***Dear Board of Trustees and Community,***

The De Anza Latinx Association (DALA), a staff, faculty and administrators association stands in solidarity with our African American students, faculty, staff, and the Black community at large. The recent police violence, hate crimes, and vitriol against members of the Black community––**George Floyd, Breonna Taylor, Nina Pop, D’Andre Campbell, Tony McDade, Regis Korchinski-Paquet, Ahmaud Arbery, Christian Cooper**, and many others who we simply are not aware of––has been a visceral kick in the gut, a felt stab in the heart, bringing into stark relief the reality of the ongoing terror and racism that has been with us for hundreds of years. We wrestle with our own rage and anguish as we grieve the loss of untold innocent lives within the Black community; these are our brothers and sisters–our relatives.

These tragedies come during an unprecedented pandemic that, once again, because of systemic racism disproportionately affects the lives of African Americans; a community that has suffered unemployment, illness and death at a higher rate than white communities.

This must change.  Systems that create and uphold racist impacts must be dismantled.  We must each do our part, individually and more importantly collectively, to dismantle exploitive and unjust laws, policies, and practices.  We, of DALA, commit to doing our work to question and root out anti-Blackness both within our own individual consciousness, within the Latinx community, and anywhere that we see it manifest.  We acknowledge that we have all been infected by the virus of racism and anti-Blackness and that we must always be vigilant against the ways in which we have all internalized harmful racial attitudes, sentiments and practices. While this work is just and moral, it is also the work of cleansing and healing needed to liberate and reclaim our own humanity as we free ourselves from this yoke of internalized oppression.

In pain and in grief, we stand in solidarity with the Black community and all our relations ready to do our part in the difficult work of systemic transformation toward a truly just and loving world; a world where Black lives will always matter and be held as precious by everyone.

To accomplish the work of such badly needed systemic transformation, the De Anza Latinx Association calls for the Foothill-De Anza Community College District to strengthen the equity commitment and direct the colleges to engage in humanizing education and anti-racism education institutionally, in curriculum and in services. Specifically we ask that the board supports De Anza College to fully fund the UMOJA program including a full-time tenure-track Coordinator/Counselor position.

In Solidarity,

De Anza Latinx Association