

10:35:20 From nack@callutheran.edu : Personally committed to investing in policy improvements re. effective consequences unacceptable behaviors in students/faculty/staff/admin and also in how New Student Orientation and First-year Seminar can become explicitly antiracist, focused on intersectionality of power & privilege dynamics that perpetuate inequities, bias, and marginalization

10:35:21 From Rahuldeep Gill : call it Dental studies

10:35:35 From Rahuldeep Gill : there are no non-racists

10:35:42 From Rahuldeep Gill : there are racists and anti racists

10:35:48 Rahuldeep!

From Paloma Vargas : yes to Desta and JoGO and Edgar and Sheridan and

10:35:48 From Jonathan Gonzales : Yes, Desta!

10:35:48 From Rahuldeep Gill : pick a side

10:35:59 From Paloma Vargas : All of you

10:36:03 From Lorraine Purmort : Dr. Gill you are correct!

10:36:28 From Edgar Aguirre : Make these codes of conducts clear as we accept our students, spell out if they are found to be in violation of this policy, you are OUT, no refunds.

10:36:59 From Rahuldeep Gill : I mean BLACKface

10:37:03 From Rahuldeep Gill : the N word

10:37:05 From Edgar Aguirre : I know there is pressure on our admissions team to recruit as many students as we can, but we also need to maintain a consistent message about the standards that this institution will no longer tolerate.

10:37:09 From Rahuldeep Gill : carved into places

10:37:17 From Michael Gagliardo : Thank you Rahuldeep, Paloma and everyone else who is vocal. I'm listening and learning from you all.

10:37:21 From Rahuldeep Gill : faculty using n word in class

10:37:46 From Lana Clark : amen, Edgar

10:38:04 From Yvonne Wilber : Desta I had a hard time with our first question this morning...what do I like about the community? Well, y'all who are here... but the idea of "community" and "family" is fraught with all sorts of problems.

10:38:05 held to the same high standards.

From Edgar Aguirre : faculty using "n" word in class must be held accountable, and be10:38:06 From Rahuldeep Gill : I mean yo ... come on y'all? where you at on this? I'm not talking about this chat. I'm talking about standing with us EVERY DAY

10:38:30 From Mahmoud Salimi : Agreed Rahuldeep.

10:38:38 From Rahuldeep Gill : I see you Mahmoud

10:38:39 student body

From Jonathan Gonzales : I hope our staff can one day reflect the diversity of our

10:38:51 From Nicole Gonzales : Well when your Center for Cultural Engagement and Inclusion fits 11 people and your budget is sad..... just saying that is pretty telling

10:38:52 do speak up

From Paloma Vargas : And let's talk about the retaliation that we experience when we

10:39:21 From Yvonne Wilber : That sucks Paloma

10:39:22 From Rahuldeep Gill : how many ppl does the Gallegly center fit?

10:39:23 From Sergio Galvez : Racists and Anti-Racists, that is an uncomfortable truth for some...thanks for bringing that up Brother Gill!

10:39:30 From Paloma Vargas : 100% @Nicole. We want the grants and the money that comes with a diverse student body but we dont want to put it where needs to go

10:39:33 well. University wide.

From Mahmoud Salimi : This conversation should be raised in faculty and staff level as

10:39:40 From Rahuldeep Gill : we got to pick sides Sergio

10:39:48 From Jonathan Gonzales : YAS Nicole!

10:39:49 From Yvonne Wilber : Oh, Rahuldeep... that's the place to start the fire

10:39:49 From Rahuldeep Gill : it feels like a war

10:40:08 From Sergio Galvez : I know what side I'm on...I got your six

10:40:11 From Rahuldeep Gill : let's occupy the gallegly center

10:40:11 From Paloma Vargas : Let's take the name off that damn thing and turn it into the CCEI

10:40:23 From Paloma Vargas : At Rahuldeep you are my soul

10:40:25 From Rahuldeep Gill : occuPy Gallegly

10:40:29 From Ombudsman CLU : For those that are feeling uncomfortable right now. That is good, breath into it. We that have been comfortable need to push in discomfort to learn and grow.

10:40:29 From Paloma Vargas : *you are in my soul

10:40:31 From Kirsi Stjerna : a reality check. we don't always "hear" these emotions to Berkeley where we are rolling up our sleeves trying to do the work needed, hungry for more working together and learning more

10:40:31 From Paloma Vargas : Not my soul

10:40:34 From Yvonne Wilber : YESSS10:40:38 From Gail Uellendahl : Yes All- We need to make all of this explicit in our recruitment documents, campus visits, student conduct expectations, faculty/staff searches, etc. etc. and consequences and our actions. We are all responsible to call people out, especially those of us who hold privilege at many levels.

