



**Fw: Statement from the Green River College Board of Trustees on Equity, Anti-Racism, and Campus Culture**

**From** Miriam Chitiga <miriam.chitiga@greenriver.edu>

**Date** Sat 2026-02-07 13:38

**To** Miriam Chitiga <miriam.chitiga@greenriver.edu>; Accreditation <accreditation@greenriver.edu>

Evidence for A1

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**From:** Miriam Chitiga <miriam.chitiga@greenriver.edu>

**Sent:** Friday, June 13, 2025 1:03 PM

**To:** mchitiga <mchitiga@outlook.com>; Miriam <mchitiga@gmail.com>

**Subject:** Fw: Statement from the Green River College Board of Trustees on Equity, Anti-Racism, and Campus Culture

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**From:** Suzanne McCudden <SMcCudden@greenriver.edu>

**Sent:** Friday, June 13, 2025 12:32:36 PM

**To:** \*Restricted - All College Mail <resmail@greenriver.edu>

**Subject:** Statement from the Green River College Board of Trustees on Equity, Anti-Racism, and Campus Culture

Good afternoon,

The following statement from the Board of Trustees was presented during the June 12, 2025 board meeting. At the Board's request, we are also sharing it via email for broader communication.

### **Statement from the Green River College Board of Trustees on Equity, Anti-Racism, and Campus Culture**

To the Faculty, Staff, Classified Professionals, and Administration of Green River College:

The Board of Trustees affirms, unequivocally, that equity and anti-racism are not only priorities at Green River College—they are our north star. Every decision we make and every action we take must reflect a commitment to building an inclusive, just, and accountable institution where every member of our community can thrive.

We are entering a pivotal moment in our college's journey.

The Board of Trustees requests the launch of a campus climate survey, built, distributed, and analyzed by a third-party firm, as an essential tool to understand where we are, where we are falling short, and how we can move forward—together. This process must be approached with humility and honesty, and with the shared goal of identifying and removing barriers that harm, exclude, or silence members of our community.

The forthcoming campus climate survey is an essential tool to understand where we are, where we are falling short, and how we can move forward—together.

To ensure the integrity of this process, the survey will be anonymous. Individual responses will only be accessible to the third-party firm administering the survey, along with the Board of Trustees, the President, and the Executive Team. The results will be collated and shared college-wide using best practices for data analysis and reporting. Importantly, we will not repeat the painful and harmful practice—seen in last week's survey—of sharing raw comments that disparage or target individual members of our college community.

While that disclosure was framed as an act of transparency and offered in the name of equity, its impact caused direct harm—particularly to people of color and most acutely to women of color named in those comments. The result was a deepening sense of fear, mistrust, and unsafety on our campus. Let us be clear: equity cannot be achieved through methods that silence, shame, or endanger others. Kindness and respect are not measured by the intent of the giver, but by the experience of the receiver.

We also want to be clear: the work of equity and anti-racism is inherently uncomfortable. That discomfort is not a problem to be avoided—it is a necessary part of growth, particularly for those who have long benefited from institutional privilege. However, discomfort must never be used to justify harm. We will not tolerate bullying, intimidation, or harassment—especially when done under the guise of “advocating for equity.”

Equity work requires integrity, care, and a deep respect for the humanity of others. It also demands that those with privilege do the internal work to acknowledge, understand, and accept that privilege—and then use it to advocate for systemic and institutional change that benefits those who have been historically excluded or marginalized. We recognize that this process can feel unsettling; when you're accustomed to privilege, equality can feel like oppression. But that discomfort is not a signal to retreat—it is a call to reflect, to grow, and to act with greater justice and solidarity.

While the Board recognizes and supports the right to freedom of speech, we also affirm that freedom of speech does not mean freedom from accountability. Words and actions—especially in a learning environment—have real consequences. We are each responsible for the culture we help create.

We urge all members of our college community to engage in this cultural assessment and in our broader equity journey with openness, courage, and a shared sense of responsibility. Green River College can and must be a place where equity and anti-racism are not just aspirations, but lived realities. That is the institution we are committed to building—together.

In service and solidarity,

### **The Green River College Board of Trustees**

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Thank you,

Suzanne (assistant version)

Suzanne McCudden

Executive Assistant to the President

Secretary to the Board of Trustees

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