

Tuesday, October 18, 2016, 3:00-5:00pm, Goodwin Forum (NHE 102)

Chair Julie Alderson called the meeting to order at 3:03pm on Tuesday, October 18, 2016 Goodwin Forum, Nelson Hall East, Room 102; a quorum was present.

**Members Present**

Alderson, Avitia, Blake, Camann, Creadon, Dunk, Enyedi, Eschker, Flynn, Guillen, Le, Maguire, K. Malloy, Meyer, Oliver, O'Neill, Ortega, Pence, Platt, Rizzardi, Sadeghzadeh, Thobaben, Virnoche, Wilson, Wrenn

**Members Absent**

Abell, Frye, Karadjova, Lopes, N. Malloy, Rossbacher

**Guests**

Brianna Allen, Sarah Bacio, Tiwana Barnes, Ramona Bell, Corliss, Bennett, Lisa Castellino, Maria Corral-Ribordy, Lori Cortez-Regan, Ravin Craig, Alex Gradine, Mary Hackett, Alex Hwu, John Johnson, Susan Marshall, Tina Sampay, Barbara Singleton, Ronnie Swartz, Radha Webley, Noah Zerbe, numerous other students, staff and faculty

**Announcement of Proxies**

Thobaben for Abell, Maxwell Schnurer for Frye, K. Malloy for N. Malloy

**Approval of and Adoption of Agenda**

M/S (Flynn/Ortega) to approve the agenda  
Motion carried unanimously

**Approval of Minutes from the October 4, 2016 Meeting**

M/S (Flynn/Dunk) to approve the Minutes of the October 4, 2016 meeting  
Motion carried unanimously

**Reports, Announcements and Communications of the Chair**

Written Report Attached

**Reports of Standing Committees, Statewide Senators, and Ex-officio Members**

**Academic Policies:**

- APC continues their review and discussion of the eLearning Quality Policy

**Faculty Affairs:**

- Written Report Attached

George Wrenn recognized the list of concerns and questions provided to Senators in response to his FAC written report for Senate. George noted that he will share the list with FAC members

and reply after he has had the opportunity to consult with them; the list of concerns and questions is attached.

**University Policies:**

- A draft policy on University policies is currently being vetted and will be coming soon to Senate for consideration
- The committee is in communications about the formation of an IT Advisory Committee

**University Resources and Planning:**

- Written Report Attached

**Academic Senate CSU Statewide Senate:**

- Senator Creadon shares that a revised version of EO1071 was sent to the CO; she will report when an update is received

**TIME CERTAIN: 3:15-3:30 PM - Open Forum for the Campus Community**

Faculty member Maria Corral-Ribordy paraphrased a letter that she wrote to President Rossbacher; a copy of Maria's letter is attached.

Brianna Allen spoke to the October 4, 2016 letter that President Rossbacher sent to the campus community titled, *Standing Together for an Inclusive Community*. Brianna shared why she felt the letter was problematic and expressed her satisfaction in knowing that others are also speaking up and trying to make a difference.

Student Barbara Singleton read a prepared statement; a copy of Barbara's statement is attached.

Faculty member Lori Cortez-Regan shared instances of racism and microaggressions that she has faced during the sixteen years of living in Humboldt County; a copy of Lori's statement is attached.

Student Michelle Palafox shared the details of an incident at the library in Arcata where she was bullied and harassed and feared for her safety. She sought help and reported the incident to the APD but the officer's indifferent attitude and lack of effort to address the aggressor left her feeling upset, frustrated and not safe. She stated that she feels threatened and unsafe living here.

Student Graciela Chipres, a senior majoring in Political Science, expressed her rage and sadness for the lack of empathy and her feelings of invalidation that she felt by the President's October 4, 2016 letter. Graciela shared that she will be graduating soon and feels happy to be leaving. She feels unsafe and hopes that something will be done to change that.

Kimiko Nishitsuji is the administrator for the Facebook page, [PocNormHSU](#). Kimiko shared a list of demands which are posted to the page. She stated that she is tired of being afraid, ignored and feeling like the campus does not care about her wellbeing. She doesn't feel welcome.

The floor was opened to anyone who wanted to speak; discussion among students, staff, faculty and Senators ensued.

