



DATE: October 6, 2022  
TO: Chabot-Las Positas Community College District  
FROM: Chancellor Ronald Gerhard, CLPCCD  
SUBJECT: Statement on Diversity, Equity, Inclusion, Accessibility, and Belonging

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The Chabot-Las Positas Community College District strives to create learning and work environments that reflect the communities we serve. Our culture is the result of our actions and how we put our commitment into practice through policies, support systems, and resources. This includes the Board of Trustees' priority to "continue to support a culture that fosters diversity, equity, inclusion, accessibility and belonging."

Our colleges boast cultural resource centers that serve as physical spaces where students can access culturally responsive resources and support. It signals to underrepresented members of our student population that they are seen and belong on our campuses. Just last week, we celebrated the opening of Las Positas College's Mini-Market, which provides free food and essential items to students in recognition that if we meet the basic needs of our scholars, they can be better prepared to pursue their educational and professional goals.

Over the course of the last year, our district has worked to advocate for and protect members of our LGBTQ+ community. We raised the Pride flag at Chabot College during Pride Month—in addition to passing a board resolution that month in support of LGBTQ+ individuals—and will celebrate a similar flag-raising ceremony at Las Positas College later this month. In collaboration with student and faculty leaders, changes were made to our administrative procedures to allow for chosen names, personal pronouns, and gender identity to be used in the district's unofficial documents and records to honor each student's identity.

Our words matter, but it is our actions that show our commitment to a true culture of inclusion. Our Board of Trustees, faculty, staff, and students have partnered to champion this work. By celebrating our differences, we allow our students and staff to bring their complete self to the classroom or workplace so we can learn, grow, and thrive together.