

Dear District Community,

We want to express our sincere thanks and gratitude to the 200+ employees and students who participated in the post-election town hall forums that took place on both campuses and at the District Office last week. We were heartened to see so many members of our District and Colleges come together in community to share their concerns, provide information and resources, ask questions, and provide words of support and reassurance for one another.

Unfortunately, we still do not have answers to many of the questions, but we wanted to provide a summary of what we heard; share the commitments we have made to our students, employees, and broader community; and provide general information and resources. This is a lengthy message, but we ask that you read it in its entirety and save it for easy access in case you need to refer back to it later.

What we heard

- Many members of our community shared their concerns and anxieties regarding statements made during the presidential campaign related to changes to federal immigration enforcement, protections of LGBTQ+ individuals, reproductive health rights, and other issues.
- We received numerous questions regarding what proactive steps are being taken to ensure that the most vulnerable members of our community will be protected if the most extreme campaign promises come to pass, particularly related to immigrant students and their families.
- Members of our community clearly asked for two things: 1. Information regarding resources for students (including legal resources for immigrant students); 2. Clear direction on what is expected of them and what is legally required should they have contact with immigration officers while at work.
- Perhaps most importantly, what we heard was unequivocal support for ALL students and employees in our District.

Our Commitments

While we may not have answers to all of the questions that were asked, we can share some of the protections that we are committed to providing:

- Our mission remains unchanged. We will continue to support all students in pursuit of their educational and career goals, regardless of their immigration status or other characteristics. We remain steadfast in our commitment to the values of diversity, equity, inclusion, and accessibility.
- We will NOT participate in federal enforcement of national immigration policies and regulations unless compelled to do so by law. We do not share personally identifiable student information related to immigration unless required by judicial order.

- Regardless of any changes to federal Title IX protections or changes to the structure and organization of the Department of Education, we will continue to follow California law regarding equal rights and access for all students and employees regardless of their sexual orientation or gender identity.
- In early 2017, our Board of Trustees passed [Resolution No. 021417-2](#) in support of DACA recipients and other vulnerable students. We reaffirm the commitments made in that resolution, which include:
 - “fostering a diverse, inclusive, and safe learning environment for all students.”
 - Examining “every legal measure” to assure that our Colleges are safe for all students.
 - Working to “advocate proactively at the local, state, and federal level to extend every possible measure of legal, social, and political protection to our vulnerable immigrant students and their families.”
 - Assuring “that no confidential student records will be released without a judicial warrant, subpoena, or court order.”
- We also reaffirm our commitment to [SJECCD Administrative Procedure 3415](#) and encourage all employees to read it in full. AP 3415 provides clear direction to all employees in the event that they encounter immigration enforcement officers or actions on our campuses. While the procedure is long and detailed, key provisions include:
 - Any employee who encounters such activities must immediately notify the District Chancellor or College President and District Police that an officer engaged in immigration enforcement is on campus or expected to enter campus.
 - No employee can consent to entry of District facilities by immigration enforcement officers.
 - The Chancellor, President, or designee must verify the legality of any warrant, court order, or subpoena.
 - No employee shall attempt to physically interfere with an immigration enforcement officer, even if the officer appears to be acting without consent or exceeding the authorization given under a warrant or other legal order.
 - No employee shall discuss or otherwise share the personal information—including immigration status—of any student or employee, unless permitted by state and federal law.
- We remain committed to working with the broad state and national coalitions that we are already a part of that are working to ensure continued equitable access to higher education for all. We are not alone in this commitment and encourage you to read the [statement from the California Undocumented Higher Education Coalition](#) regarding the outcome of the election. Additionally, Governor Gavin Newsom has announced a [special session](#) of the Legislature, which will convene on December 2 and be focused on “bolstering California legal resources to protect civil rights, reproductive freedom, climate action, and immigrant families.” We will continue to support and participate in this important work.

As State Chancellor Sonya Christian said in her [message of support](#) last week, supporting our students to remain on their educational pathway is a top priority. Please do all you can to encourage students to continue attending classes this fall, complete the semester, and then return next spring in order to stay on track for graduation and transfer.

Resources

In addition to the Dream Resource Centers and UndocuLiaisons at both [San José City College](#) and [Evergreen Valley College](#), there are a number of [resources](#) and support services available from the State Chancellor's Office to help address both legal and mental health challenges. Additionally, the State Chancellor's Office recently launched a statewide partnership with the [President's Alliance](#) to provide access for every California community college to numerous resources and technical assistance to support immigrant students.

Below are some additional resources compiled by Olga Morales and Neydi Espino from SJCC's ALMASS Program. These services are available to all students and employees in our District:

- Free immigration legal services and case support for students and employees on California community college campuses statewide or virtually: <https://findyourally.com/>
- Mental Health Resources: https://immigrantsrising.org/wp-content/uploads/Immigrants-Rising_Mental-Health-Resources-for-Undocumented-People.pdf
- The Dream.US: Scholarships and information for undocumented students: <http://www.thedream.us/>
- United We Dream: Immigrant youth-led organization information, advocacy, scholarships: <http://unitedwedream.org/>
- Immigrant Legal Resource Center (ILRC): Providing legal trainings, educational materials, and advocacy for immigrant rights: <https://www.ilrc.org>
- Mexican American Legal Defense and Educational Fund (MALDEF): Latino civil rights organization, scholarship directory, legislative updates for immigrant rights: www.maldef.org/
- Educators 4 Fair Consideration (E4FC): Empowering undocumented young people to achieve educational and career goals: <http://www.e4fc.org/>

For employees who may be experiencing stress or anxiety, please be reminded of the resources available through our [Employee Assistance Program \(EAP\)](#). More information on these resources, which include confidential counseling services for all eligible employees, covered retirees, and dependents, is available on the [Human Resources page](#) of our website.

We also want to encourage students to utilize the student mental health services and resources available on our campuses should they find themselves experiencing heightened levels of stress and anxiety. Please share the links below with any students who you feel may benefit from them:

[SJCC Mental Health Resources](#)

[EVC Wellness Services](#)

Thank you for your continued commitment to our students and the work you do every day to support them in their educational journeys.

In community spirit,

Dr. Beatriz Chaidez, SJECCD Chancellor

Dr. Vinicio López, EVC President

Dr. David Wain Coon, SJCC Acting President