Senate Chair Alderson asked for anyone who wished to have a verbatim statement placed in the meeting minutes to please send their statement in to the Senate office.

### **Shortly after 4:30pm Reports of Standing Committees, Statewide Senators, and Ex-officio Members Resumed**

#### **Associated Students:**

- AS President Platt reported that AS will be taking a more active role in Senate and will seek help in moving forward a resolution

#### **California Faculty Association:**

- Although IP remains threatened on our campus, it is not threatened in the terms of the Canvas contract
- CFA is committed to an inclusive and democratic union and will be sponsoring Unconscious Bias Workshops

CFA Campus President Camann cautioned that with Proposition 30 set to expire, the passage of Proposition 55 is critical for education at all levels in California. If passed, Proposition 55 will ensure that vital funding for public education will continue.

#### **Labor Council:**

- Unions have started talking about the implications of strategic budgeting and the impact that the commitment will have on staff

#### **Student Affairs:**

- After competing with much larger schools around the nation, HSU students were officially named the "Most Outdoorsiest Students in America" with HSU's own Jordan Johnson being awarded as the top competitor
- HSU is currently engaged with consultants to discuss HSU's housing needs

#### **Provost's Report:**

Executive Vice Chancellor Loren Blanchard will be visiting campus on Thursday, November 3. Dr. Blanchard's visit will be an opportunity to showcase our students and campus and to share our concerns.

There are currently twenty-five tenure-line searches underway with the following breakdown:

- College of Arts, Humanities and Social Sciences – 8 positions
- College of Natural Resources and Sciences – 5 positions
- College of Professional Studies – 10 positions
- University Library – 2 positions

Searches for a new Dean of College of Arts, Humanities and Social Sciences and a new Dean of College of Professional Studies are close to launch.

The process for master thesis project submissions has transitioned to Digital Commons @HSU (BePress) Repository through the University Library.

Graduation Initiative 2025 is gaining momentum. We should see immediate impact with opportunities to help accelerate students who are very close to graduation.

An official decision will be made within the next two weeks with regard to the future of HSU's Rangeland Program.

**Consent Calendar from the Integrated Curriculum Committee (ICC)**

The ICC Consent Calendar will roll forward to the 11/1/16 Senate meeting

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**Meeting adjourned at 5:02pm**

**HUMBOLDT STATE UNIVERSITY**  
**Senate Chair's Report**  
**Senate Meeting, October 18, 2016**

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Since our last meeting I joined FAC in conversation with President Rossbacher regarding IP issues on campus (see the FAC written report for detail on this). I feel confident that we can move forward on IP and come to an adequate temporary solution as we wait for the Chancellor's Office to act.

I will be meeting this week in Long Beach with the other Senate Chairs. Our agenda includes discussion of issues such as the nomination of a Faculty Trustee, the Quantitative Reasoning Task Force, GE, IP and Academic Freedom, and campus plans for implementing the graduation initiative. I will be bringing forward our campus discussion of racialized violence as well, in order to discover how other campuses are dealing with these difficult issues.

# HUMBOLDT STATE UNIVERSITY

University Senate Written Reports, October 18, 2016

Standing Committees, Statewide Senators and Ex-officio Members

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## Faculty Affairs Committee:

Submitted by George Wrenn, FAC Chair

The Committee held its fifth bi-weekly meetings on Wednesday, October 12.

Meetings this semester are scheduled for: October 26, November 9, 30 and December 14. Meetings are open to the campus community. The Committee currently meets in Library 118 at 8 a.m.

The Faculty Affairs Committee addresses matters involving the individual or collective relationship of faculty to the University. The Committee can be reached through the Senate's Faculty Affairs web page: <https://www2.humboldt.edu/senate/faculty-affairs-committee>.

Unless otherwise noted, all members were present.

Agenda for October 12:

Absent: Michael Camann

Guests: Julia Alderson, Lisa Rossbacher

- 1) Updates
  - 2) I.P. Policy (with President Lisa Rossbacher)
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### 1) Updates

#### a. Development of a Lab Evaluation instrument:

A call went out to CNRS for volunteers to develop a lab instrument. To date, we have two volunteers and a set of draft questions prepared by Professor Bob Zoellner (Chemistry).

