

Academic Senate Spring 2025 Officer Elections:

Candidate Statement

Nick Perrone, Equity Advocate



Dear fellow senators,

I am writing to ask for your support in my nomination to serve as the Equity Advocate on the Academic Senate Executive Committee. Before I outline my qualifications for this position, I would like to address my positionality as a white, cisgendered male. While the optics of someone like me serving as the Equity Advocate invites questions about intent and understanding, I want to assure my fellow senators and the broader campus community that I believe that it is both a moral and professional obligation for those of us who are least affected by racism, inequity, and marginalization to serve in positions that advocate for and alongside those who have historically borne the brunt of such injustices.

When we put equity into action, we often ask people of color to lead the charge. This creates the conundrum of asking our colleagues who are already exposed to institutional racism here on campus and in our community, to take on the extra work of exposing, explaining, and correcting racism, sexism, and discrimination. I believe that we are at an inflection point here on campus where the responsibility for correcting these historical injustices should no longer fall on those most affected by it. Those of us who recognize our own privilege should redouble our efforts to ameliorate the burden of equity work. It is in this spirit that I am asking for your support.

As the Equity Advocate, I aim to bring my experience of serving on the IDEAA Taskforce and the Guided Pathways Workgroup into ASEC. Both initiatives are deeply informed by data from IERP and the recent National Assessment of Collegiate Campus Climates conducted last year. Guided Pathways and the IDEAA Taskforce are charged with addressing equity gaps and supporting disproportionately impacted students, faculty, and staff. I believe it is important that the Academic Senate is informed of and works alongside these initiatives to ensure that our shared goals are realized within the framework of IDEAA.

Finally, my education in US History allows me to approach issues that we currently face with a historical context that I believe is particularly informative. Understanding the long and winding path towards the imperfect society that we currently operate within, has enabled me to empathize with historically marginalized groups in important and meaningful ways. It was my education of the tortured history of this country that has led me to engage with equity work. I have attended the Umoja Summer Learning Institute and teach Umoja supported sections to better serve our African American students in my classes. I have been a member of the

Lanzamiento program, teaching multiple sections supported by the initiative every semester since its inception. I will be teaching at the Juvenal Hall in the fall semester as part of the IGNITE program to help educate and elevate our incarcerated youth in Sonoma County. These are a few of the ways that I have sought to put equity work into action, and I see my role as the Equity Advocate in the Academic Senate as part of my evolution in this space. Thank you for the opportunity to serve.