

TRANSCRIPT

May 5, 2021

19

01:21:20.850 --> 01:21:23.970

Julie Thompson: Okay, who call this meeting to order.

20

01:21:24.210 --> 01:21:25.620

Julie Thompson: Thank you for being here.

21

01:21:26.010 --> 01:21:26.850

Good turnout.

22

01:21:28.590 --> 01:21:29.400

Okay.

23

01:21:33.600 --> 01:21:37.380

Julie Thompson: And Jen carlin goldberg are you here.

24

01:21:41.370 --> 01:21:43.470

Julie Thompson: There you are okay thanks ready.

25

01:21:44.430 --> 01:21:45.570

Jen (she/her) Carlin-Goldberg: Yes, thank you.

26

01:21:48.090 --> 01:21:54.480

Jen (she/her) Carlin-Goldberg: We acknowledge that we gather at Santa Rosa junior College on the territorial traditional land of the promo people in Santa Rosa.

27

01:21:55.050 --> 01:22:10.170

Jen (she/her) Carlin-Goldberg: And the coast me walk people in petaluma past and present and honor with gratitude, the land itself and the people who have stewarded it throughout the generations this land acknowledgement calls us to commit to continue to learn how to be better stewards of the land, we and have it.

28

01:22:12.750 --> 01:22:13.590

Jen (she/her) Carlin-Goldberg: Thank you.

29

01:22:14.850 --> 01:22:15.780

Jen (she/her) Carlin-Goldberg: Okay.

30

01:22:17.100 --> 01:22:23.970

Julie Thompson: And next we have open forum and amy, can I ask who is first in the queue please.

31

01:22:25.620 --> 01:22:30.210

Academic Senate: First, on the queue our Senator summer Winston and George sell you with the joint statement.

32

01:22:30.930 --> 01:22:32.790

Julie Thompson: Okay, thank you.

33

01:22:34.260 --> 01:22:37.560

Julie Thompson: senators Winston and salute please.

34

01:22:55.800 --> 01:22:57.270

Summer (They/Them): hello, can you hear me OK, I got it.

35

01:22:59.190 --> 01:22:59.490

Julie Thompson: and

36

01:22:59.550 --> 01:23:02.880

George Sellu: It won't let me unmute myself Oh, the zoom.

37

01:23:04.110 --> 01:23:05.790

George Sellu: Okay, I gotta go there.

38

01:23:13.710 --> 01:23:14.130

George Sellu: summer.

39

01:23:15.240 --> 01:23:18.360

John Stover: summer I have you unmuted unmuted on George.

40

01:23:18.360 --> 01:23:18.960
feed.

41
01:23:20.250 --> 01:23:21.600
Can you mute your shirt.

42
01:23:28.860 --> 01:23:29.550
Summer (They/Them): Okay how's that.

43
01:23:31.740 --> 01:23:31.980
Okay.

44
01:23:33.000 --> 01:23:54.840
Summer (They/Them): Alright, so um i'm about to make my academic senate open forum statement, so I just want to start by saying thank you to everyone who has showed up today, I feel really encouraged and happy that you're standing with us as we make this demonstration and have this protest.

45
01:23:59.220 --> 01:24:10.350
Summer (They/Them): Have you ever had to stand face to face with an sro JC campus officer, while he aggressively implied you don't work here implied you don't belong here.

46
01:24:11.220 --> 01:24:21.330
Summer (They/Them): had to stand angry tired embarrassed while he asked what building do you work in what's your office number, what do you teach.

47
01:24:21.630 --> 01:24:35.100
Summer (They/Them): had to stand there nervously aware of how alone, you are in that moment, and in that moment, you could die if you don't stay calm and let this person embarrass you and make you feel small.

48
01:24:36.540 --> 01:24:56.250
Summer (They/Them): Have you ever had to stand powerless with one of your wheelchair bound students sitting on the floor in a in a stare assist will chair for almost two hours, while seven Sri JC officers refused to help him into an available seat height will chair.

49
01:24:57.330 --> 01:25:05.430

Summer (They/Them): Have you ever had to sit through a department meeting, where a colleague use the derogatory term to refer to folks of Asian descent.

50

01:25:05.700 --> 01:25:16.200

Summer (They/Them): Careless of the fact that you are a mixed race black and Philippine X human that your partner is half Chinese and that there is another colleague of Asian descent in the room.

51

01:25:17.190 --> 01:25:24.870

Summer (They/Them): Have you had to be the only person to confront that colleague, only to have them double down and justify their words.

52

01:25:26.010 --> 01:25:36.900

Summer (They/Them): I, like many of our bypass colleagues and students are overflowing with experiences that reinforce the messaging that we don't belong at Sri JC.

53

01:25:37.800 --> 01:25:47.190

Summer (They/Them): We sit in meetings read emails overhear conversations that disregard our needs are concerns in our presence at Sri JC.

54

01:25:47.580 --> 01:25:56.580

Summer (They/Them): We witness fellow colleagues of color getting pushed out by bullying and unequal treatment, we experienced bullying and unequal treatment.

55

01:25:57.060 --> 01:26:05.940

Summer (They/Them): treatment, and when we fight for change, we are met with gaslighting this blackout is not an opportunity to fake solidarity.

56

01:26:06.600 --> 01:26:21.600

Summer (They/Them): It is not an opportunity to show up feel good and then return to business as usual this blackout is your black colleagues your colleagues of color saying we are tired and the last straw has been broken.

57

01:26:22.230 --> 01:26:35.940

Summer (They/Them): We are saying we are done being tired i'm heard and, most importantly, not being taken seriously, we are done with Sri jaycee's culture of low accountability and minimal action we are done.

58

01:26:36.450 --> 01:26:47.610

Summer (They/Them): The culture of Sri JC needs to shift for our students for our colleagues of color for everyone in our Community, we are a community in.

59

01:26:49.590 --> 01:27:00.510

Summer (They/Them): We are a community and big change requires consistent Community action it requires true buy in from those that are standing in power.

60

01:27:02.250 --> 01:27:15.810

Summer (They/Them): It requires risk today, each of us are standing here and we're risking many things our jobs, our social and political capital on this campus our safety to speak truth to power.

61

01:27:16.230 --> 01:27:30.840

Summer (They/Them): We stand here because we understand this fight is necessary in bigger than us all, what will you risk, how will you work for change with this statement I pass the platform to my colleague, George.

62

01:27:45.210 --> 01:27:46.110

Summer (They/Them): Good afternoon.

63

01:27:47.190 --> 01:27:50.940

Summer (They/Them): Community members colleagues said atos.

64

01:27:52.080 --> 01:28:07.920

Summer (They/Them): My name is Dr George sulu This is my at our centers junior college, and this is my 21st year of being a public educator in California i'm speaking to you today as your faculty colleagues is set it all in the culture of our black leaders association collective black.

65

01:28:09.000 --> 01:28:22.410

Summer (They/Them): I want to state that my experiences and challenges of Santa Rosa junior college, a very different from all my colleagues at this institution, and this includes white and also black folks.

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01:28:24.630 --> 01:28:25.410

Summer (They/Them): as such.

67

01:28:26.700 --> 01:28:33.990

Summer (They/Them): Our realities my realities when it comes to how I experienced this is not racism right extremely different.

68

01:28:35.340 --> 01:28:46.890

Summer (They/Them): And so I find it extremely offensive and problematic when non folks this develop programs for black people without input from black people.

69

01:28:48.450 --> 01:29:00.720

Summer (They/Them): What some of you in this audience may consider significant progress towards addressing anti blackness is based on your your own experiences and not the experiences of black people on this campus.

70

01:29:03.390 --> 01:29:08.190

Summer (They/Them): Developing programs, which are our voices or input is a waste of time resources.

71

01:29:09.750 --> 01:29:20.940

Summer (They/Them): And at its core insulting to our intelligence in my experience, Santa Rosa junior college epitomizes the notion that white people know what's best for black people.

72

01:29:22.500 --> 01:29:28.290

Summer (They/Them): white people know what's best for black people let that sink in for a second folks.

73

01:29:31.560 --> 01:29:34.860

Summer (They/Them): Who is responsible for enabling this notion this notion.

74

01:29:35.880 --> 01:29:45.540

Summer (They/Them): of our governance bodies, the board of trustees the Cabinet seu classified senate FA and yes yeah kind of makes sense.

75

01:29:46.770 --> 01:29:49.620

Summer (They/Them): I want to start by thanking the Senate leadership.

76

01:29:51.150 --> 01:29:55.350

Summer (They/Them): for sending out a letter of support for our workout and blackout action today.

77

01:29:56.520 --> 01:30:02.580

Summer (They/Them): But that does not excuse this buddy for its failure to take both steps towards transformative change on this canvas.

78

01:30:04.110 --> 01:30:18.900

Summer (They/Them): If this body is going to be a true agent of cultural change of cultural shift at Santa Rosa junior college, we must be prepared to implement both changes and the willing to challenge or the governance bodies to address anti blackness on this campus.