The volunteers will meet with the Committee at the next FAC meeting on October 26.

#### b. Resolution in support of confidential evaluation:

A Resolution in support of a confidential evaluation process for the CSU is in preparation. A first draft prepared by George Wrenn and Jeff Dunk is circulating for comment and will go next to Faculty Affairs for review before submission to the Senate.

### 2) I.P. Policy (with President Lisa Rossbacher)

The Committee invited the President to this meeting to discuss how best to move forward with I.P. policy following the decision not to approve the 2016 I.P. policy revision.

We concluded that actions in the following areas are needed:

- A. Development of a document (initiated in Faculty Affairs) providing carefully-framed guidance on what constitutes ordinary and extraordinary support and how to protect one's intellectual property. Because faculty, staff and students can receive extraordinary support, all three constituents should be addressed. It was noted that 2016 policy language can be drawn on to define extraordinary support. Advice on written agreements and the roles of institutional authorities were considered useful as well.

During discussion, Fresno State's 2003 extraordinary support guidelines were shared and considered a useful model: [APM 541 GUIDELINES ON INTELLECTUAL PROPERTY AGREEMENTS RESULTING FROM EXTRAORDINARY SUPPORT BY THE UNIVERSITY](#)

It was noted that any guidance document developed and passed by the Senate would be superseded when Chancellor's Office I.P. policy takes effect.

- B. Revision of E.Learning policy (Academic Policies Committee)

Much of the faculty's concern with current I.P. policy stems from granting the University a royalty-free license to use faculty distance education material (See EM:P09-03 Intellectual Property Policy, Section II.A.2d: "In distance education courses the faculty owns the copyright but the University will receive a royalty free license to use the material."). This language is also present as a checkbox the *HSU eLearning Course Development/Redesign Agreement* (" \_\_\_ I agree to provide HSU with royalty free license to my course content.")

Discussion addressed concerns over control of course material, the disinclination to create online course material given current policy, and the practice of copying course materials.

Because the Academic Policies Committee is reviewing e.Learning policy for revision, it was deemed appropriate for Academic Policies to address licensing and other distance education I.P. concerns through the e.Learning policy revision process.

It was noted that questions about distance education frequently arise amongst the faculty and that concerns about it persist. We concluded our discussion by affirming the need for a larger campus-wide conversation about distance education at Humboldt State.

- C. Creation of an ad hoc committee to support I.P. Policy governance

The Senate's University Policies Committee would be tasked with establishing a committee that would mirror the Advisory Board on Research and Creative Projects, suspended in 2009/10.

Discussion only briefly touched on committee composition but we agreed that it has an essential role to play in the ongoing governance and administration of I.P. policy.

Ideally, these three connected initiatives would go forward in parallel and reach the Senate as a package.

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## University Resources and Planning Committee:

Submitted by Mark Rizzardi and Alex Enyedi, URPC Co-Chairs

The University Resources and Planning Committee (URPC) met on Friday, October 14. The first topic was further discussion of when and how divisions will determine and present their  $\pm 5\%$  budget adjustments. There was consensus that it would be reasonable to have the decisions presented in mid-January after the break, thus allowing time for more thoughtful cross-division collaboration in the decision process. This timeline also encouraged the URPC to decide it will meet weekly starting late January in anticipation of increased budget planning activity.

The second topic covered in the meeting was a presentation and discussion on defining strategic assets. This discussion was motivated by the President's charge to continue "... implementation of strategic budgeting principles and defining strategic assets." Strategic assets for the university are assets that are needed to allow HSU to continue achieving its goals. A wide range of assets fall under this umbrella including infrastructure, personnel, students, and curriculum. This discussion will continue in the URPC's October 28 meeting.



## FAC Report: Concerns & Questions

Thank you for your thorough report. I am Jeff Abell's proxy today so have combined his & my concerns & questions about the report.

