal goal. With increased diversity, there is a need for sensitivity and working to improve our cultural sensitivity and proficiency, which is an individual journey. Experts say that journey can be lifelong, never completely achieving it. We are each a work in progress in this regard and at various stages of personal development. It is important to hold each other and ourselves accountable for our actions and words. As a learning organization, it is equally important to recognize that we are all learning. I certainly am.

My grandfather brought my father to the U.S. from the Philippine Islands (Zamboanga) in 1923. Although my father was dark-skinned, I ended up fair-complected, looking more like my mother's side of the family. Growing up in a blended family, I witnessed how mere skin color granted me a certain social privilege in how I was treated. What I have learned from the experience was that the privilege bestowed upon me, being fair-skinned, had absolutely nothing to do with me as an individual. It was simply an unearned privilege that I had over my dark-skinned father, based on societal values. No, this was not right, and we are working hard at SBCC to eliminate this unearned privilege through our equity work as we simultaneously worked to increase opportunities for access and success for students of color.

Having said that, I want to support and accelerate this work at our college. With this memorandum, I am directing all 52 supervisors, managers, and president council members to complete significant and documented cultural sensitivity training within the next six months. This includes me; I, too, want to continue my journey and commit to being with you in the training.

In speaking with the manager who used the “N” word yesterday, I know that she, too, is committed to continuing her cultural sensitivity journey. She is a good person and employee. With all of the rancor, tension, and suffering in the world, when we have moments to give grace and help people on their journey, we must capture that moment with them. This is what a learning organization does. This is what we do as colleagues and as leaders seeking change.

Thank you for your attention and effort with this work,

Anthony

Sent from my Verizon, Samsung Galaxy smartphone

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