79

01:30:20.610 --> 01:30:30.480

Summer (They/Them): This body approved the setting up of a task force regarding the establishment of an ethnic studies department, and this was a demand of the psu.

80

01:30:31.080 --> 01:30:40.320

Summer (They/Them): The ethnic studies task force was very swift in completing it's George and reported back to this body, the academic Senate and the task force was disbanded.

81

01:30:41.070 --> 01:30:47.970

Summer (They/Them): The Senate executive was supposed to work with academic affairs, and they have failed to implement the recommendations of the ethnic studies Task Force.

82

01:30:48.780 --> 01:31:00.630

Summer (They/Them): It appears that the Senate and academic affairs are moving forward with the establishment of the ethnic studies department, with total disregard total disregard of the recommendations of a task force.

83

01:31:01.860 --> 01:31:07.920

Summer (They/Them): Our senate meeting on April 21 Ls FA a pizza and black.

84

01:31:09.600 --> 01:31:23.490

Summer (They/Them): Are these are these were the three by by faculty and staff associations, at that time, made a joint statement in which they inform this body that they have been left out of the entire process of developing the ethnic studies department.

85

01:31:25.500 --> 01:31:33.000

Summer (They/Them): And, mind you, these faculty and staff associations are the ones that most likely have the expertise in ethnic studies.

86

01:31:34.500 --> 01:31:48.630

Summer (They/Them): Who then is involved in building ethnic studies department, why is the Center sitting around and unquestioning the emails from President John or Academic Affairs about the development of an ethnic studies program without input from Bible faculty.

87

01:31:58.740 --> 01:32:03.900

Summer (They/Them): Is this institution implementing what was voted upon by the Academic Senate.

88

01:32:05.730 --> 01:32:07.620

Summer (They/Them): Why, why not.

89

01:32:09.660 --> 01:32:19.020

Summer (They/Them): What this tells me is that the setting up of ethnic studies task force was a performative action, because your recommendations have been totally disregarded and thrown out.

90

01:32:26.130 --> 01:32:27.990

Summer (They/Them): voices of black.

91

01:32:29.370 --> 01:32:41.340

Summer (They/Them): psu and other Bible colleagues and our allies on Senate, who voted to move this issue forward have been totally ignored or maybe the vote was largely performative just to silence us.

92

01:32:43.140 --> 01:32:53.370

Summer (They/Them): In particular, because the first recommendation of a task force was the creation of a black studies program as the culture of black, I have no information about.

93

01:32:54.660 --> 01:33:07.680

Summer (They/Them): Who is involved in the process of developing black studies again Santa Rosa Jesse is building a black stone is program without input from black people think about it for a second folks think about it.

94

01:33:08.910 --> 01:33:25.590

Summer (They/Them): What I described in the last two to three minutes it's just one example of the many agree Jus up you know disrespect from our governance bodies on this campus and they continue to ignore our voices and minimize our demands, it is for this reason.

95

01:33:27.240 --> 01:33:40.470

Summer (They/Them): That we have resolved to stage a workout and a blackout, to bring attention to systemic silencing ignoring and dismissing our voices these workouts.

96

01:33:42.090 --> 01:33:56.310

Summer (They/Them): And blackouts will continue until we see a shift from performative and box checking actions to real transformative change that creates a cultural shift at Santa Rosa junior college.

97

01:33:57.390 --> 01:33:58.350

Summer (They/Them): We will be.

98

01:34:04.680 --> 01:34:11.400

Summer (They/Them): will be on the front lawn of Santa Rosa junior college and I Dr George cell.

99

01:34:12.780 --> 01:34:22.740

Summer (They/Them): I am willing to die for this cause and i'm willing to put my entire teaching career, for the past 30 years down the line for this cause, thank you very much.

100

01:34:40.980 --> 01:34:44.280

Julie Thompson: i'm seeing that okay there we go shifted thanks.

101

01:34:46.260 --> 01:34:46.770

Okay.

102

01:34:50.640 --> 01:34:51.630

Julie Thompson: In light of.

103

01:34:51.750 --> 01:34:58.980

Julie Thompson: These statements from our colleagues, we are turning the meeting platform over to the protest.

104

01:35:00.510 --> 01:35:17.130

Julie Thompson: Anyone who had planned to make a public comment, please, we invite you to send those to us in writing, and we will post them on our academic senate website, and we also invite you to come to our may 19 meeting to make public comments.

105

01:35:18.540 --> 01:35:27.150

Julie Thompson: And at this point we will turn the platform over to the protest in support of our colleagues, thank you.

106

01:35:30.690 --> 01:35:31.350

Okay.

107

01:38:08.280 --> 01:38:14.250

John Stover: Ever why you're here and move from that place listen from your heart listen with intention, please.

108

01:38:15.870 --> 01:38:17.130

John Stover: speak with intention.

109

01:38:19.440 --> 01:38:23.310

John Stover: Come back to the breath inhale fully all the way down into the valley.

110

01:38:25.110 --> 01:38:26.460

John Stover: Open them out exhale.

111

01:38:35.430 --> 01:38:37.260

John Stover: Last one really arriving.

112

01:38:43.050 --> 01:38:46.680

John Stover: Thank you so much for being here and supporting it means a lot.

113

01:39:15.000 --> 01:39:23.280

John Stover: Before we begin, we would like to take a minute of silence to remember the unarmed black and brown men and women that have lost their lives at the hands of law enforcement.

114

01:39:23.700 --> 01:39:31.650

John Stover: And the black and brown Asian and indigenous communities who are being terrorized daily by ignorance, who are being terrorized by hatred and racism.

115

01:40:34.950 --> 01:40:36.990

John Stover: Thank you y'all hear me.

116

01:40:38.250 --> 01:40:44.400

John Stover: Thank you for honoring both the lives lost and the lives forever changed by senseless acts of violence.

117

01:40:45.780 --> 01:40:48.330

John Stover: Good afternoon yo what's that.

118

01:40:50.310 --> 01:40:57.780

John Stover: I figure y'all so let's I know if the energy started right shifting some things on campus.

119

01:40:58.710 --> 01:41:14.880

John Stover: So, my name is Regina Missouri I am tall wearing a black dress with red shucks have short hair and I am a black woman, I work as a classified professional here at the JC and I also serve as the co President of black and the advisor for our black student Union.

120

01:41:16.170 --> 01:41:29.400

John Stover: Thank you for coming, thank you for supporting for helping us continue to effect change on the campus of SG JC and within our community for our black and all marginalized students faculty and staff.

121

01:41:29.970 --> 01:41:37.620

John Stover: We want to thank you for rallying with us, we want to thank you for taking a stand with us, we want to thank you for showing up with strong allied ship.

122

01:41:37.980 --> 01:41:52.050

John Stover: For going to the next level with us and for your willingness to help altered on this campus change and, within this Community, welcome to another step in helping our marginalized populations of students realize their educational goals.

123

01:41:54.240 --> 01:41:59.580

John Stover: Now, last year the JC administration and leadership received the black student Union demands.

124

01:41:59.970 --> 01:42:07.020

John Stover: They also received the black leadership association collective demands and when some of these demands, they have moved expeditiously.

125

01:42:07.620 --> 01:42:18.600

John Stover: right they have moved without pause they have moved, without question, and out of that moment of demands the bs you was able to find funds for the establishment of the black student success Center very first one.

126

01:42:19.350 --> 01:42:29.640

John Stover: right out of that movement of demands, we were able to now offer mental wellness services to our black and African American students by black and African American therapists.

127

01:42:32.400 --> 01:42:44.640

John Stover: And while we wholeheartedly appreciate the steps that the JC administration has taken here on campus we also recognize that there are stills to CES this systemic barriers, excuse me for our Community.

128

01:42:45.210 --> 01:42:54.420

John Stover: While we acknowledge and appreciate the diligence, there has been for establishing these spaces, we also recognize, we are a far away from achieving educational justice.

129

01:42:55.350 --> 01:43:10.140

John Stover: Culturally nothing has changed, so this blackout is a charge to the JC administration and leadership to work diligently to shift the College campus culture into one that prioritises and uses a lens grounded in anti racist practices.

130

01:43:10.830 --> 01:43:20.640

John Stover: Shifting into a culture that fosters an environment where students staff and faculty of color are no longer subjected to macro micro and blatant aggressions.

131

01:43:21.810 --> 01:43:29.580

John Stover: Shifting into a culture where all students faculty and staff feel welcomed valued are heard and safe.

132

01:43:32.790 --> 01:43:42.210

John Stover: And with that being said, it starts here we are declaring this in this moment the commitment and accountability circle now what does that mean.

133

01:43:42.870 --> 01:43:52.560

John Stover: It means, as you hear things that are said here today begin to think about what you are willing to commit to think about what you have the ability to change and start today.

134

01:43:53.250 --> 01:44:00.510

John Stover: Now, everyone should have a poster board and, if not we'll make sure you get once we've got poster boards and we have sticky notes right So those are going to be passed out.

