



African American Staff Association (AASA) of Contra Costa College

A Beginner's Guide To Supporting Black Staff And Students (How to be a good ally in the struggle for racial justice)

A CALL TO ACTION!

1. Step up, be accountable, and help address the deep-seated campus problems. Be courageous!
2. Give a "thumbs up" to an email in Outlook (or "Like" a post) to show public support.
3. Support an email that addresses equity, inclusion, and racial justice issues.
4. Send an email to the appropriate people to address equity, inclusion, and racial justice issues.
5. Let the CCC community know what project(s) you, your program, department, or constituency group is working on regarding equity, inclusion, and racial justice issues.
6. Call out and expose people on campus who target Black employees and students.
7. Stand up against injustice when you learn that a Black classified employee is being singled out for termination *without cause*. These employees are not given the required evaluations nor told why they are fired. This is a racist trend against Black women at CCC that must end immediately.
8. Schedule anti-racism training in your next program, department, or division meeting.
9. Don't hide from the fact that there has been systemic racism at CCC and in the 4CD, and this problem is only now being widely addressed.
10. Be a good listener and willing to learn, rather than immediately (and automatically) dismiss Black employee concerns simply because YOU are not familiar with these problems.
11. Use your position to stand on the side of equity and racial justice. Use your influence as a program lead, department chair, constituency lead, division dean or other manager to promote equity, inclusion, and racial justice in your area. (Talk about it, write about it, do SOMETHING about it).
12. Mentor your colleagues about the need for equity, inclusion, and racial justice if they just don't seem to get it.
13. Take an African American Studies class to continue your education. No other campus in the 4CD has an Afram Program. Take Afram 122 (Hist 122) and Afram 210 (Hist 110), and other classes.
14. Respect Black intelligence. Invite a Black speaker from CCC to highlight their role and function at the college.
15. Practice the principles explained in the required 4CD "Diversity in Hiring" training.
16. Diversify your professional networks and learn from leading Black scholars and professionals in the country (e.g. Association of Black Psychologists, Association of Black Sociologists, Association for the Study of African American Life & History, National Society of Black Engineers, A2Mend, Black Publishers and Writers Association, National Association of Black Social Workers, African Heritage Studies Association, 100 Black Men of the Bay Areas – there are members of several of these organizations on campus!).
17. Diversify your department and individual course curricula. The history and contributions of a discipline should never focus *exclusively* on European and white American perspectives and contributions. This is a disservice to our students and a gross misrepresentation of facts.
18. Diversify your Powerpoint images, classroom images, and office wall images.

19. Diversify your hiring committees and include knowledgeable people outside of your discipline.
20. Actively recruit Black faculty and managers to apply for a position in your area.
21. Diversify the various STEM disciplines by hiring Black and Latinx faculty, both full- and part-time. The argument that “we can’t find any of them” is insulting and unacceptable. Other large areas such as the English Department have come up short and need to hire Black faculty.
22. Be humble. Respect the fact that Black employees have personal contacts and friends who are qualified for various positions. If you don’t know, then ask!
23. Promote and support cultural and scholarly events on campus. Make announcements in your class, post flyers on bulletin boards, send emails to students, or post the events on Canvas.
24. The Marketing & Media Design Department must start to *actively* work with campus programs to promote cultural events and other efforts. This has become a consistent problem in recent years.
25. Learn more about your discipline outside of the textbook and publisher-supplied materials.
26. Counselors should stop discouraging students from taking African American Studies and La Raza Studies classes, and stop discouraging students from majoring in these fields.
27. Learn from “a day in the life” of an African American faculty, manager, or classified staff.
28. Learn about African American Studies, African American Male Leadership, or Per Ankh Academy, rather than simply listing these programs without having any real knowledge about them.
29. Department chairs and deans need to take Black students seriously and support them when they repeatedly complain about the same faculty members every semester.
30. Don’t change the subject and minimize Black employee concerns. Some issues of racism concern almost all people of color and we are in solidarity around these issues, and when this is the case it should be addressed as such. However, some issues concern Black employees and students specifically, and when this is the case the topic should not be shifted to a generic phrase “people of color” in order to avoid the specific issues that Black employees and students are raising.
31. Be an *active* part of the solution, rather than stand of the sidelines saying, “I don’t know what to do.” You now have three dozen options presented in this AASA *call to action*.
32. Attend the 2021 CCC Pedagogy Conference. The theme of the conference this spring was, “Effective Pedagogy and Inclusion Across All Disciplines.” It is postponed until Spring 2021.
33. We want the return of the Ethnic Studies General Education Requirement, which focused on race and ethnicity.
34. If you have a concern or issue, then be a person of integrity and make your concern known to the AASA, rather than gossip on the sidelines with petty, *private* criticisms. This is cowardice and anyone who operates in this manner is part of the campus cancer that we are addressing. Beware of such a person.
35. Share this *action guide* with your CCC colleagues.
36. Issue a public statement of solidarity endorsing this AASA *call to action for racial justice* and indicate what points your department, program, or constituency group is working on addressing. *Individuals* are encouraged to step up and lead by example, as several people have already done.

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“The time is always ripe to do right” - Dr. Martin L. King, Jr.

“All lives can’t matter until Black lives matter” – protest slogan