### *Defining what Constitutes Extraordinary Support*

FAC Report mentions handling IP, elearning and ad-hoc IP committee as a package. This *will* delay the resolution of what constitutes extraordinary support. [Definition of extraordinary support should be considered separately and taken care of quickly.](#)

### *2009 IP Policy*

In their report, FAC cited Section II.A.2d of the IP policy was cited by FAC: [Does FAC still think it is still in effect?](#)

### *CBA Language*

CBA language in Article 39.3: Faculty works include those "that are used in connection with online or hybrid instruction, transmitted electronically, and/or stored on CSU or third party provided servers. "For works for hire in the normal course of employment (not extraordinary support), the license rights are clear: "*Unless there is a separate individual agreement or past practice at a campus to the contrary, faculty bargaining unit employees shall be entitled to grant licenses or make assignments with respect to such materials to publishers and publishing agents, or any other third party. Unless there is a separate agreement to the contrary, consistent with this Article, neither the CSU nor third party providers are entitled to grant licenses or make assignments with respect to such materials to publishers and publishing agents, or any third party.*" The 2009 IP Policy is inconsistent with this article of the CBA since it treats "distance learning" faculty work differently from face-to-face work. [Is this how FAC understands the 2009 IP Policy? The Senate? The President?](#)

### *Fresno Policy*

The Fresno policy seems to give the President complete control over what the definition of extraordinary support is. [The faculty seem to be given the option to sign or not sign an agreement in those cases where the President has deemed extraordinary support. Is this the best model?](#) Would we better off defining a minimum dollar amount necessary for an IP issue to get to the President's desk, defining a minimum amount of technology staffing or support to be considered "extraordinary". By giving it all to the President or designee without any limitations, faculty end up with a variable system that does not necessarily encourage equitable development of intellectual property. [What does FAC plan to use from 2016 policy in terms of defining extraordinary support?](#)

### *Creation of an Ad Hoc Committee to Support I.P. Policy Governance*

[It may be premature for the development of an Ad hoc committee. That could be part of the campus policy once the CSU policy is in place.](#)

### *CBC Chair Perspective*

Establishing a committee that might adjudicate on IP policy issues at the campus level is outside the UPC's purview. The University Policies Committee *cannot* be charged with formulating this Ad Hoc committee. As an Ad-hoc committees, they have specific charges: 1) "reviewing policy

items addressing all university policies that do not fall under the purview or charge of the other Senate standing committees"; and 2) "reviewing the existing policy processes on campus and recommending to the Senate for its approval a policy process that address the campus need for a transparent, efficient, and clear policy process rooted in principles of shared governance."

*Difference between the issues Surrounding Faculty, Staff & Student Use of Extraordinary Support*

FAC Report: Because faculty, staff and students can receive extraordinary support, all three constituents should be addressed. There are differences between the issues surrounding the use of extraordinary support among students and staff & faculty. One of the only ways that a university can get a license to use faculty intellectual property is through extraordinary support whereas students and staff rarely receive such support because it's more common to see their work product as wholly owned by the university if they use university resources.



# HUMBOLDT STATE UNIVERSITY

**Critical Race, Gender & Sexuality Studies**

October 18, 2016

Lisa Rossbacher, President  
Humboldt State University  
Arcata, CA 95521

Dear Madam President,

My name is María Corral-Ribordy, and I am a Queer Xicana, whose pronouns are she, her, and hers. I moved to Humboldt county from the Bay Area 18 years ago wanting to raise my sons outside of a crumbling public education system, and seeking reprieve from the violence that continues to devastate inner-cities across the nation. In 2007 I completed my Masters' Degree in Education at HSU. For nine years I have had the most distinguished privilege to be a faculty member in what is now the Department of Critical Race, Gender & Sexuality Studies where I have taught courses in Ethnic Studies to over 2000 students, CRGS majors and diverse students across all other majors, including EOP students. I have also participated in both the Social Justice Summit and the Campus Dialogue on Race.

I want to take a few seconds to recognize and appreciate just a couple of my own observations about your choices as President of HSU. These choices reflect a possibility of long-overdue and meaningful institutional transformation under your leadership.

I observed you pause before reacting in a rash response when addressing the Native student activists who organized a campaign to protest the firing of a staff member and also to call on the university to address the historic lack of support for the academic needs of Native students and to challenge the university's ongoing colonial discourses and practices. I believe you could have simply nodded to the Chief of the University Police and the Native Forum, where the students took residency, would have been evacuated, by force if "necessary," and it would have been. The restraint you exhibited allowed a space where, historically silenced and marginalized students were

empowered to come together, engage in dialogue, be agents in the process of their own education.