135

01:44:01.740 --> 01:44:19.650

John Stover: And we ask that you use these boards and sticky notes to write down what you're willing to commit to you concerning the shift of culture on this campus and within our Community, and this next year work with us to move those commitments into actionable steps all right so you're ready.

136

01:44:24.330 --> 01:44:27.180

John Stover: my brother said giant ready are y'all ready.

137

01:44:30.450 --> 01:44:33.960

John Stover: So it's still not ready, we don't think you're ready you're ready.

138

01:44:37.890 --> 01:44:44.340

John Stover: what one would just a little better, a little better one Okay, we think we can do, one more game, a little better are y'all Randy.

139

01:44:46.800 --> 01:44:53.730

John Stover: Thank you so let's talk housekeeping real quick, we still are in a corporate environment, so we ask that you keep your mask on when you're moving about.

140

01:44:54.600 --> 01:45:02.850

John Stover: restrooms are going to be located, to the left, we have support staff with red shirts on and individuals that have the blackout shirts on if you have questions.

141

01:45:03.600 --> 01:45:10.530

John Stover: First, aid and emergency services are also available as those of you who are here can raise your hand, so people can recognize who you are.

142

01:45:12.300 --> 01:45:25.380

John Stover: don't know if they can see you but we've got hands over here raise there we go, we have a team of mental health professionals, for those who may feel triggered and need to speak with someone, and they are available if they can raise their hands, so your there'll be identifiable for you.

143

01:45:27.330 --> 01:45:31.140

John Stover: All right, awesome and with that said let's get started we're going to introduce.

144

01:45:31.770 --> 01:45:48.960

John Stover: The co president of the black student Union here on campus she is also the current student body President of Sri JC will be going into a second term doing her thing I need y'all to give it up for miss della Shay Carmona Benson.

145

01:45:56.010 --> 01:45:56.280

Be.

146

01:46:15.270 --> 01:46:15.900

John Stover: Hello.

147

01:46:19.560 --> 01:46:22.140

John Stover: When i'm a little bit more popular than that Hello.

148

01:46:24.690 --> 01:46:25.140

John Stover: Right.

149

01:46:27.240 --> 01:46:28.710

John Stover: You know, as we pulled up today.

150

01:46:29.760 --> 01:46:33.900

John Stover: I pulled up with our future trustee for next year and.

151

01:46:35.340 --> 01:46:38.880

John Stover: I was looking around and everyone and I thought wow this is pretty cool.

152

01:46:40.740 --> 01:46:43.140

John Stover: But then I had to ask myself why am I here.

153

01:46:44.700 --> 01:46:45.810

John Stover: Why are you guys here.

154

01:46:48.240 --> 01:46:49.620

John Stover: But that's, not even the question.

155

01:46:51.060 --> 01:46:53.700

John Stover: The question is, why should we be here.

156

01:46:56.550 --> 01:46:59.910

John Stover: The school has been here over 104 years.

157

01:47:02.070 --> 01:47:03.060

John Stover: Why are we here now.

158

01:47:06.330 --> 01:47:09.300

John Stover: For me i'm here for sentiments.

159

01:47:13.770 --> 01:47:20.400

John Stover: First, a man is We demand a black.

160

01:47:22.020 --> 01:47:25.350

John Stover: Studies department to be created and that's our JC.

161

01:47:27.120 --> 01:47:37.830

John Stover: Hope you guys heard the word blacks because that's what we demand for last year and that's what we're still demanding for this year with a man.

162

01:47:38.370 --> 01:47:56.400

John Stover: That the song bonus Center have ample funding have a minimum of \$10,000 annually to increase student enrollment retention completion graduation as successful transfer.

163

01:47:59.130 --> 01:48:00.330

John Stover: I want to make the note.

164

01:48:01.410 --> 01:48:08.790

John Stover: There we went out and we raised over \$120,000 for this Center.

165

01:48:14.010 --> 01:48:16.200

John Stover: As our JC how much did you raise.

166

01:48:18.300 --> 01:48:20.550

John Stover: We would ask our President if he was here today.

167

01:48:23.250 --> 01:48:33.360

John Stover: We demand that as our JC hires navy hey me as I mean llc s w and Dr corey timberlake.

168

01:48:34.500 --> 01:48:36.210

John Stover: As our black therapists.

169

01:48:38.220 --> 01:48:39.090

John Stover: We didn't ask.

170

01:48:40.890 --> 01:48:42.090

John Stover: For just temporary.

171

01:48:44.520 --> 01:48:47.730

John Stover: We want these black therapist to be here on going.

172

01:48:48.930 --> 01:48:50.460

John Stover: When it comes to therapy.

173

01:48:51.720 --> 01:48:53.250

John Stover: It takes time to get to know your.

174

01:48:55.590 --> 01:48:58.650

John Stover: Why would we open up to our therapists that they don't plan the keys.

175

01:49:01.170 --> 01:49:03.930

John Stover: and doctors who likes to say sit on that one for a minute.

176

01:49:09.840 --> 01:49:18.330

John Stover: We demand all students staff faculty and administration, including the board of trustees.

177

01:49:19.350 --> 01:49:29.580

John Stover: be required to precipitate an ongoing anti racist professional learning during orientation and then every two years thereafter.

178

01:49:37.590 --> 01:49:41.220

John Stover: And we all need to be on board all of us.

179

01:49:42.660 --> 01:49:47.130

John Stover: wants to do students who came here hasn't learned any of this K through 12.

180

01:49:48.420 --> 01:49:53.760

John Stover: it's up for us to teach them now and asked to start with all you guys.

181

01:49:55.830 --> 01:49:58.350

John Stover: We can man, the immediate.

182

01:50:00.060 --> 01:50:07.200

John Stover: Man say that a little bit louder the media this army of our police district.

183

01:50:08.880 --> 01:50:09.630

John Stover: And many of.

184

01:50:12.720 --> 01:50:17.850

John Stover: You are policing and Campus and students, what are your plans shouldn't.

185

01:50:21.390 --> 01:50:22.440

John Stover: We can man.

186

01:50:23.490 --> 01:50:34.500

John Stover: That the district police collaborate with our Sri JC health services to plan it campus safety Program.

187

01:50:39.000 --> 01:50:39.900

John Stover: i'm a student.

188

01:50:41.190 --> 01:50:49.560

John Stover: If i'm having a bad Monday it's finals i'm having a bad day I might just have a moment.

189

01:50:50.640 --> 01:50:54.090

John Stover: And I rather talk to a therapist than the police.

190

01:50:58.350 --> 01:51:10.680

John Stover: I want a therapist to calm me down, not the police, the police, this is going to make my day worse, so we need the police to work with the health services to make this happen.

191

01:51:11.730 --> 01:51:14.160

John Stover: make it safe for our campus.

192

01:51:16.890 --> 01:51:22.770

John Stover: With a man to have black representation on hiring committees.

193

01:51:26.280 --> 01:51:29.010

John Stover: I myself have been on several hiring committees.

194

01:51:30.630 --> 01:51:35.040

John Stover: I can tell you, I believe, if I wasn't there the black boys when they've been heard.

195

01:51:38.010 --> 01:51:39.720

John Stover: We need black representation.

196

01:51:43.290 --> 01:51:45.030

John Stover: And filing and never least.

197

01:51:46.110 --> 01:52:08.220

John Stover: We can man there be no retaliation, including not but not limited to the loss of jobs threats reprimand change of job duties against the Faculty staff and administrators that support black student Union students black African American students and these demands.

198

01:52:09.990 --> 01:52:11.880

John Stover: That includes email young.

199

01:52:15.930 --> 01:52:17.370

John Stover: emails ate your business.

200

01:52:22.830 --> 01:52:30.720

John Stover: i'm a comeback i'm sorry I had to throw that shade, and it does sandy do that but i'm gonna come back to why we're here today.

201

01:52:31.890 --> 01:52:33.900

John Stover: And should we even be here today.

202

01:52:35.760 --> 01:52:36.810

John Stover: Absolutely not.

203

01:52:38.160 --> 01:52:42.390

John Stover: that's our JC you are 104 years late.

204

01:52:44.100 --> 01:52:44.670

John Stover: you're late.

205

01:52:46.080 --> 01:52:56.910

John Stover: I have spent this last year, going from one committee meeting to another committee meeting hearing filibustering after filibustering after filibustering.

206

01:52:58.320 --> 01:52:59.250

John Stover: And i'm sick of it.

207

01:53:01.050 --> 01:53:03.900

John Stover: And if you guys think I kick that door over the last year.

208

01:53:05.520 --> 01:53:06.930

John Stover: strap on your seat for next year.

209

01:53:08.520 --> 01:53:09.510

John Stover: i'm coming hard.

210

01:53:10.800 --> 01:53:12.480

John Stover: Because we're tired of talking.

211

01:53:13.500 --> 01:53:25.020

John Stover: we're tied to filibustering it's time for actions and the only Task Force i'm going to be on now is actions I want dates.

