

November 19, 2018

Dear President Beebe and the Board of Trustees,

We recently became aware of Lyndsay Maas' use of the N-word at the Gender Equity meeting held this past Wednesday. While she has formally apologized to those present in the room and has agreed to enter diversity training, she has not formally apologized to the greater Black Community of Faculty and Staff on campus. We see her use of the N-word and subsequent actions as a senior administrator as a direct violation of our college's mission and vision statements. Her actions promote a culture of discriminatory practices. On behalf of the Santa Barbara City College Black Faculty and Staff Association, we demand that Lyndsay M. Maas, Vice President, Business Services submit her resignation immediately. We feel that this action would fully acknowledge her culpability in what she has done and partially atone for the hurt she has caused to the people at the meeting and to the Black members of the SBCC community.

Many of our Black students have been publicly harassed with the use of the N-word entering and exiting campus. The most recent account of the use of the N-word was publicly spewed in the library. In addition, a student also formally filed a complaint about an adjunct faculty member using the N-word in the classroom. While these incidences have been reported to officials or senior administrators on campus, no action(s) have been taken thus far. Each of these incidences, make visible the lack of respect and protection of our Black students. Many of our Black students feel unsafe on campus, thus impacting their ability to focus and learn in a safe space, without the fear of being attacked. It is hard for us as a community and institution to not only retain, but also help Black students persist.

We acknowledge that SBCC has made efforts to create physical spaces so that programs such as Umoja could be adopted by our campus. However, we feel that there has been a lack of transparency and follow through in investigating harassment claims. We request that there be an independent council or entity established (possibly modeled after the UC's Judicial Affairs Unit), which will have the responsibility of reviewing these claims and establishing how to move forward, without the guise of senior administration. Additionally, we also request that all administrators, faculty, and staff obtain anti-racism training in person.

In closing, we would like to reiterate our demand that Lyndsay M. Maas, Vice President, Business Services submit her resignation immediately. The purpose of education is to not only make future professionals and leaders in their intended fields of study, but to also make them well-rounded individuals. It is our responsibility as educators, to make sure that our students are exposed to and embrace individuals from diverse backgrounds, experiences, and perspectives. We look forward to engaging in a formal discussion on policies and procedures to provide a more inclusive campus.

In solidarity,

Santa Barbara City College Black Faculty and Staff Association