With your leadership and presence, starting in May 2015 many administrators have attended the cultural graduations, and many of them did so for the first time. I was truly shocked when I saw you and several administrators walk into Q-Grad that year. I had never ever seen an administrator in these events, and your presence sent a powerful message to graduating seniors that their academic success matters, that the struggles they face are real and that it was time to celebrate their personal and scholarly accomplishments as well as their strategies for community building and survival. What cultural graduations have in common is that they celebrate the academic achievement of communities who were not supposed to be here in the first place, who in spite of the material, physical, and emotional costs during their education as a result of their identities, they succeeded and kept their eyes on the prize.

Your choice to publicly acknowledge and express your gratitude, during the commencement ceremonies last May, that the University is built on Wyott land was unprecedented in the history of HSU. Three months later you began your welcoming speech to the campus community with a beautiful articulation of why such official recognition is important. You don't know everything, but who amongst us does? I felt that, evident by the choices I mentioned above, that you have the desire to learn and the will to forge a new chart for this University, one that really meant what it said about "Diversity and Inclusion," about "Hispanic Serving (not merely enrolling) Institution," and about closing the graduation and educational "gap."

It is from this place of hope for the future of the university, under your leadership, that I speak to you now.

Incident to reports of racial violence some of our Black male students survived, you issued a community response in an email dated on October 4, condemning the violence and citing several steps the university is taking to address racial inequality at HSU. In said response, I expected your statement claiming that you, "know that racism is not the norm on our campus or in our neighboring communities." That, "This is a caring place, with many thoughtful, open-minded, and well-intentioned people." We have all heard that claim before. To those of you who are privileged enough to not have to worry about how your perceived whiteness may affect your ability to secure housing, get and keep a job, experience being ignored, tokenized or failed in the classroom, have the validity of your testimony questioned, or navigate your subjection to a myriad forms of daily cultural and structural violence. To those of you "who believe themselves to be white,"

using Ta-Nehisi Coates term, this is a caring place *FOR people like you*; the people you encounter are thoughtful *about you and you expect them to be so*, your neighboring communities are open-minded about your experiences because for the most part they **SHARE** your experiences, and are well intentioned in-your-support.”

For the People of Color living in this community, indeed, all over the country we know with sharp clarity that to the extent that we are perceived to be non-white, our lives, survival, and human dignity are jeopardized by racism as a matter of daily experience.

Your statement that racism is not the norm, is informed by the myth of a colorblind society and the erroneous assertion that we live in a post-racial society.

White supremacy, as an ideology that wrongly claims that people who are perceived to be white are somehow genetically and personally superior than people that who are not is created and supported by social institutions and its claim is a smog that is internalized by everyone. We have not been able to eliminate white supremacy, not because we don't have brilliant people who have been working on this for a long time, or because we don't have the answers. We have not eliminated white supremacy because it is a key factor, along with other ideologies of social oppression, in the unequal distribution of wealth and power in a society stratified according to such beliefs.

Your claim that racism is not the norm in this community is flawed in two key aspects:

First, it renders invisible and inconsequential at best, the harmful experiences that people of color in this county experience on a daily basis. If, as the leader of this university, you don't believe that our stories matter, you don't see our marginalization and dismissal, how then, will you engage with us while at the same time claim to support our success? Your statement, with the institutional power of your position at HSU, is itself an example of racism, through attempted erasure, that people of color survive.

Second, when people discuss issues of racism, the conversation is too narrow to be an effective anti-racist conversation. Many people, believe that racism is a thing that affects people of color, a social affliction that is unique to non-white people; that it has nothing to do with white people because after all, many white people are indeed “good and well-intentioned” people. We must move beyond the limited understanding that only overt and explicit behavior is racist. Behaviors that support white supremacy are not necessarily connected with being a good person. In order to have a real opportunity to

transcend the rut that racial justice conversations are stuck in, it must be clear that EVERYONE is affected by racism, all the time, everywhere.