10:40:58 From Ryan Kolter : Our anti-racist education need to go beyond preventing/appropriately responding to outwardly, racially prejudiced actions... to also encompass educating our community about racist systems, white dominant social structures and the way all white people benefit, many white people are complicit, and POC are historically and currently disadvantaged as a result—in culture, in fictional media representations, in our economy, in our housing, etc.

10:41:02 From Sean Kreycik : @Rahuldeep yes, yes, yes!!! I'm with you

10:41:16 From Rahuldeep Gill : OCCUPY GALLEGLY

10:41:19 From Jennifer Lugo : @Rahuldeep #occupyGallegly
 10:41:25 From Rahuldeep Gill : when it's safe to do so
 " # \$ & ' "
 10:41:44 From Rahuldeep Gill : #occupygallegly
 10:41:50 From Benjamin Hagerman : "and the way all white people benefit"
 10:41:58 From Paloma Vargas : socially distanced occupation
 10:42:00 From Jonathan Gonzales : The Gallegly Center needs to be repurposed
 10:42:03 From Yvonne Wilber : #occupygallegly
 10:42:23 From Jonathan Gonzales : A museum to farm workers, maybe?
 10:42:27 training for faculty/staff.
 From Gail Uellendahl : Yes Ryan! This call for full curriculum overhauls. It also requires
 10:42:28 From Paloma Vargas : JoGo, you're so nice capitalizing this
 10:42:42 From Paloma Vargas : FYS is a place to start with staff included!
 10:42:47 library with their children
 From Yvonne Wilber : When it's safe...turn it into a place where parents can work in the
 10:42:49 From Paloma Vargas : And paid for their work
 10:43:24 From Paloma Vargas : i'm thinking gallegly center occupied to a new equity center
 10:43:27 From Jonathan Gonzales : I like these ideas
 10:44:11 From Rahuldeep Gill : PREACH SEAN!!
 10:44:14 From Lacey Davidson she/her/hers : YES!
 10:44:21 From Rahuldeep Gill : we graduate white nationalists
 10:44:25 From Bethany Simmons : I have been wondering where do students, staff, faculty go on campus for help/support/enforcement of justice when they experience racism, discrimination, micro/macro aggressions in the classroom, on campus, with colleagues? Is there a space or can one be created other than the Ombudsman to advocate, support and create a community of unity to stand behind those who are being mistreated and to advocate and fight for them on this campus?

10:44:25 From Rahuldeep Gill : we know that
 10:44:36 From Desta Goehner | she : @yvonne Wilbur: I think in his question to us about what we appreciate about this community, Dr. Harper was asking us to start from a place of gratitude. That's a good way to get us onto the same page. I hear your problems with it...all too often we lift up community and family as places that aren't truth tellers or places/people that do hard work together. I think there is enough of us here that want to do this work. We can be a force.
 10:44:43 From Rahuldeep Gill : where do they go? to their therapist and cry
 10:44:47 From Sergio Galvez : Renaming and repurposing that space to be a true center for diversity and inclusion would send a clear message.
 10:44:54 From Paloma Vargas : @Bethany... the system doesn't exist
 10:44:58 From Rahuldeep Gill : let's do it Sergio
 10:45:01 From Rahuldeep Gill : I'm in there
 10:45:10 From Tania Isneq : Middle Easterns too!!!
 10:45:11 Equality and Justice?
 From Bethany Simmons : can we create one? Can we do it through the Center for
 10:45:27 From Jaime Faucher : Agreed, Paloma. Staff were once involved in FYS, but were not compensated for their work as Admin Mentors. Faculty, on the other hand, receive compensation for teaching the seminar.
 10:45:27 From Yvonne Wilber : Maybe we just go in and box everything up and ship it to Elton.
 10:45:32 From Rahuldeep Gill : I'd rather nap, Bethany, but someone can
 10:45:43 consequences
 From Paloma Vargas : We can. But the CEJ doesn't have the teeth do work on
 10:45:54 From Rahuldeep Gill : no let's go use Elton's nice stuff
 10:45:58 From Bethany Simmons : @Rahuldeep I can understand that
 10:46:03 From Robyn Ballard : My Latino daughter is starting as a freshman in the fall and we have already started talking about the changes her generation can make. she received an email from Paloma and was thrilled! (Thanks Paloma !)
 10:46:04 this all the time can set it up
 From Paloma Vargas : someone other than the people of color who have to deal with
 10:46:07 From Rahuldeep Gill : I know you do Bethany
 10:46:08 From Yvonne Wilber : It's not nice. It's 80's
 10:46:20 From Paloma Vargas : You're welcome Robyn
 10:46:21 From Rahuldeep Gill : 80s is my jam
 10:46:27 From nack@callutheran.edu : Dr. Harper: several/many of my colleagues and I explicitly teach about what you are advocating for -- but our courses are not required in our Gen Ed/CORE 21 requirements (e.g., Sociology, Criminal Justice, Political Science, Ethnic Studies, Gender Studies, and many others which are NOT required for graduation)
 10:46:46 From Rahuldeep Gill : we just need a boom box in there Yvonne playing PE10:47:37 From Bethany Simmons : I'm game and you are 100% right Paloma and Rahuldeep and there needs to be action and resources not just lip service
 10:47:56 From Kate Hoffmann : We can't add any more expectations to our existing folks working for equity— our existing people have been working to exhaustion and they haven't got the power to make these changes, or everything would have already changed. They are maxed out.
 10:48:11 From Rahuldeep Gill : btw anybody notice WE ARE RUNNING THIS CHAT
 10:48:19 From Rahuldeep Gill : we are standing up
 10:48:31 From Rahuldeep Gill : they are going to have to be ready when we are back on campus
 10:48:32 From Yvonne Wilber : Dr. G is on point
 10:48:42 with you