212

01:53:28.710 --> 01:53:35.340

John Stover: If we're gonna have a Center what day is it going to open at what time and you better have an open when I get there.

213

01:53:36.720 --> 01:53:38.820

John Stover: I want progress.

214

01:53:40.440 --> 01:53:42.720

John Stover: We are tired of talking.

215

01:53:44.070 --> 01:53:44.670

John Stover: Tired.

216

01:53:45.720 --> 01:53:51.870

John Stover: No more committed y'all there's nothing else for us to tell you you've heard our demands.

217

01:53:53.310 --> 01:53:53.580

John Stover: And if.

218

01:53:54.660 --> 01:53:57.840

John Stover: You woke up human so you already know what it is to be human.

219

01:53:59.760 --> 01:54:01.980

John Stover: saw we're asking is it yourself.

220

01:54:06.780 --> 01:54:07.290

John Stover: Thank you.

221

01:54:20.940 --> 01:54:25.320

John Stover: hashtag turn on your human hashtag that's going on a T shirt.

222

01:54:30.570 --> 01:54:32.640

John Stover: All proceeds to be Su Thank you.

223

01:54:33.720 --> 01:54:41.670

John Stover: All right, for those that are tuning in the acidic just wanted to let you know that there was an email that should have gone out, that is a.

224

01:54:42.270 --> 01:54:56.760

John Stover: dashboard that allows you to participate in terms of what you're willing to commit to right, and in light of what Mr Ellis Shay just share with us what what are you willing to commit right after hearing the student boys, what are you willing to commit to.

225

01:55:15.660 --> 01:55:19.080

John Stover: Hello Hello everybody, you have to listen to me speak again.

226

01:55:24.690 --> 01:55:25.920

John Stover: So my statement is short.

227

01:55:27.240 --> 01:55:35.580

John Stover: yeah that's something that I need to say there's something that must be made clear our administration label this day any event.

228

01:55:36.720 --> 01:55:39.030

John Stover: This is not anything.

229

01:55:40.260 --> 01:55:51.630

John Stover: This is an act of resistance it's an act of protest and I need to make that clear labeling this action in event sanitizers our intentions.

230

01:55:53.400 --> 01:56:07.410

John Stover: This blackout is not meant to be fun we're not doing this for a place of joy this blackout is as rj sees by Community members screaming enough is enough.

231

01:56:11.820 --> 01:56:25.920

John Stover: we're doing this from a place of fire exhaustion and frustration with the hopes that this action in many others, will lead us to a place of joy in true inclusion.

232

01:56:26.730 --> 01:56:43.530

John Stover: Speaking for myself, my goal today isn't to say no steps have been made, I don't think anyone here would say that what i'm saying is it's important to set a standard for what qualifies as actual progress we can add.

233

01:56:45.930 --> 01:56:58.080

John Stover: We can add an ethnic studies program we can hire more black full time faculty members, how we could give everybody a Poc member of Sri jcs community of responding but.

234

01:57:00.360 --> 01:57:03.330

John Stover: In all of that will be for nothing.

235

01:57:05.730 --> 01:57:16.260

John Stover: Sorry, I lost all of that will be for nothing if folks in power are still bullying those who aren't embraces language and behavior goes unchecked.

236

01:57:17.010 --> 01:57:28.650

John Stover: If the administration continues his refusal to be transparent around hiring practices, if the loud voices of a few continue to monopolize the conversations.

237

01:57:31.470 --> 01:57:33.480

John Stover: Start Jason remains the same.

238

01:57:34.770 --> 01:57:47.610

John Stover: We are at a crossroads here as far JC is facing a challenge, as well as an opportunity to learn from our mistakes from the mistakes of our nation as a whole and do better.

239

01:57:48.990 --> 01:58:01.800

John Stover: We have an opportunity to be bold join with other colleges that are truly seeking progress and be change leaders, but this will never work without an institutional culture shift.

240

01:58:02.580 --> 01:58:09.630

John Stover: This means policy change embedding trainings developing a practice of restorative justice, just to name a few.

241

01:58:11.070 --> 01:58:24.990

John Stover: I feel it's also important to note to acknowledge, I am not naive i'm 100% aware that there are individuals in our campus community that will never find for anti racism, they love the status quo.

242

01:58:29.310 --> 01:58:39.930

John Stover: Possible 100% curing the disease of racism on answer jaycees campus my hope is herd immunity with enough of us decided.

243

01:58:46.140 --> 01:59:08.760

John Stover: With enough of us deciding to shift our culture, one commitment at a time, as our JC will shift each of us President here today, we have the power to cultivate a better Sri JC, but it will only happen if we hold ourselves in each other and that's our JC accountable.

244

01:59:11.550 --> 01:59:17.340

John Stover: We need to make sure that there's room for folks to make mistakes, learn and refocus.

245

01:59:18.690 --> 01:59:24.450

John Stover: And if each of us can remember that we are in this together, thank you.

246

01:59:37.920 --> 01:59:49.380

John Stover: Good afternoon again everyone and welcome i'm going to try to be brief here my name is George salute them a faculty and the Agriculture Department and i'm one of the co chairs of black.

247

01:59:51.480 --> 01:59:57.090

John Stover: it's hard to follow a you know you know summer, but i'm going to do my best to not put myself to share.

248

01:59:58.950 --> 02:00:00.840

John Stover: This action party.

249

02:00:01.860 --> 02:00:15.240

John Stover: It is not a celebration this workout is to bring attention to how Santa Rosa junior college continues to ignore voices silence us pacify us and refuse to make real change.

250

02:00:17.130 --> 02:00:19.380

John Stover: We are tired of listening sessions.

251

02:00:22.740 --> 02:00:24.180

John Stover: of listening sessions.

252

02:00:28.560 --> 02:00:31.380

John Stover: i've gone to so many listening sessions, and you know.

253

02:00:33.510 --> 02:00:35.340

John Stover: What some of us consider change.

254

02:00:36.780 --> 02:00:39.780

it's not cheap for those of us who've been suffering is football and radius.

255

02:00:43.020 --> 02:00:52.950

John Stover: So your realities of what change is and how much progress we've made it's really just just applies to you, you can generalize that to black bodies on this campus.

256

02:00:56.010 --> 02:01:00.630

John Stover: We have told administration and all the governance buddies on campus.

257

02:01:04.560 --> 02:01:05.400

John Stover: What did he do.

258

02:01:07.230 --> 02:01:09.840

John Stover: On this campus and to have a cultural shift.

259

02:01:12.360 --> 02:01:31.260

John Stover: However, it's a Sri Jesse has impact on a very sophisticated scheme of performative action after action to check boxes and not make real change and to me that's the Mises protecting white supremacy on this campus.

260

02:01:37.110 --> 02:01:39.840

John Stover: psu and black asked for the creation of blackstone.

261

02:01:40.860 --> 02:01:41.430

John Stover: Valley.

262

02:01:43.860 --> 02:01:47.400

John Stover: Administration and our governance, but he said yes in public.

263

02:01:48.510 --> 02:01:55.260

John Stover: And they've been writing about it on your website and telling everybody how great they are doing about this, the only thing is, we don't know about it.

264

02:01:55.950 --> 02:02:10.350

John Stover: And I said it doesn't know about it doesn't know about it doesn't know about it, who are you creating a new stories for somebody to tell me, I need somebody to tell me who is guiding this process of creating.

265

02:02:11.400 --> 02:02:16.200

John Stover: When the people what type of folks on this campus who have the expertise and not being consulted.

266

02:02:21.450 --> 02:02:23.010

John Stover: Does that look like real change to you.

267

02:02:25.080 --> 02:02:26.730

John Stover: Does that look like real change to you.

268

02:02:28.020 --> 02:02:30.570

John Stover: Okay Okay, I thought I was crazy, but I guess you're with me.

269

02:02:34.380 --> 02:02:39.780

John Stover: And let's see I want to bring to your attention is, while other people around the country right.

270

02:02:48.600 --> 02:02:48.960

John Stover: step.

271

02:02:50.490 --> 02:02:51.300

John Stover: And we.

272

02:02:52.860 --> 02:03:02.760

John Stover: want to talk about how we can reform on this campus, so we are the best across the States well leadership refuses to talk about it it's tangible.

273

02:03:04.980 --> 02:03:13.980

John Stover: How can we check if we can talk about this stuff, how can we just say let's examine ourselves, but the mere fact that we can even have a problem is problematic.

274

02:03:15.060 --> 02:03:15.600

John Stover: Are you with me.

275

02:03:18.060 --> 02:03:28.440

John Stover: let's have a conversation I want to talk to the police chief structures and said let's examine your curriculum let's see how we can improve it, if you can't have a lot of stuff about is, you must be hiding something.

276

02:03:30.780 --> 02:03:31.830

John Stover: You must be hiding something.

277

02:03:33.690 --> 02:03:46.920

John Stover: Okay, so as soon as you can imagine, instead of my county who's been harassed by campus police and as our PD right almost the rest of the company, side by side pity for being black.

