



June 3, 2020

Dear Campus Colleagues:

The Association of Latino Employees (ALE) at Pasadena City College exists to empower and engage our Latina/o/x employees by developing, advocating and responding to the academic, social, political and economic needs of the community. As such, ALE stands in solidarity with our Black/African American students, colleagues, and community members in the ongoing struggle for humanity and against institutional racism. As allies, ALE supports Resolution 20.5 and the message shared with the campus community from The Association of Black Employees (TABE). We furthermore acknowledge the importance of making space to **authentically listen** to those who experience firsthand anti-Blackness and various forms of violence that include racial trauma.

As members committed to sustaining an equity-minded community at our College, we will improve our efforts to create space in ALE for ongoing introspection, learning, and collaboration that affirms our peers in TABE and our Black/African American students and community members. An important part of this work includes affirming the African diaspora as it directly intersects with Latina/o/x identity, and doing better in providing the resources and support to oppose colorism and anti-Black sentiment that persists in our media, our neighborhoods, and even our homes. We dedicate ourselves to modeling solidarity not just in words, but in action.

As the late Eduardo Galeano so eloquently stated: "I don't believe in charity. I believe in solidarity. Charity is so vertical. It goes from the top to the bottom. Solidarity is horizontal. It respects the other person. I have a lot to learn from other people."

In Solidarity,

Association of Latino Employees (ALE) Board