



State Center Federation of Teachers, AFT Local 1533
1575 N. Van Ness Ave., Fresno, CA 93728

A Professional Union Serving

State Center Community College District
Fresno City College, Reedley College, Clovis Community College,
Madera Community College, Oakhurst,

Web site: www.scftunion.org

Via Email

To: Paul Gilmore
History Instructor & Co-Founder of the FCC Social Justice Center
Fresno City College

From: Keith Ford
President, on behalf of the Executive Council of
State Center Federation of Teachers, AFT 1533

Re: Stop the Hate Resolution

Dear Mr. Gilmore,

With the unanimous approval from the Executive Council of the State Center Federation of Teachers, I am proud to add our organization to the number of others already actively supporting the Stop the Hate campaign. Please accept the below as our commitment to join in this work.

Stop the Hate Resolution

We, the State Center Federation of Teachers, pledge to stand up to all forms of hate, racism, bigotry, and bullying.

We will not stay silent in the face of intolerance based on race, ethnicity, sexuality, gender, religion, ability, country of origin, immigration status or any other factor.

We will work together with our community to create safer and more inclusive communities for all.

By making this pledge today, we promise to:

1. Learn about what counts as a hate crime.
2. Educate our families and friends to recognize hate crime, support the targeted person and report to the police or an appropriate third-party organization.
3. Train our staff in hate crime awareness and recognition and create a safe and all- inclusive environment that supports equality, and good relations within and outside the workplace.
4. Ensure that our policy procedures are effective in addressing hate crime incidents that may occur in the workplace either between employees, or against staff members or the public.
5. Support and create activities in the community and workplace that promote diversity, inclusion, kindness, and good relationships.
6. Help display visual materials in public areas disapproving all forms of hate in our communities and share this information with others through leaflets, posters, and social media posts.
7. Report to the police or send details to 559-600-CVAC if we witness, suffer, or become aware of any persons, organizations or businesses that are demonstrating hate speech .

8. Encourage victims who have disclosed a hate crime to report it to police or a third-party organization and support them in passing any specific details wherever possible.

In Solidarity,

A handwritten signature in black ink, appearing to read "Keith Ford". The signature is fluid and cursive, with the first name "Keith" being more prominent than the last name "Ford".

Keith Ford
President, State Center Federation of Teachers, AFT 1533