278

02:03:48.960 --> 02:03:54.540

John Stover: Okay, so when I talk I don't know who i'm talking about Oh well, with you this one change.

279

02:03:55.860 --> 02:04:04.290

John Stover: policies run institutions, we cannot use the policies that oppress people and expecting different results.

280

02:04:09.030 --> 02:04:15.390

John Stover: We got to blow up those policies and write policies that reflect 2021.

281

02:04:16.740 --> 02:04:22.950

John Stover: and support, protect and make all of us here feel safe and protected.

282

02:04:26.670 --> 02:04:30.690

John Stover: If you refuse to let us do that guess who you are you're racist.

283

02:04:32.370 --> 02:04:42.540

John Stover: I got one more for you to resist we're not saying we're gonna we're gonna throw you out well let's have a conversation about your policies if you kind of just took a bunch of policies that you protect in white supremacy your risk.

284

02:04:51.990 --> 02:05:09.450

John Stover: see this while my sister Regina said we've made some progress, what I feel like when the report this things to other people outside agency, I think, is stretching the facts, as we know that Oh, they exaggerating and that doesn't represent who we are.

285

02:05:10.500 --> 02:05:26.100

John Stover: i've read somewhere on the chancellor's office that we built a phenomenal work in terms of ethnic studies, does the police reform, but the funny part is black doesn't know he doesn't know he doesn't know who is doing this work, this report this this really transformative work.

286

02:05:27.180 --> 02:05:31.680

John Stover: Because we don't know somebody told me here can Somebody tell me.

287

02:05:34.770 --> 02:05:35.340

John Stover: I heard it.

288

02:05:36.540 --> 02:05:38.850

John Stover: Can somebody tell me hosting this work because i'm not.

289

02:05:41.850 --> 02:05:44.820

John Stover: amen amen to that okay.

290

02:05:46.200 --> 02:05:56.520

John Stover: So if we need to strike the truth and not willing to open up the door to black folks and Piper folks to have a conversation it feels to me like as I just is only worried.

291

02:05:57.810 --> 02:06:08.730

John Stover: When they have a PR nightmare, so you can combine up we don't want to make real change, the only time to respond like we had last week, when there was a slight does your for potential PR nightmare.

292

02:06:09.300 --> 02:06:15.690

John Stover: Then we started talking about, not a listening session i'm going to any other listening session, you know what to do just do it.

293

02:06:18.480 --> 02:06:26.190

John Stover: i'm not going to do any more testing sessions, you have our demands we've met with people over and over vs your message over and over to something.

294

02:06:26.880 --> 02:06:37.380

John Stover: So we asked do something Okay, but they don't want to have conversations with us, so I encourage all of you today if you're here, make a commitment for what you're going to do.

295

02:06:39.000 --> 02:06:48.240

John Stover: If your friend is oppressing your friend is disrupting the hiring of faculty of color black folks of color oppressing them, are you going to sit by and say nothing.

296

02:06:51.390 --> 02:06:57.360

John Stover: we're going to say well that's the policy we can change it as i've been doing it yeah 404 years, so we can change it.

297

02:06:58.920 --> 02:07:09.180

John Stover: it's not going to see how, no, no, so I want you to challenge the status quo challenge our policies and every one of you should be writing.

298

02:07:09.600 --> 02:07:18.180

John Stover: What your commitment is going to be until all of us get about like someone said, we can have that Community I want to thank you, I want to welcome all of you.

299

02:07:44.310 --> 02:07:45.150

John Stover: what's up y'all.

300

02:07:48.570 --> 02:07:54.450

John Stover: My name is Byron rapes my pronouns he him and his and welcome to the blackout.

301

02:07:57.570 --> 02:08:04.530

John Stover: Some of y'all know me some of y'all don't but you know I got a lot of energy i'm going to try to contain my energy in this in this space.

302

02:08:07.110 --> 02:08:11.280

John Stover: Because my comedy this is short i'm told, so all right i'm doing.

303

02:08:16.140 --> 02:08:19.050

John Stover: What do you want, I mean I see you're here.

304

02:08:20.490 --> 02:08:21.690

John Stover: I see you're listening.

305

02:08:22.890 --> 02:08:23.700

John Stover: What do you want.

306

02:08:26.670 --> 02:08:29.820

John Stover: Here change and I get a man for change.

307

02:08:31.830 --> 02:08:33.390

John Stover: And I get a man for action.

308

02:08:37.500 --> 02:08:39.780

John Stover: We want black lives matter whoo.

309

02:08:41.400 --> 02:08:43.770

John Stover: Thank you amen, so now we want black lives matter.

310

02:08:50.010 --> 02:08:50.880

John Stover: Unfortunately.

311

02:08:52.200 --> 02:08:58.830

John Stover: Many of you watching many of you here will go back to your home.

312

02:09:00.030 --> 02:09:07.200

John Stover: You will say that was a good event, you will was today it's Wednesday, you probably grab some wine.

313

02:09:08.820 --> 02:09:13.470

John Stover: or water, whatever your preferences you'll watch your favorite TV show.

314

02:09:15.090 --> 02:09:19.860

John Stover: you'll go to sleep and you'll wake up and get ready for work tomorrow.

315

02:09:21.720 --> 02:09:32.430

John Stover: that's a normal, you would think process for anyone that's not the process for your black colleagues and your black students.

316

02:09:34.290 --> 02:09:37.110

John Stover: The process looks a little bit different.

317

02:09:38.700 --> 02:09:47.280

John Stover: The process is we're going to leave this place and talk about how, and if we need to look for a new job.

318

02:09:49.290 --> 02:09:59.550

John Stover: Because what all of you and all of us read recognize very clearly is that is not only your policies there's a system in place.

319

02:10:01.350 --> 02:10:03.270

John Stover: what's happening right now.

320

02:10:04.860 --> 02:10:05.820

John Stover: I can call it out.

321

02:10:06.930 --> 02:10:08.190

John Stover: or y'all can call it out.

322

02:10:10.050 --> 02:10:15.570

John Stover: it's the same system that brought us here my ancestors here to this native country.

323

02:10:16.770 --> 02:10:18.090

John Stover: or hundred years ago.

324

02:10:20.250 --> 02:10:21.690

John Stover: Is the same reason why.

325

02:10:22.800 --> 02:10:24.060

John Stover: There was Jim crow.

326

02:10:25.680 --> 02:10:30.840

John Stover: Is the same reason why somebody sat on somebody's neck for nine minutes.

327

02:10:35.550 --> 02:10:43.290

John Stover: there's this there's a reason why black men are scared to be leaders, because they were gunned down Martin Fred Hampton.

328

02:10:46.380 --> 02:10:47.400

John Stover: Malcolm X.

329

02:10:49.080 --> 02:10:52.950

John Stover: That black women were had to leave this country.

330

02:10:54.300 --> 02:10:55.020

John Stover: there's a reason.

331

02:10:57.630 --> 02:11:02.340

John Stover: And so right now in this moment I hope that you all want the same things that we want.

332

02:11:03.630 --> 02:11:07.020

John Stover: So yeah go repeat this i'm actually going to start with I actually wrote that.

333

02:11:09.270 --> 02:11:14.670

John Stover: Is that we want justice so let's say we want justice can you say we want justice.

334

02:11:17.610 --> 02:11:19.290

John Stover: You want student justice.

335

02:11:21.450 --> 02:11:23.610

John Stover: What is the tools, you know justice.

336

02:11:26.670 --> 02:11:28.170

John Stover: Racial justice.

337

02:11:31.050 --> 02:11:31.920

John Stover: Now act on it.

338

02:11:39.540 --> 02:11:56.370

John Stover: Again, my name is Byron reeves I am until your black men living and fighting for social justice, fighting for students that look like me fighting for staff that look like me fighting for faculty that look like me fighting for administrators that look like me.

339

02:11:57.720 --> 02:12:00.000

John Stover: and fighting for those who don't look like me.

340

02:12:02.010 --> 02:12:03.180

John Stover: Now i've been complicit.

341

02:12:04.320 --> 02:12:06.540

John Stover: i've been complicit by being quiet for so long.

342

02:12:08.430 --> 02:12:12.870

John Stover: i've been complicit but not fighting as much as I should have.

343

02:12:14.310 --> 02:12:17.940

John Stover: For not working to tear down structures earlier.

344

02:12:19.020 --> 02:12:23.580

John Stover: From walking and now running on the grounds that we're not fertile.

345

02:12:24.780 --> 02:12:28.320

John Stover: I get paid a visit their money in Santa Rosa we don't pay good money.

346

02:12:32.280 --> 02:12:32.730

John Stover: We do.

347

02:12:37.020 --> 02:12:37.920

John Stover: But were complicit.

348

02:12:39.150 --> 02:12:43.020

John Stover: were complicit because we walk on these fertile grounds on fertile grounds.

349

02:12:45.330 --> 02:12:51.660

John Stover: And we stepped into a system, a higher education was just do disease within equity from the conception.

