

From: [President Bynum](#)
Subject: Update on LBCC's Framework for Reconciliation
Date: Wednesday, January 27, 2021 11:55:28 AM



LONG BEACH COMMUNITY COLLEGE DISTRICT

MEMORANDUM

OFFICE OF THE SUPERINTENDENT-PRESIDENT

DATE: January 27, 2021
TO: Colleagues
FROM: Lou Anne Bynum, Interim Superintendent-President
SUBJECT: Update on LBCC's Framework for Reconciliation

In June 2020, the LBCCD Board of Trustees passed a resolution to embark upon the [Framework for Reconciliation in Support of the Black Community](#). As we begin 2021, I would like to give you an update on the status of the Framework's four steps:

1. Acknowledging the existence and long-standing impacts of systemic racism in Long Beach and the country.
2. Listening to accounts and experiences of racial injustice, inequity, or harm of community members.
3. Convening stakeholders to evaluate the feedback from the listening process and shape policy, budgetary, charter, and programmatic reform ideas.
4. Catalyzing action, presenting immediate short-term, medium-term, and long-term recommendations for the City Council's consideration.

Step #1: The District began the work of acknowledging the existence and long-standing impacts of systemic racism with the adoption of the Board resolution in June and at college-wide events such as College Day in August, which had the theme of "Our Time is Now: Building Pathways to Full Equity and Inclusion" and featured the authors of *Minding the Obligation Gap in Community Colleges and Beyond: Theory and Practice in Achieving Educational Equity* as keynote speakers. We continue to seek opportunities to acknowledge racism as part of our process to embrace and enact anti-racism at LBCC.

Step #2: We engaged the California Conference for Equality and Justice—a well-respected community organization based in Long Beach—to facilitate three separate Listening Sessions for faculty, staff, and students in October and November 2020. CCEJ also provided trainings to the Board of Trustees, the executive team, and members of the management team this past fall. The

objectives of the work with CCEJ were as follows:

- Share meaningful experiences with racism and racial justice within the LBCC community
- Build connections with others who share a racial identity
- Practice building intentional culture where discussion and reflection of racial identities, racism and racial justice occur routinely and honestly

I would like to thank all of you who participated in the Listening Sessions and bravely shared your experiences at LBCC. Although the Listening Session participants' names remain confidential, please know how much we appreciate and respect you. In December 2020, CCEJ shared high-level themes and recommendations from the Listening Sessions with the executive team, which will inform how we move forward.

I also re-convened the President's Task Force on Race, Equity, and Inclusion in November to share updates on the Framework and hear their suggestions and recommendations. I plan to continue to engage the Task Force volunteers as we continue this significant campus-wide initiative.

Steps #3 and #4: This Spring, we are planning on meeting again with the President's Task Force and President's Leadership Council to engage this diverse group in evaluating the feedback from the listening process (step #3) as well as from the climate surveys administered last year, and beginning conversations about how to catalyze action (step #4). We are also planning to provide a presentation to the Board of Trustees at an upcoming public meeting. Additionally, I am excited to announce that I will be establishing four President's Advisory Councils—African American/Black, Asian American/Pacific Islander/Desi (APID), Latinx, and LGBTQIA+. More information and an invitation to participate will be coming soon.

It's important that we are transparent and honest so that we can build the trust needed to fulfill the Framework for Reconciliation. I am committed to making it a priority and am grateful for the passion and commitment that so many of you have demonstrated so far. I welcome your input and look forward to continuing the work in 2021.

Sincerely,

Lou Anne