White supremacy is the ideology. Racism, quoting Dr. Beverly Tatum, is “a system of advantage based on race.” Racism is the set of institutional processes, interpersonal interactions, and personal belief systems that assure the manifestation of white supremacy—that white people have the power to continue to control the division of the “pie.”

Racism is the standard of accepted behavior in our community and the nation. If we really want racial justice, people who benefit from this system must refuse the myth of colorblindness. They must name and articulate an understanding that they receive unearned advantages based on their external features: the color of their skin, texture of their hair, other physical characteristics and national origin.

We are too willing to see that racism has people of color on the ground, sometimes on our knees. We know that racism is a terminal social disease. We also see that white people as a whole, have on average, a larger net worth, a lower child-birth mortality rate and a longer life expectancy, to name a few markers of the material consequences of their socially secure superiority.

The key to have white and people of color meet at the table and have meaningful discussions about racial equity and institutional transformation, must include a discourse about racism that not only recognizes that people of color are on the ground, but also that white people stand tall BECAUSE they are standing on our backs! Privilege to some cannot occur without the oppression of others. Everyone is affected racism. The difference lies on the nature of its impact on our lives.

Your letter, Madam President, is not unique in the claim that this is not a racist community and that racially motivated violence is an exception because “good people” live here. This trope and narrative maintains the racial status quo and relieves white people of their responsibility to engage in personal and institutional anti-racist strategies.

I am baffled by your admission that you know about “too many stories about HSU students, staff, and faculty that experience acts of overt racism and enduring on-going bias.” If racism is not the norm and good people live here, who then, is committing these acts of racism and bias? Madam President, your letter caused psychological harm to people of color in this community. Hoping that you would see Humboldt county through

our lives, I trust that you are aware of and have read many of our stories through #pocnormhsu. You have received letters by several of our faculty members seeking to assist you in understanding and responding to our outrage.

In conclusion, white supremacy continues to distort our perceptions of each other, through its institutions it ensures that white people continue to enjoy privileges precisely because people of color are oppressed and marginalized. Racism is the norm. Receiving whiteness, the privileges of being perceived to be white, have nothing to do with whether a person is "good or bad". How many stories do you need to admit that racism exists and that you are privileged by it? How violent do the racially based assaults need to be? Whose bodies, indeed, whose lives need to be injured or ended before white people recognize that you have a paramount stake in ending the system of advantage based on race?

Your public silence, while aware of the impact your letter has on students, faculty, staff and community members of color, is not only baffling, but adds insult to injury. Your silence is tantamount to a denial of the harm your letter caused. Failing to recognize the harm fortifies while holding on to the narrative that there is no racism here the narratives of white supremacy. Failing to affirmatively take action on this issue will be heard loud and clear by people of color at HSU as a confirmation that your claims to care about Diversity and Inclusion, equitable educational opportunities and improving HSU's embarrassingly low graduation rates for URM's as words, sounds empty of real intent to work for educational justice.

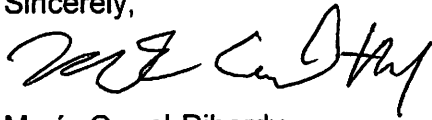
I am excited about this moment, because it is a definitive juncture in the path of HSU's ability to live up to its claim of a commitment to social justice. Racism is the norm, but you must also know that sexism is the norm, heteronormativity is the norm, middle-class is the norm, Christianity is the norm, U.S. citizenship is the norm, English as your first language is the norm, and thin, abled bodies are the norm. HSU is at a point when we can lead the nation on strategic efforts to unlock what bell hooks calls the "interlocking systems of oppression." I am looking at you Madam President, that with the support of the University Senate, you will do everything in your power to address the oppressive aspects of institutionalized racism, beginning at the highest level of institutional power in HSU--you.

To begin the long and complex process of implementing a de-colonizing institutional change, one that actually counters bias and violence, I strongly recommend that you structure within your executive council a permanent seat for someone with the capacity to advise you on issues of power, privilege, and oppression. The Director of the Office

of Diversity and Inclusion (ODI) seems to be an obvious choice for that. I beseech you to ensure that the Director for ODI and the Director for the Latinx Center for Academic Excellence are hired with actual and deliberate speed. Most importantly, I ask that you listen to the students. They know what they need, what is obstructing their ability to succeed, and they also have the urgency to change the communities they are inheriting from us.