350

02:12:54.240 --> 02:13:13.920

John Stover: assistant as harm people of color constantly and perpetually assistant that uses concepts like 10 year seniority racial bias testing academic rigor institutional excellent to protect mediocrity, to protect the status quo, to protect racist policies to protect whiteness.

351

02:13:20.880 --> 02:13:31.590

John Stover: And most evidently denied justice denied education denied a pathway to freedom, to those who need it, the most the Community.

352

02:13:37.650 --> 02:13:39.270

John Stover: To protect and denied.

353

02:13:41.040 --> 02:13:46.020

John Stover: To protect and denied say that with me y'all to protect and the nine.

354

02:13:48.900 --> 02:13:51.480

John Stover: That sounds like things that come from policing.

355

02:13:53.940 --> 02:13:58.770

John Stover: That sounds like things that come from people like paid accountability.

356

02:14:00.210 --> 02:14:11.820

John Stover: To protect and deny sounds like the culture of today's that's our JC protecting faulty systems of oppression denying equity and justice, but today, you got the power.

357

02:14:14.790 --> 02:14:15.330

John Stover: today.

358

02:14:17.130 --> 02:14:19.080

John Stover: You have the power cabinet.

359

02:14:20.310 --> 02:14:25.350

John Stover: Today, you have the power Senate, today, you have the power unions.

360

02:14:26.550 --> 02:14:38.850

John Stover: You have the power to take a hands out your pockets get your damn near my neck and use your power to destroy and dismantle colonial oppressive as systems.

361

02:14:47.790 --> 02:14:49.590

John Stover: Not to reform the system.

362

02:14:51.150 --> 02:15:04.530

John Stover: But to rebuild to build to refund and pay forward to Center blackness and equity to policies and spending that no longer protect and deny but free and liberated.

363

02:15:07.080 --> 02:15:09.480

John Stover: I want to preface my last comments by saying is.

364

02:15:10.560 --> 02:15:13.380

John Stover: there's no threats not threatening you at all.

365

02:15:14.700 --> 02:15:17.070

John Stover: But this demonstration this.

366

02:15:19.770 --> 02:15:22.560

John Stover: This blackout was Center in blackness.

367

02:15:24.270 --> 02:15:30.540

John Stover: Like so many movements that a lot of you benefited from there's a lot of you continue to benefit from.

368

02:15:32.820 --> 02:15:34.200

John Stover: Starting with black folks.

369

02:15:36.510 --> 02:15:46.830

John Stover: This is not only for black folks right now is that if you know anything about this country, you know, this country has to find somebody to oppress.

370

02:15:49.320 --> 02:15:55.290

John Stover: That is not black bodies that this system is holding down, it might be part of your identity.

371

02:15:59.280 --> 02:16:07.410

John Stover: This affects your colleagues this affects you this affects your security your career and your legacy.

372

02:16:10.320 --> 02:16:19.950

John Stover: One thing that is clear about America systems, our systems is that some group will always serve as the minority and some group will always facing equities.

373

02:16:20.640 --> 02:16:31.710

John Stover: And as you think about protecting your privilege in his moment, if you don't break your system, this system, you might find yourself on privilege at the bottom.

374

02:16:33.120 --> 02:16:35.370

John Stover: blacking out walking out.

375

02:16:36.840 --> 02:16:38.250

John Stover: You might find yourself.

376

02:16:40.260 --> 02:16:40.710

John Stover: black.

377

02:16:43.200 --> 02:16:44.280

John Stover: We need to start a new.

378

02:16:45.540 --> 02:16:50.700

John Stover: We need to start fresh, we need to be radical unapologetic and intentional.

379

02:16:52.290 --> 02:17:09.360

John Stover: it's clear to me that being radical and unapologetic and intentional about centering blackness centering anti racism and equity is something that not only this leadership can't do that leadership all over to higher education nation king.

380

02:17:13.980 --> 02:17:14.850

John Stover: they're incapable.

381

02:17:15.990 --> 02:17:19.110

John Stover: So here's a commitment I need y'all to me I want y'all to me.

382

02:17:20.430 --> 02:17:24.300

John Stover: it's a little radical I think like 51 years ago is the.

383

02:17:25.320 --> 02:17:26.730

John Stover: start of the academic Senate.

384

02:17:28.050 --> 02:17:30.270

John Stover: What i'm going to say about us 51 years later.

385

02:17:31.470 --> 02:17:36.300

John Stover: here's my commitment here's what I propose here's what black proposes.

386

02:17:37.740 --> 02:17:40.140

John Stover: Student government students.

387

02:17:41.280 --> 02:18:00.330

John Stover: President from the infinity groups on campus appointed faculty from the Senate and US managers appointed members of cabinet and Board of Trustees less formal the lines that will examine make recommendations and have a seat at the table.

388

02:18:01.620 --> 02:18:06.540

John Stover: When he makes decisions around justice diversity equity inclusion.

389

02:18:14.790 --> 02:18:20.970

John Stover: This group of this collection of professionals this collection of equity warriors this collection of culture shifters.

390

02:18:22.530 --> 02:18:23.550

John Stover: will be charged.

391

02:18:24.720 --> 02:18:33.360

John Stover: I looking at local policies and cold reform and decisions around dismantling and building a new as our JC.

392

02:18:34.440 --> 02:18:35.550

John Stover: presents a culture.

393

02:18:36.720 --> 02:18:37.680

John Stover: And idea.

394

02:18:38.700 --> 02:18:47.010

John Stover: And that represents freedom for you me, the young ones and the most important people that we serve our students.

395

02:18:48.990 --> 02:18:50.040

John Stover: I challenge you.

396

02:18:52.020 --> 02:18:59.580

John Stover: I challenge you all and I actually will to commit it's changing the fabric of this conference.

397

02:19:01.320 --> 02:19:04.680

John Stover: couple of weeks ago no other company country.

398

02:19:05.880 --> 02:19:08.490

John Stover: With step one is Dana defend the actions.

399

02:19:10.710 --> 02:19:11.880

John Stover: And I do want to say his name.

400

02:19:13.320 --> 02:19:15.360

John Stover: i'll say Georgia Georgia Florida name.

401

02:19:17.040 --> 02:19:31.710

John Stover: And one officer that was trained by this college that tool at this college decided, he was going to step on his that stand and defend somebody speaking Stefano somebody's neck for nine minutes.

402

02:19:32.520 --> 02:19:38.880

John Stover: So our challenge today is let's be the only college in the nation that creates another shared governance body.

403

02:19:40.170 --> 02:19:43.080

John Stover: rounded and justice and equity.

404

02:19:45.660 --> 02:19:50.760

John Stover: Inclusion diversity by starting to Center blackness Thank you.

405

02:20:16.050 --> 02:20:16.560

man.

406

02:20:19.050 --> 02:20:27.600

John Stover: I just got in like give a couple of moments for that to sink in right like I don't I don't know if y'all heard what he said in a low key tempted to have them come back and repeat.

407

02:20:27.900 --> 02:20:44.760

John Stover: Like what what that demand was like no for row row top Come on, we just gonna have them run it back right like one more time we didn't try to get things right, we need to understand the severity right, we need to understand the pioneering in the forethought, and this is.

408

02:20:47.340 --> 02:20:51.270

John Stover: Again, again, so I come up here and say what I just say i've got.

409

02:20:53.970 --> 02:20:56.580

John Stover: You know, some i'm not doing it.

410

02:20:59.820 --> 02:21:07.710

John Stover: You know what's funny before I go ahead, is that um you know when we have our black comedians, we have to smile through pain all the time.

411

02:21:09.540 --> 02:21:20.790

John Stover: But a lot of our black meetings are decompressing from the races about the experience on campus so while you see us laughing we're not laughing having a good time we're laughing because we finally did this shape we asked you to toe.

412

02:21:24.300 --> 02:21:24.930

John Stover: racecars.

413

02:21:28.230 --> 02:21:30.690

John Stover: So just repeat really quickly.

414

02:21:31.710 --> 02:21:32.910

John Stover: i'm accepting that we jump.

415

02:21:33.960 --> 02:21:41.130

John Stover: or radical drink and we create a shared governance button that includes student government.

416

02:21:42.150 --> 02:21:52.770

John Stover: and students Presidents from all the affinity groups appointed faculty and staff and the Senate and unions managers appointed members of the cabinet.

417

02:21:54.300 --> 02:21:55.980

John Stover: Order trustees and classifies.

418

02:21:57.570 --> 02:22:04.110

John Stover: That we want to form an alliance that we examined and make recommendations and have a seat at the table.

419

02:22:05.610 --> 02:22:16.710

John Stover: We answer and say well as our JC decision makers around justice diversity equity inclusion by starting to Center blackness this group will be charged.

420

02:22:18.420 --> 02:22:20.310

John Stover: On a local on local policies.

421

02:22:21.960 --> 02:22:28.320

John Stover: educational reform with the ethical decisions around dismantling and building a new asr JC.

422

02:22:40.950 --> 02:22:41.340

I think.

