

**Classified Employee Senate
Statement of Action on Inequity and Racism**

The Classified Employee Senate (CES) Officers of Lake Tahoe Community College (LTCC) wish to acknowledge that the land which we occupy is the traditional home of the Washoe and Great Basin Tribal Nations and thank them for being the original stewards of this land.

Given the 400-year history of slavery and systemic racism in the United States, compounded with the unnecessary violence forced on people of color and the murder of George Floyd on May 25, 2020, it is no surprise strangers came together in the midst of a pandemic, in cities large and small, demanding change. We watched the burning skyline of Minneapolis spark protests in the United States and across the globe while hearing conversations of institutional and person-to-person racism all around us. **We know we must act.**

We acknowledge that students, faculty, and staff experience systemic inequity and cultural racism. The CES Officers of the past, present, and future pledge to take actionable steps leading to a safe, diverse, and equitable campus for all. We commit to stand with all brave individuals demanding change. We commit to learn and evolve to increase the level of cultural competency at LTCC. We commit to supporting co-workers and students who experience racism on campus, in the community, and on their individual journeys. **We believe in the power of working together. We want to listen to you. We want to learn from you.**

This will be an on-going process. Together, through education, conversation, accountability, and action, we will strive to overcome systematic racism, cultural biases, and inequitable practices. We will bring a draft of an action plan to the next CES meeting and look forward to receiving feedback from the entire CES community. **Until all among us are free and safe, none of us will stay on the sidelines of this issue.**

In solidarity, the CES Officers of 2019-2020,

Nicholas Barclay (Co-President), Laura Ryland (Co-President), Greg Dupree (Co-President Elect), Shane Reynolds (Co-President Elect), Katie Meyers (Treasurer), Heather Cade (Secretary), Julie Booth (Co-Past President), and Lisa Shafer (Co-Past President)