



Our nation is experiencing a crisis of humanity that is the direct result of centuries of mistreatment*, violence, and injustice aimed at the Black community.

NEA-Jurupa stands in solidarity with local, state, and national leaders who denounce racism, discrimination, and social injustice. We condemn historic and present mistreatment and violence toward Black people.* We stand with CTA and “commit to ensuring that the human dignity and civil rights of all students and staff are protected; and to securing a more just, equitable, and democratic society.”

To our Black colleagues, friends, students, and community members: We see you. We grieve with you. We stand with you. We will listen, amplify, and support you. You matter because Black Lives Matter, and we WILL do better.*

- We know that systemic racism negatively impacts people of color in the school community in profound ways that are detrimental to teaching and learning.
- We know that all of the anger, anxiety, and fear we feel as adults is magnified in our students. Students need opportunities to talk and process their feelings, as well as suggestions for safe and productive outlets for their feelings.
- We seek justice to address the effects of the inequities experienced by the Black community which are mirrored in and perpetuated by the educational system.
- We lift up Black members of the LGBTQIA+ community, especially Black Transgender people, who face higher rates of harassment, violence, and discrimination than the rest of LGBT+ community at large.
- We stand with our Black colleagues, both in NEA-Jurupa, and the larger community of educators in seeking to end racial discrimination.

We at NEA-Jurupa ask you to join us in looking within yourself and making the conscious decision to dismantle white supremacy, inequitable institutions, and systems that serve some but marginalize and disenfranchise others.* This moment is calling on us for imagination, tenacity, accountability, and resolve to make a plan and stick to it. As both a community and as a nation, we have a lot of healing and work to do.* **The time is now.**

*The language contained herein was borrowed and/or modified from the San Marcos Education Association statement published June 9, 2020.