

Dear Norco College Community,

The Norco College mission, deeply rooted over 29 years, is to serve as an institution that celebrates diversity and inclusion, expands access, and relentlessly pursues equity. We actively stand and educate against racism and are committed to ensuring that students receive an education free from discrimination in a welcoming and affirming environment

As a community of educators, learners, dreamers, doers, activists, artists, inventors, and change agents, we believe that education is the great equalizer in our society. As a college community, we use our platform to amplify the voices of our students, of all students. We have a moral obligation to lead by modeling civility, embracing justice, showing respect, and opposing oppression and hatred.

I believe I speak for our college community when I state that we stand united in anger, sadness, frustration, and outrage at the killing of yet another Black person under the cover of authority. I am reminded of my own privilege as I consider that the color of my skin does not lead me to worry about my personal safety when I leave my home. Nor do I need to worry about my children, partner, parents, brother, sister-in-law, nephews, nieces, uncles, aunts, and cousins, when they leave their homes because of the color of their skin. My personal pledge is to not only hear but to **listen** and **learn** from our students and their experiences. I recognize that educational institutions were not built to help people of color succeed. Norco College is committed to rooting out these inequalities within our own walls and lifting the students who need our help the most with an equity-minded focus.

In a time of inconsolable pain for our Black and African American communities related to issues of personal safety and human dignity, we see you and respect you and cherish you and need you. You are a vital part of this college and this community, and we are honored to be a part of your journey. We will listen, learn, and act upon the voices of our Black and African American students, faculty, employees, and families, to understand what is needed to feel safe, supported, respected, and loved at Norco College.

As we heal together, we commit to an inclusive culture and opportunities for authentic and intentional dialogue with our campus community, especially from members of our Black and African American communities. We will act together to uproot, disrupt, and dismantle the racism within our hearts, our institution, and our community. For students seeking a career in law enforcement, I encourage you to continue. Our community needs police officers who will serve and protect all people, treat people fairly, and be brave enough to speak up against racial inequalities.

Today, and every day, I implore you to take care of each other and stay engaged.

Norco College is partnering with the California Community Colleges Chancellor's Office and the RCCD Call to Action Task Force to advance and expand upon the call to action. This summer, Norco College has convened a task force of college faculty, classified professionals, administrators, and students who will work through an actionable implementation plan. For more information, please visit our [social justice movement](#) website that we will continue to build over the summer and beyond.



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