

Dear Chancellor Claire, College President Jackson, Board of Trustees President Goodman:

To live our values of social justice and equity, Skyline College and the SMCCCD must address the harmful events occasioned at the October 15, 2019, town hall during the search for the next college President. Unfortunately, while these events were shocking, they were not unique. And, while they do not represent the majority of our daily interactions, this moment was symptomatic of other private and semi-private harms experienced by faculty and classified professionals across the campus. Now, we have a shared duty to stop this issue before trend emerges and further harms campus morale. We, the faculty senate, acknowledge our part in improving the campus climate. Thus:

- We unequivocally reject any discourteous, offensive, divisive, or abusive conduct or language by any member(s) of our community toward any other member(s);
- We support the right of every member of our community to freely express themselves in a professional and collegial manner; and
- We support the right of every member of our community to be treated with respect and dignity.
- We state our deeply held belief that the grace of second chances be extended to all in our community who can admit to their wrongdoing and are willing to make amends.
- We call for an apology that specifically acknowledges the harm caused, to whom, and the steps that will be taken to minimize the chance of this happening again.

And, we ask:

- How will Skyline College and the SMCCCD show that we stand in solidarity with those who were harmed and join them in healing?
- What will Skyline College and the SMCCCD do to enhance our collective ability to express ourselves professionally and collegially and to have difficult conversations while ensuring individual's ability and safety in addressing their opinions?
- How will Skyline College and the SMCCCD work to ensure that we enact our equity values in our interactions with each, with an adherence to values of awareness and accountability?
- What good are our public proclamations of our commitments to equity if executive administrators are allowed to mistreat other employees?
- How will Skyline College and the SMCCCD ensure that administrators, especially members of the executive cabinet, are held accountable for the college's *Leadership Standards of Excellence*?

To begin to address these issues, we recommend two initial steps. First: Skyline College modify the leadership standards of excellence to make it clear that leadership is about relationships built on trust, empathy and mutual respect, not about title, power or authority and that a leader is someone who builds consensus towards achieving common goals for the common good before making decisions. Second: Skyline College devote a Spring 2020 all division meeting towards a productive discussion on campus climate with the goal of collectively designing a path of healing. We look forward to working with the administration and Trustees to implement these suggestions and answer the above questions.

Sincerely,

The Faculty Senate