Thank you for your consideration and I look forward to your actions on these vital matters,

Sincerely,

A handwritten signature in black ink, appearing to read 'María Corral-Ribordy', written in a cursive style.

María Corral-Ribordy

Faculty

Department of Critical Race, Gender & Sexuality Studies

Humboldt State University



Barbara Singleton  
University Senate Open Forum Statement  
October 18, 2017

Good afternoon, my name is Barbara Grace Singleton, and I am a seventeen year old freshman at Humboldt University. Recently, every student here and I received an email from faculty addressing racism in our community. As a minority, I was happy to see Humboldt attempt to shed light on the social issues at our school. That happiness soon turned into disappointment upon reading said email. Within the email, it was stated that racism is "not the norm" on our campus, and in our neighboring communities. As a minority in this city, and at Humboldt, my peers and I can confidently say otherwise. Time and time again, we've heard endless stories of overt racism and ongoing bias against students and staff alike. Reading this email was offensive to say the least. Any time I mention HSU to anyone, there are two issues we are known for here; racism and marijuana abuse. While driving to HSU, my mother and I were flicked off by an obviously prejudiced man on the road in Arcata. I've personally been ignored, laughed at, and shunned by residents of Arcata on public transportation because we come from different backgrounds. A fellow student in my dorm has literally recalled being referred to as the N-Word by a group of men near Arcata. There has even been word of discrimination between peers on this campus, too. Prejudice and bigotry IS the norm in this community and this nation, so why would it be any different here at this university? It is not appropriate to disregard the existence of racism. Ignoring racism will not make it disappear, only sweep it under the rug. There is no such thing as "too many stories" about racism. To call a traumatic experience a story, and to suggest that people are tired of hearing and talking about it is simply insensitive. As our faculty you owe us protection. We should feel welcomed and comfortable to speak out on injustice here on campus, and that email did the opposite. As long as racism exists, there will always be dialog on the topic. The first step towards change is acknowledgement, and once we acknowledge the issues in this community and on campus, we will be able to move forward. We have to take responsibility for our actions as a whole, because we are a family here at Humboldt, and should be encouraging growth in each other's lives to make our learning experiences the best ones. Thank you.

Lori Cortez-Regan  
University Senate Open Forum Statement  
October 18, 2017

I moved to Humboldt County in December 2000 to attend HSU. Since then I have received a BA in sociology and interdisciplinary dance studies and Master's Degree in sociology. I am currently a lecturer in the Sociology department where I teach both Sociology and Criminology and Justice Studies Courses.

During the past 16 years of living in this community I have faced numerous incidents of racism and microaggressions.

- The first time I was ever called a racial slur, it happened at the Arcata Plaza.
- I was shopping at a sport store in Eureka and an employee followed me and told me that if I didn't buy anything in the next five minutes, I had to leave.
- I was at a Mexican restaurant celebrating my birthday. On my way back from the bathroom, an older, white woman grabbed my arm and told me to bring her more chips. I was shocked and asked her if she thought I worked there because I am Mexican. She became embarrassed. All of my friends, who are all white, told me that I was probably overreacting. I was not dressed like any of the servers or hostesses so I cannot find any other explanation as to why she thought I was an employee and not a fellow patron.
- When I was pregnant with my second child, I was at a drug store with my 20 month old daughter when an older, white male asked me, "Don't you think you have enough children already?"
- I was at Target shopping for makeup and opened a bottle to see the shade and an employee yelled at me that is was people like me who ruin the products and that the item was no longer saleable because I opened it. She then proceeded to grab the item from me and throw it into her cart of products that she was pricing. I found a manager and told them what had happened and they told me that what the employee had said was not true.
- In the Fall of 2013, my children started a new school in Arcata. A parent asked me what I do. I replied that I work at HSU. The parent responded, "Oh, you work with the cleaning crew?". To which I responded, "No, I'm a professor" and then I turned and walked away.

These are just a few experiences that I can quickly recall but there have been many others that were more subtle.

Can I be sure that all of these interactions took place because of my race? No. But I can never be certain that they did not happen because of my race. This is my reality. This is my norm.