423

02:22:43.890 --> 02:22:45.480

John Stover: It gets better every time I think about me.

424

02:22:47.190 --> 02:22:47.610

John Stover: By.

425

02:22:49.290 --> 02:22:55.050

John Stover: My grandma's recipe for banana pudding in each calendar like is good, like that right.

426

02:22:57.510 --> 02:23:16.170

John Stover: When we talked today about commitment right about about thought processes about how we can shift the narrative here on campus for our students and for our faculty and for our staff, we ask that you write down what you were willing to commit to and how's that going.

427

02:23:17.730 --> 02:23:18.690

John Stover: We got thoughts.

428

02:23:21.270 --> 02:23:30.840

John Stover: two pages all right i'm glad to hear it because we finished the year you know, like in our Community, we do a what we call calling response right, so I say yo.

429

02:23:31.740 --> 02:23:40.770

John Stover: And they respond right so i'm gonna be like a yo like what's your commitment and i'm an HR to yell it out right wrong good one two good ones six good ones.

430

02:23:40.980 --> 02:23:49.050

John Stover: We just gonna do it a few times right like there's power in speaking what it is that you believe that you're going to do, and when you say it, I believe you're going to do it.

431

02:23:50.100 --> 02:23:51.360

John Stover: So you ready we're gonna try it.

432

02:23:56.400 --> 02:24:07.080

John Stover: Okay, I think I think this is the strong side over here is, this is a service that this is where we're just gonna let them do you like that this guy just gonna let them do y'all like that.

433

02:24:09.630 --> 02:24:12.390

John Stover: Okay let's let's hear it let's hear it, so we ready.

434

02:24:14.580 --> 02:24:21.240

John Stover: All right, so i'm gonna say hey yo what's your commitment and I want you all to look at your paper, and I want you all to say it out.

435

02:24:21.600 --> 02:24:31.920

John Stover: Right and then real quick before we do this, we do have this I commit to board and like we're not trying to put administrators and leadership on blast but we Loki are so there's a whole board right here for you.

436

02:24:32.160 --> 02:24:40.440

John Stover: where you can write down right once you're committed to doing right and then we're going to almost each other accountable for these statements all right, we ready.

437

02:24:43.410 --> 02:24:45.780

John Stover: hey yo what you committed to.

438

02:24:48.660 --> 02:24:54.960

John Stover: You see, I love I love the energy we don't run it back, though, that now we don't need to pass your energy.

439

02:24:56.520 --> 02:25:04.080

John Stover: let's go alright, are we ready, we will do it again and all right hey yo, what are we committed to.

440

02:25:09.240 --> 02:25:17.190

John Stover: y'all might come in the crowd and like help them out right yes yo your commitments and maybe we can we can get them going Thank you.

441

02:25:18.540 --> 02:25:23.340

John Stover: Yes, speak truth to power, yes, somebody said, be human what else coming out.

442

02:25:24.960 --> 02:25:27.450

John Stover: centering blackness Thank you what else.

443

02:25:28.920 --> 02:25:32.430

John Stover: Accountability I hear listen to black voices what else.

444

02:25:36.030 --> 02:25:40.200

John Stover: Stop abusive meetings let's go I heard somebody over here.

445

02:25:43.470 --> 02:25:44.610

John Stover: Anti racist.

446

02:25:45.690 --> 02:25:47.670

John Stover: pedagogy anti racist pedagogy.

447

02:25:50.100 --> 02:25:56.520

John Stover: policy change that's right let's go i'm gonna need to stand up and scream the shit out let's go let's go.

448

02:25:57.600 --> 02:26:00.450

John Stover: All right, hey yo, what are we committed to.

449

02:26:07.380 --> 02:26:12.210

John Stover: All right now y'all know is bad when the beautiful interpreters right are laughing like.

450

02:26:16.530 --> 02:26:25.230

John Stover: She needs to be loud so that she can be animated so that it conveys to our folks that are watching online right So what are we want to commit to.

451

02:26:30.060 --> 02:26:31.860

John Stover: Making change happen that's right.

452

02:26:34.590 --> 02:26:36.750

John Stover: showing up, yes, showing up.

453

02:26:41.850 --> 02:26:51.930

John Stover: Monitoring police training disrupting yes, yes, thank you, I know that it's difficult being in spaces with you know individuals that that.

454

02:26:53.160 --> 02:27:00.630

John Stover: You believe have the same mindset, as you right and that's not always the case, so thank you for being brave enough to say what your truth is what you're committed.

455

02:27:01.020 --> 02:27:06.810

John Stover: To doing now, the great thing is, if you wrote it down, you can put it on a sticky write your name next to it and we gonna hold you accountable for it.

456

02:27:07.560 --> 02:27:20.460

John Stover: Right so that's like being bold let's do that right let's be bold let's be brave let's be able to really make change here on campus right most movement started in the college community.

457

02:27:21.510 --> 02:27:30.180

John Stover: They started with a group of students are small body and have made changes across the nation like we can do this, but we need y'all became do the room.

458

02:27:31.680 --> 02:27:38.100

John Stover: All right, all right now, I just want to do some more thank yous right because this takes a lot.

459

02:27:38.730 --> 02:27:45.900

John Stover: From the moment that we sent out the blackout notice, I had student life equity and engagement asking us what we needed.

460

02:27:46.440 --> 02:27:54.360

John Stover: To bring this to fruition right we had individuals that were willing to come out and put the stage together and do the tables and chairs and.

461

02:27:54.660 --> 02:28:02.790

John Stover: And was mindful about alignment so young standard in the sun right like we have folks putting in work and we want to say thank you, we appreciate you.

462

02:28:03.300 --> 02:28:12.300

John Stover: To our lovely translators, thank you, we appreciate to every event that we haven't had bs you any black meetings anything that we have had.

463

02:28:12.510 --> 02:28:20.610

John Stover: These individuals have come out and they have done well by us and we thank you, we appreciate you we see you, it means a lot, thank you.

464

02:28:21.420 --> 02:28:30.690

John Stover: For the health care professionals that came out to make sure that no first aid services were needed but we're prepared to offer them, we thank you, we appreciate it.

465

02:28:31.950 --> 02:28:32.550

John Stover: Thank you so.

466

02:28:34.260 --> 02:28:35.910

John Stover: right for the Dr D.

467

02:28:36.930 --> 02:28:50.310

John Stover: resources that were provided and lent to making this happen for those who brought beverages poster boards markers for those that donated for those who said I can't be there, but what can I do we thank you, we see you, we appreciate you.

468

02:28:51.450 --> 02:28:55.020

John Stover: Right Thank you yep just start bringing them up because awesome Thank you.

469

02:28:58.410 --> 02:29:06.630

John Stover: So now, as you all are bringing these up before we wrap up, there are a couple of things, what we are going to do, since this is a commitment.

470

02:29:08.520 --> 02:29:14.040

John Stover: and accountability circle right, it would only be appropriate for us to kind of complete the circle.

471

02:29:18.480 --> 02:29:26.310

John Stover: Right so once everyone is done i'm putting your commitments i'm on the board we're going to ask you to mascot and we just going to do a little brooklyn.

472

02:29:27.120 --> 02:29:36.870

John Stover: my brother byron's going to give a little more information about that, and before he goes, while folks are gathering their things getting ready for this loop, we have a special announcement.

473

02:29:50.070 --> 02:29:50.910

John Stover: Hello again.

474

02:29:52.680 --> 02:30:06.450

John Stover: I just want to just want to say quickly that I appreciate everyone who spoke today I want to say that, sadly, I started JC is sort of a product of our own county.

475

02:30:07.080 --> 02:30:19.230

John Stover: I work in the county a lot and the racism is hard to so i'm asking us our JC to stop being followers let's be leaders, all you guys got here let's be leaders.

476

02:30:20.040 --> 02:30:42.870

John Stover: let's commit make some real commitment that you're going to stand across I ran on the chicken have a advocacy inclusion diversity and equity for autumn Africa to be changes that needs to be numbers, all of you guys need to stay in bringing other people these crowds me to grow.

477

02:30:44.850 --> 02:30:49.350

John Stover: So with that I want to downstairs on may 15 we are having a unit to walk.

478

02:30:50.940 --> 02:30:52.740

John Stover: I said all y'all to be there.

479

02:30:53.760 --> 02:31:13.890

John Stover: you're gonna bring your cousin's your uncle's your neighbors and everyone, you know, because only immunity are we gonna make these changes, so if you are really here to support our black rbs you are black students that show up.

480

02:31:31.980 --> 02:31:40.380

John Stover: Alright john i'm not gonna hold john much longer i'm going to say that working in margin for the unity whoa.

481

02:31:41.880 --> 02:31:43.800

John Stover: Just one last thing as we close.

482

02:31:45.150 --> 02:31:45.630

John Stover: um.

483

02:31:49.080 --> 02:31:51.030

John Stover: I was expecting this to look like PDA day.

484

02:31:54.240 --> 02:31:55.170

John Stover: I was expecting.

