



## Office of Diversity, Equity, and Inclusion

Dear Napa Valley College Community,

We are a college that educates and employs people from mixed immigrant-status families, people who are part of the LGBTQIA+ community, who are from racially and ethnically minoritized and persecuted groups, and those who are part of religious communities that have been stigmatized, misrepresented, and subjected to violence. Many in our community are grappling with the reality of what Tuesday's election will mean for them, their families, their neighbors, and those they love and care about. Many in our community are deeply concerned about the health of our planet and those who have been and will be even more adversely impacted as climate change results in greater frequency and impact of storms, rising sea levels, drought, limited resources to support human and animal populations and what that bodes for the future (wars resulting from competition for scarce resources, increasing numbers of climate and political refugees, challenges to democratic ideals and systems, and rising xenophobia directed at people merely trying to survive and provide for their families). This is a very difficult time for many of us. For many of us, these times are reminders of distant and not so distant pasts when our people were scapegoated, vilified, pathologized, and dehumanized. We remember what our people suffered as a result of dangerous discourses and sentiments and how pervasive hate speech led to violent action. Many in our community are frightened of what the future holds and are traumatized by the results of this election. I ask you to take this into consideration as you engage with one another, with our students, and with members of our wider communities to whom we are connected.

The Office of Diversity, Equity, and Inclusion is here for you. I have an open-door policy and invite you to come by to talk, to share your feelings, or to just sit together in solidarity. I welcome you to share information with me about social justice actions that our community can be involved in and my office will be happy to collate and circulate this information to our Napa Valley College community.

During times such as these, we can find solace and strength by communing with people who share our histories, our identities, and our perspectives. I encourage you to find and connect with those people on a regular basis. If you wish to revive or establish an affinity group to provide that psychological and social support, please let me know. There are funds available to support these efforts. It is important to make time to be with your community and to be able to share your feelings in a safe and supportive environment.

You might be asking yourself, what can I do to be proactive and to have a positive impact?

- Be a compassionate member of our community. Understand that your students, your colleagues, your staff may be experiencing trauma and do your best to be flexible and supportive to them.
- Be available or create opportunities to listen. You don't need to have responses or advice...just listening and showing that you care is very meaningful to people experiencing trauma.
- Educate yourself on the issues that you are unfamiliar with. What do you know about the histories of targeted, scapegoated communities? What is your knowledge of policies and laws that adversely impact them? Understanding their plight can help you to make better decisions about how you engage with them and how you can be an ally and an advocate to advance social justice.
- Take care of yourself. Recognize the importance of self-care and make time to care for yourself so that you will be equipped to care for others. See a therapist if needed, set realistic goals for yourself, prepare and eat healthy foods, exercise, incorporate mindfulness and relaxation techniques into your daily routine.
- Identify and support agencies that are dedicated to social justice, environmental justice, and protecting civil liberties. Find community groups that you can join to support their efforts to protect vulnerable populations.

Please take care of yourselves, be kind to one another, and take action to protect and advance social justice issues that you care about.

In community,  
Dr. Patricia van Leeuwaarde Moonsammy  
Senior Director, Diversity, Equity, and Inclusion

Resources (This list is available on the Office of Diversity, Equity, and Inclusion Website):

[Napa Valley College Bias Education & Response Team](#)

[Napa Valley College Employee Assistance Program \(Access Code NVC\)](#)

[Napa Valley College Mentis Health](#)

[American Civil Liberties Union \(ACLU\)](#)

[Southern Poverty Law Center](#)

[Amnesty International](#)

[California Community Colleges Undocumented Students Support E-Handbook](#)

[VIDAS \(Vital Immigrant Defense Advocacy and Services](#)

[Families Belong Together](#)

[The Marsha P. Johnson Institute](#)

[LGBTQ Freedom Fund](#)

[LGBTQ Connection Napa](#)

[Asian Americans Advancing Justice](#)

[Stop AAPI Hate](#)

[Native American Rights Fund](#)

[Sogorea Te' Land Trust](#)

[Redbud Resource Group](#)

[National Association for the Advancement of Colored People \(NAACP\)](#)

[Black Lives Matter](#)

[Dream Defenders](#)

[Anti-Defamation League](#)

[American Jewish Committee](#)

[Arab American Institute](#)

[Council on American Islamic Relations \(CAIR\)](#)

[Planned Parenthood](#)

[National Organization for Women](#)

[Climate Action Network](#)

[Global Footprint Network](#)

[World Wildlife Fund](#)