From Daniel Salyers : I love it, and I'm learning from you all in here. Keep it going! I am

10:48:45 From Yvonne Wilber : I mean Alonzo!

10:49:13 Faculty of Color to do the work.

From Jamie Banker : Yes Kate! I agree. We all need to do the work. It should not fall on

10:49:16 from Woodland Hills to Berkeley

From Rahuldeep Gill : cuz we are running this and we gonna keep running it all the way

10:49:21 From Dr. Julia Fogg : Nancy--thank you for your comments--I too talk with my students about white privilege and the intersections of our privilege and racial identities in all my religion courses. (I'm white)

10:49:21 From Paloma Vargas : @Kate, like @rahuldeep, I also need a nap

10:49:24 From Rahuldeep Gill : we run this place

10:49:24 faculty

From Lana Clark : Thank you, Nancy. We need to protect our non-tenured and adjunct

10:49:35 From Rahuldeep Gill : they can't do anything with out us

10:49:39 From Nicole Gonzales : Thanks, Katie. Yes, I am maxed out but I should remain in the conversations. Too many times POC are completely left out of the convo because they are maxed out. THIS IS NOT OKAY.]

10:49:40 From Rahuldeep Gill : we run this place

10:49:40 From handerson@callutheran.edu : Thank you, Nancy!

10:49:49 From Desta Goehner | she : Suggestion: Hard to listen to Dr. Harper and read the chat box? Hit the three little dots to the right of this chat box and save the chat so you can go back to read it later and see what the POC are saying, suggesting and plan our action steps. #WhiteFolkWork

10:49:53 From Paloma Vargas : Yes, if you're white and you talk bout race/equity in class students are cool with it. If faculty of color doit... we're pushing an agenda

10:50:08 From Rahuldeep Gill : thank you Desta we need 50 of you

10:50:23 From Gail Uellendahl : Paloma,

10:50:27 From Rahuldeep Gill : who else is white and Gonna show up to organize white ppl?

10:50:27 From Dan Tillapaugh : Indeed, Paloma.

10:50:40 From Rahuldeep Gill : i want names

10:50:40 From Paloma Vargas : we do need 50 more destas

10:50:41 From Yvonne Wilber : I'm in.

10:50:44 From Paloma Vargas : And I want names too

10:50:47 From Brian Collins : I'm there Rahuldeep

10:50:49 From Diana Fielding : I'll see you there

10:50:58 From Dan Tillapaugh : I'm in too.

10:50:59 regular

From Paloma Vargas : and it better not be the same white faculty taht show up on the

10:51:02 From Christina Hanna (she/her/hers) : Thank you Nancy for speaking up, talking to that student, and sharing your experience with your dean. That's important for us to hear.

10:51:02 From Paloma Vargas : regular*

10:51:03 From Aaron Heresco : I'm in

10:51:04 From Robert Dull : me

10:51:06 From Colleen Windham-Hughes : I'm in

10:51:09 From Bethany Simmons : I'm in Rahualdeep

10:51:10 From Paloma Vargas : Nancy that was amazing, thank you

10:51:16 From Dr. Julia Fogg : I'm here.

10:51:16 From Kate Hoffmann : I'm in.

10:51:17 From Jason Kingsbury : you can count me in too

10:51:19 From Lacey Davidson she/her/hers : Yes to organizing!

10:51:21 stop

From nack@callutheran.edu : Rahuldeep: Been showing up since '03 - can't stop, won't

10:51:23 From Daniel Salyers : I'm in

10:51:24 From Jennifer Twyford : I'm in

10:51:25 From Leslie Felding : I am in - all the way

10:51:28 From Mary Oksala : I'm in

10:51:29 From Alexa Brand (she/her) : Remember to keep in intersectionality in mind as well! Some of our students & staff have multiple vulnerable identities that are oppressed.

10:51:34 From Gerhard Apfelthaler : @chris and @paloma - thanks. I understand the complexity of R0 and that it becomes more reliable the more specific the population, which triggers my next question - is there an R0 for Ventura County?

10:51:36 From Timothy Weaver : I'm in