485

02:31:56.610 --> 02:32:04.890

John Stover: Like every Sri JC faculty and staff to be either watching virtually safe with the mask on virtually.

486

02:32:05.940 --> 02:32:08.460

John Stover: Or, I spent to that this campus to light up.

487

02:32:10.050 --> 02:32:13.290

John Stover: And while I appreciate y'all here I want you to think about your departments.

488

02:32:14.430 --> 02:32:16.080

John Stover: I want you to think about your service.

489

02:32:17.340 --> 02:32:30.420

John Stover: I want you to think that, who was not engaged, I want you to think about who is not here, and I want you to think about those folks that continue to uphold racist policies.

490

02:32:30.990 --> 02:32:38.430

John Stover: I want you to think about the folks that just don't give a damn because those are the folks in your classroom teaching our Community.

491

02:32:40.470 --> 02:32:58.380

John Stover: i'ma say that one more time, those are the folks in the classroom teaching our students serving our students, we have to make s rj see so equity minded that if you are uncomfortable, then you will leave.

492

02:33:04.590 --> 02:33:16.320

John Stover: We have to make star JC so uncomfortable for folks that are not trying to be equity minded that are so this this anti racist movement that they quit.

493

02:33:23.280 --> 02:33:24.630

John Stover: They say me on that one.

494

02:33:26.670 --> 02:33:28.530

John Stover: who's gonna be the email chain about that.

495

02:33:31.470 --> 02:33:32.490

John Stover: make him quit.

496

02:33:33.750 --> 02:33:34.380

John Stover: Because.

497

02:33:35.670 --> 02:33:36.720

John Stover: I don't want to leave.

498

02:33:37.920 --> 02:33:38.970

John Stover: They don't want to leave.

499

02:33:40.620 --> 02:33:55.380

John Stover: But I promise you, and this is not a threat, who, that is, a person of color or person that fills or press will continue to stay in the system around people that continue so President that sounds like slavery to me.

500

02:33:58.680 --> 02:34:02.760

John Stover: So if you are watching this on a recorded.

501

02:34:03.840 --> 02:34:08.670

John Stover: So some people are going to watch it right they don't watch it oh oh oh oh oh.

502

02:34:12.060 --> 02:34:13.830

John Stover: If you don't like what i'm saying wait.

503

02:34:19.110 --> 02:34:32.610

John Stover: If you don't like serving students from different backgrounds, if you like, serving students who are sleeping in their cars just waking up to do their homework early that's coming here to school to get the wi fi.

504

02:34:35.430 --> 02:34:43.830

John Stover: If you can't be in your classroom tell the students about lps in the student success team and then Dr D services.

505

02:34:45.360 --> 02:34:49.620

John Stover: If you just want to teach your classes or serve your students.

506

02:34:51.090 --> 02:34:54.810

John Stover: and go home that's not what a Community colleges grounded on.

507

02:34:56.220 --> 02:34:58.170

John Stover: And that's not what we're changing into right now.

508

02:34:59.370 --> 02:35:03.270

John Stover: So I challenge you all to commit sounds of my brother brandon.

509

02:35:05.580 --> 02:35:10.020

John Stover: I challenge on it could be two weeks weeding out people.

510

02:35:11.520 --> 02:35:12.420

John Stover: policies.

511

02:35:14.400 --> 02:35:25.980

John Stover: In anything that's going to get in the way of inclusive and adjust his base college that frees everyone, thank you, thank y'all have a good day.

512

02:35:33.060 --> 02:35:34.620

John Stover: swear to keep thinking i'm done.

513

02:35:35.790 --> 02:35:37.770

John Stover: Can we have our being Jane come up.

514

02:35:39.450 --> 02:35:41.490

John Stover: games are paying attention.

515

02:35:43.980 --> 02:35:44.910

John Stover: paying attention.

516

02:35:47.310 --> 02:35:47.880

John Stover: job.

517

02:35:49.440 --> 02:35:57.690

John Stover: Your right hand because our VP just committed to 1000 out of that 10,000 I just depend, the man.

518

02:36:00.780 --> 02:36:02.130

John Stover: Is my thing.

519

02:36:04.950 --> 02:36:11.850

John Stover: to throw down it's a throwdown We only need nine more people and we got that budget, and if we have I see.

520

02:36:23.070 --> 02:36:24.210

John Stover: You can do a part of.

521

02:36:25.890 --> 02:36:26.640

John Stover: What we see.

522

02:36:28.320 --> 02:36:30.300

John Stover: Here we got five here.

523

02:37:02.520 --> 02:37:02.910

John Stover: We are.

524

02:37:13.320 --> 02:37:13.980

John Stover: committed to that.

525

02:37:15.870 --> 02:37:18.180

John Stover: Now that's all i'm in contract.

526

02:37:19.950 --> 02:37:22.740

John Stover: i'm being schooled here, so we will come after you.

527

02:37:24.660 --> 02:37:25.830

John Stover: We pay cash.

528

02:37:27.660 --> 02:37:29.370

John Stover: don't come up here with food stamps please.

529

02:37:34.800 --> 02:37:37.470

John Stover: I think this is the last time I must speak I love you.

530

02:37:41.910 --> 02:37:47.160

John Stover: Okay, what a rich in literally we're out you guys Thank you all for coming We appreciate.

531

02:37:48.690 --> 02:37:54.210

John Stover: When when you're right we take one in thousands guys we take hundred.

532

02:38:03.780 --> 02:38:07.380

John Stover: 10,000 but we was just joking, we really meant 100 let's bring your.

533

02:38:14.100 --> 02:38:16.770

John Stover: Car you don't want a House want to give away.

534

02:38:18.060 --> 02:38:18.390

John Stover: Good.

535

02:38:22.350 --> 02:38:28.170

John Stover: Listen y'all keep playing we don't have a whole new JC delish a new buildings, all the way around, I think.

536

02:38:29.190 --> 02:38:30.510

John Stover: Dr Lu.

537

02:38:31.620 --> 02:38:37.680

John Stover: I want those same students, I have everything I need everything I want.

538

02:38:39.750 --> 02:38:43.260

John Stover: my life I take it, you and my dad taught me to keep filming.

539

02:38:48.390 --> 02:38:51.900

John Stover: And with that we really going to close you all, thank you for coming out.

540

02:38:52.350 --> 02:39:05.790

John Stover: Please be mindful to pick up your trash if you have recyclables there are some appropriate sorting bins right there definitely forgot to mention guy in grounds facilities, we want to say thank you, they also made this happen.

541

02:39:06.720 --> 02:39:19.710

John Stover: Right, one of the most under appreciated undervalued populations on campus the ones that make everything go around at the JC community, so thank you, we appreciate you we see y'all.

542

02:39:20.460 --> 02:39:25.260

John Stover: Thank you and thank you for coming out will be around for a few minutes but um we don't want to talk to them welcome.

543

02:39:27.660 --> 02:39:31.260

John Stover: i'm kidding we'll talk, but for a very short time, thank you all.

544

02:39:33.810 --> 02:39:35.310

Thank you, thank you.

545

02:40:18.450 --> 02:40:18.930

trying to do.

546

02:40:47.340 --> 02:40:48.330

John Stover: hi this is.

547

02:40:49.410 --> 02:40:53.970

John Stover: This is john stover Executive Secretary no you can't hear me.

548

02:40:55.350 --> 02:40:56.640

John Stover: hold on okay hold on.

549

02:40:57.060 --> 02:40:58.860

Julie Thompson: john john I can hear you.

550

02:40:59.130 --> 02:40:59.640
know.

551
02:41:01.110 --> 02:41:01.410
Julie Thompson: I.

552
02:41:02.610 --> 02:41:04.350
John Stover: will feed i'm.

553
02:41:05.460 --> 02:41:08.130
John Stover: i'm going to turn it over to you if that's okay.

554
02:41:10.140 --> 02:41:11.880
Julie Thompson: it's okay and.

555
02:41:14.130 --> 02:41:19.650
Julie Thompson: I have, I really thought they would go for hours and hours and.

556
02:41:21.690 --> 02:41:23.460
Julie Thompson: So i'm.

557
02:41:25.710 --> 02:41:34.980
Julie Thompson: I am thinking that our plan was to give our meeting time over to the to the protest and.

558
02:41:37.650 --> 02:42:00.900
Julie Thompson: Maybe we should adjourn the meeting, and we can all sit with and reflect on what we heard today and and then come back ready to do good work i'm in two weeks, and then next year every two weeks, continue to do good work and and be the Senate that they need is to be.

559
02:42:02.070 --> 02:42:02.700
So.

560
02:42:04.020 --> 02:42:07.950
Julie Thompson: I will, if there's no objection, I will adjourn the meeting, then.

561

02:42:10.020 --> 02:42:10.620

Okay.

562

02:42:11.640 --> 02:42:12.240

Julie Thompson: i'm.

563

02:42:14.130 --> 02:42:18.060

Julie Thompson: Hearing no objection meeting is adjourned, thank you.