

# College Assembly

**Fostering a Safe and Inclusive College Environment:  
Supporting Immigrant & LGBTQIA+ Students**

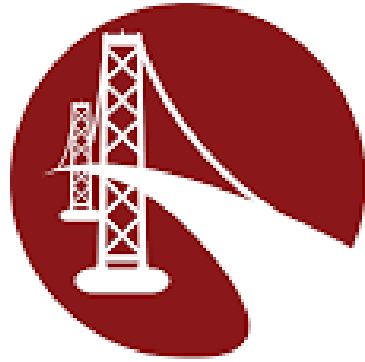
**Spring 2025**

**February 10, 2025**

# Overview of Session Objectives

- ☐ Learn about People's Rights Regarding Executive Orders and Enforcement Actions
- ☐ Understand 4CD Policies and Procedures that Protect our Students
- ☐ Work through Scenarios to Increase Ability to Respond and Support
- ☐ Identify Available Resources and Points of Expertise
- ☐ Develop Next Steps for Learning and Support
- ☐ Commit to Fostering a Safe, Inclusive, Supportive and Empowered College Environment

LOS MEDANOS  
COLLEGE



**Immigration Institute  
of the Bay Area**

# **Know Your Rights**

***Erika Padilla and Julia Preza***

**College Assembly**

**February 10, 2025**

# LMC/4CD Policy Updates

***Dave Belman***  
***Dean of Student Success***

# LMC/4CD Policy Updates Regarding Gender Identity, Name Changes, and Student Data Privacy



# Key Policies

- ▶ BP 3013 – Student Records, Directory Information, and Privacy
- ▶ SS 3026 – Student Records & Directory Information

# Gender Identity and Affirmed Names

- ▶ Current students can declare an affirmed name and gender identity in records where legal names are not required.
- ▶ Former students may have their records updated.
- ▶ Records include Student ID Cards, class rosters, transcripts, and diplomas.

# Protecting the Privacy of Student Information

- ▶ FERPA: Federal Educational Rights and Privacy Act
- ▶ Only **directory information** may be shared without permission
- ▶ Upcoming Changes will enhance the privacy of student information

# Directory Information

## Modified Language (BP 3013 & SS 3026)

- ▶ student name;
- ▶ student participation in officially recognized ~~activities and~~ sports including weight, height and high school of graduation of athletic team members; and
- ▶ degrees and awards received by students, including honors, ~~scholarship awards,~~ athletic awards and Dean's List recognition.

# Options for Student Documentation

## Added Language (SS 3026)

- ▶ Unless required by federal or state law, the District will not inquire specifically about a student's citizenship or immigration status or that of their parents or guardians. Whenever possible, the District will use alternative acceptable documents or information instead of requesting documentation or information that could reveal a student's immigration status, such as a permanent resident card, voter registration, passport, or citizenship papers.

# 4CD Trans Athletes and 3C2A Guidelines

## □ California Community Colleges Athletic Association Response to Executive Order

- *Marty Storti, Athletic Director*
- *Dr. Tanisha Maxwell, Vice President of Student Services*

3C2A has not accepted the EO directive barring trans athletes. The Association is reviewing requirements. Until that changes, community college trans athletes are eligible to compete in their appropriate sport based on their gender identity.

# How You Can Support

- ▶ Familiarize yourself with the updated policies.
- ▶ Direct students to Admissions & Records for assistance.
- ▶ Respect and use students' affirmed names and pronouns.
- ▶ Ensure data privacy and prevent unauthorized disclosure of information.

# Resources

## Immigrant Student Resources:

- ❑ Short video clips of ICE encounters - <https://www.wehaverights.us/>
- ❑ Rapid Response Network to report ICE activity - <https://www.ccijustice.org/carrn>
- ❑ Red Cards - <https://www.ilrc.org/red-cards-tarjetas-rojas>
- ❑ Family Preparedness Plans - <https://www.ilrc.org/resources/step-step-family-preparedness-plan>
- ❑ IIBA Know your Rights recorded webinar: [iibayarea.org/resources](http://iibayarea.org/resources)
- ❑ Stand Together CoCo – Rapid Response & Immigration Legal Services
  - Call: 925-900-5151 [www.standtogethercontracosta.org](http://www.standtogethercontracosta.org)

## LGBTQ+ Resources

- ❑ Trans Day of Visibility – March 31 [www.glaad.org](http://www.glaad.org)
- ❑ Take [LD Green's Queer & Trans\\* Inclusion & Graphic Novels canvas course](#)
- ❑ OASIS Legal Services - Oasis provides quality, holistic and trauma-informed legal and social services to low-income LGBTQ+ community members. <https://www.oasislegalservices.org/>
- ❑ Lambda Legal – national organization in support of legal rights of LGBTQ+ and HIV+ people [www.lambdalegal.org](http://www.lambdalegal.org)
- ❑ Rainbow Community Center [www.lgbtqcenters.org](http://www.lgbtqcenters.org)



### 1 **Remain calm and professional**

- Maintain a calm and professional demeanor if approached by an ICE officer.
- Inform the officer that you are required to follow the college's protocol for such requests.

### 2 **Do not disclose information**

- Do not provide any student information, such as enrollment status, class schedules, or personal details.
- Inform the officer that "per college policy all requests for student information must go through the Office of the President."

### 3 **Guide the officer to the Office of the President**

- Escort the officer to the Office of the President stating, "I will guide you to the appropriate office." If you are at the Brentwood Center, escort the officer to the Dean's Office.
- If after hours, call the president at extension **925-473-7301**, and call LMC Police Services, **925-473-7332**. They will find the college president or a designee to respond.

### 4 **Allow the Office of the President to handle the request**

- The president will consult with the chancellor, who will seek legal counsel to determine the appropriate response to a request. 4CD's legal counsel advises on compliance with valid court orders, subpoenas, or warrants.

### 5 **Maintain confidentiality**

- Do not share personal information or confidential details about students or employees with anyone other than personnel in the Office of the President.
- Student information is protected under the Family Educational Rights and Privacy Act (FERPA) and California state law.
- The president will communicate with campus about ICE activity as appropriate.

### 6 **Document**

- The president may request you to document the interaction with ICE. Include the date, time, location, and a summary of what occurred. Submit this summary to the president for record-keeping.

Please consider adding your campus police phone number to your phone contacts list.

- LMC – Pittsburg Campus: (925) 473-7332
- LMC – Brentwood Center: (925) 473-6919

Additional points of contact for students who may be subject to an immigration order or inquiry on campus.

- Dave Belman, Dean of Student Success, (925) 473-7423
- Rosa Armendáriz, Senior Dean of DEIB, (925) 473-7314



2700 East Leland Rd., Pittsburg, CA 94565



925-439-2181



[www.losmedanos.edu](http://www.losmedanos.edu)

# Scenarios: Responding to Student Concerns

- ❑ **Short video clips of ICE encounters** - <https://www.wehaverights.us/>
- ❑ **Instructions:**
  - Each table has a laptop (or pull out your own)
  - Each table will watch 1 of the 5 videos
  - Keep our college context in mind as you view the video and reflect
  - Guiding Questions: see handout

# Emerging Questions & Next Steps

- ☐ If you have a question or suggestions, please write them on an index card.