

President Beebe and the Board of Trustees,

In regards to the letter that was sent out by faculty and staff, we would like to acknowledge that there were students present in this meeting who were also deeply affected alongside staff, faculty, and other administrators. The use of this racial slur by a white administrator clearly demonstrates the institutional racism that has been embedded in our campus environment and educational system and we demand that Dr. Beebe and the Board of Trustees take action and responsibility. This is an example of what should not occur at our college and is the kind of issue that has been repeatedly swept under the rug and minimized to be treated like any other social situation that our students of color experience on a daily basis. We should not be protecting the people that cause us harm and instead hold them accountable for their actions. Regardless of Ms. Maas' intent, her words had a powerful impact on the people present in the room. Whether or not Ms. Maas herself is "a racist," the N-word is rooted in a horrific and gruesome history of systemic racism and the dehumanization of Black people in the United States and across the world. As students in a room full of administrators, faculty, and staff, we felt incredibly helpless when this word was used by a person in power. The power dynamics in the room were very blatantly obvious.

Furthermore, Ms. Maas' ignorance towards the need for demographic questions in our campus safety survey was very concerning, and itself led to her insensitive comment. Her unawareness of issues related to students of color is concerning to say the least.

We stand in solidarity with the SBCC Black Faculty and Staff Association and demand the following responses:

1. Immediate resignation of Vice President Lyndsay Maas for her use of a racial slur that goes against the mission and vision of SBCC.
2. Meaningful, ongoing, and in person anti-racism training, determined by the Equity Committee and the Black Faculty and Staff Association, for all members of the SBCC Board of Trustees, President's Cabinet, Deans, Managers, Committee leaders, Workgroup leaders and all other full and part time members of the SBCC Faculty and Staff.

3. The establishment of an independent council or entity which will have the responsibility of reviewing harassment claims and determining the appropriate responses.

In solidarity,

The SBCC Student Coalition for Justice