

From: Bailey, Mitchell

Sent: Thursday, November 2, 2017 3:55 PM

To: Brewer, Roxanne <brewerr@smccd.edu>

Subject: Social Justice and Anti-Discrimination Statement

In keeping with its core values of social justice and anti-discrimination, the San Mateo County Community College District has enacted practices consistent with California law by prohibiting District employees from traveling to states that have discriminatory laws against lesbian, gay, bisexual and transgendered individuals. This action by the San Mateo County Community College District underscores the respect and dignity it recognizes for its employees and all people. However, because [insert name of organization] is hosting [insert name of conference/event] in [insert name of state], representatives from our District will not be participating. We strongly encourage you to host future events in locations that do not create hostile and discriminatory environments.