

March 23, 2021

Brent Stephens, Superintendent  
BUSD Board of Directors  
Berkeley Unified School District  
2020 Bonar Street  
Berkeley, CA 94702

Via email: [brentstephens@berkeley.net](mailto:brentstephens@berkeley.net) and [boardofed@berkeley.net](mailto:boardofed@berkeley.net)

Dear Superintendent Stephens and Berkeley Unified School District Board,

We, the below signed parents, caregivers, teachers and staff call on the Berkeley Unified School District (BUSD) to respond and stand in solidarity with Asian American and Pacific Islander (AAPI) communities and denounce white supremacy during this time of increased xenophobia, racism and violence against our communities.

Since the beginning of the COVID-19 pandemic, AAPI communities have been the scapegoat for the current public health and economic crisis. Violence and harassment against our community has grown exponentially over the past year, with almost [3,800 hate incidents against Asians reported since March 2020](#). Only just last month, right here in our own backyard, AAPI seniors and women from Oakland and San Francisco were the targets of violence that sparked a national outcry and stand for racial solidarity. On March 16, 2021, eight individuals were killed in North Georgia, six of whom were Asian women - a hate crime surely fueled by white supremacy.

For an entire year, BUSD has stayed COMPLETELY SILENT on this issue. [It was not until March 19, 2021, that a public remark was made.](#) This statement, by Superintendent Stephens, was grossly insufficient and only further reinforced a feeling that our community's safety is NOT a priority. There was no attempt to encourage a cohesive dialogue within our community or within classrooms. It lacked any meaningful assurance to AAPI families that our schools remain a safe, inclusive learning community with room to process grief or healing. There was no specific statement that the district stands in solidarity with AAPI communities in the face of this increased hate-based violence.

The District's near total silence in the face of this injustice is equivalent to complicity and only serves to reinforce oppression. At least [8% of BUSD's student body identifies as Asian, not inclusive of multi-racial students of Asian heritage](#). According to the [U.S. Census](#) (2019), Asians represent 32% of Alameda County's population, now the largest racial group. Despite this, our community seems to remain invisible to the school district, and this is completely unacceptable.

We call upon the BUSD to take the following actions in immediate response:

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Letter to Superintendent and BUSD School Board of Directors – Page 2

- 1) **Release a more meaningful and heartfelt public statement in solidarity with AAPI communities** against hate and white supremacy by or before March 29, 2021 when BUSD has opened an in-person learning model to the elementary school population.
  - a) The District will provide assurances that it is taking the safety and protection of our AAPI families, students and staff members seriously.
  - b) The District will develop a plan to address additional concerns (listed below) and will provide this plan by April 12, 2021.
- 2) **Support ALL communities of color** by creating safe spaces for dialogue and discussion.
  - a) Encourage and prepare educators to talk about violence and harassment that impact ALL communities of color.
  - b) Encourage AAPI staff members to talk about microaggressions and harassment that impacts the workplace.
  - c) Remind AAPI community members of family support services, such as the Office of Family Engagement and Equity, to create safe spaces for those that may need support or assistance. BUSD will ensure that culturally and linguistically appropriate services are available.
- 3) **Share more resources that have been intentionally and thoughtfully researched** on how to talk about racism, xenophobia and ways to serve as allies in this moment.
  - a) Encourage those that have experienced or witnessed acts of hate towards AAPI communities to report incidents through organizations such as [Stop AAPI Hate](#).
  - b) Create a community survey to determine if AAPI students [have faced harassment or are concerned about their personal safety](#) so that appropriate measures can be taken in response.
  - c) Encourage community and staff members to educate themselves on how to serve as allies, including how to talk about xenophobia and racism, as well as [responding to, preventing and intervening in instances of harassment](#).

We understand the many pressures that BUSD faces at this time to open up our schools in the coming weeks. But we believe our district can and should make the time and effort to more appropriately and meaningfully address this pressing crisis. This is an incredible learning and community-building opportunity, but BUSD has missed the mark to date. We strongly urge you to course correct, and that by failing to do so, you only further perpetuate a white supremacist culture by ignoring those that are marginalized by racism and hate.

Signed,

- AAPI families of BUSD – list of signatories attached
- AAPI Teachers & Staff Members – list of signatories attached
- Allies of AAPI families, Teachers and Staff of BUSD – list of signatories attached

Cc: Mike Chang, (via email: [runwithmike2020@gmail.com](mailto:runwithmike2020@gmail.com))  
Martin de Mucha Flores, VP of Equity & Inclusion, PTA Council (via email: [mdemuchaflores@peralta.edu](mailto:mdemuchaflores@peralta.edu))  
Angela Bau, BUSD AAPI (via email: [angelabau@berkeley.net](mailto:angelabau@berkeley.net))

**AAPI Families of BUSD**

#	Name	School Affiliation
1		Malcolm X Elementary School, Willard Middle School
2		Washington Elementary School
3		Washington Elementary School
4		Rosa Parks Elementary School
5		Rosa Parks Elementary School
6		Rosa Parks Elementary School
7		Berkeley Arts Magnet School
8		Ruth Acty (Jefferson) Elementary School, Martin Luther King Jr. Middle School
9		Ruth Acty (Jefferson) Elementary School
10		Emerson Elementary School
11		Emerson Elementary School
12		Berkeley Arts Magnet School
13		Rosa Parks Elementary School
14		Ruth Acty (Jefferson) Elementary School
15		Rosa Parks Elementary School
16		Ruth Acty (Jefferson) Elementary School
17		Rosa Parks Elementary School, Sylvia Mendez Elementary School
18		Berkeley Arts Magnet School, Martin Luther King Jr. Middle School
19		Rosa Parks Elementary School
20		Sylvia Mendez Elementary School
21		Berkeley Arts Magnet School
22		Rosa Parks Elementary School
23		Ruth Acty (Jefferson) Elementary School
24		Rosa Parks Elementary School
25		Malcolm X Elementary School
26		Cragmont Elementary School, Longfellow Middle School
27		Cragmont Elementary School
28		Washington Elementary School
29		Ruth Acty (Jefferson) Elementary School, Martin Luther King Jr. Middle School
30		Berkeley High School
31		Berkeley Arts Magnet School
32		Rosa Parks Elementary School
33		Berkeley High School
34		Berkeley Arts Magnet School
35		Rosa Parks Elementary School
36		Berkeley Arts Magnet School
37		Rosa Parks Elementary School
38		Berkeley Arts Magnet School
39		Rosa Parks Elementary School
40		Ruth Acty (Jefferson) Elementary School
41		Washington Elementary School
42		Rosa Parks Elementary School
43		Ruth Acty (Jefferson) Elementary School
44		Rosa Parks Elementary School, Martin Luther King Jr. Middle School
45		Rosa Parks Elementary School
46		Rosa Parks Elementary School, Ruth Acty (Jefferson) Elementary School, Longfellow Middle School, Willard Middle School, Berkeley High School
47		Martin Luther King Jr. Middle School, Berkeley Independent Study
48		Berkeley Arts Magnet School
49		Emerson Elementary School
50		Rosa Parks Elementary School
51		Rosa Parks Elementary School
52		Berkeley Arts Magnet School, Berkeley High School
53		Willard Middle School, Berkeley High School
54		Cragmont Elementary School, Martin Luther King Jr. Middle School
55		Berkeley Independent Study
56		Rosa Parks Elementary School
57		Berkeley High School
58		Berkeley Arts Magnet School
59		Ruth Acty (Jefferson) Elementary School
60		John Muir Elementary School
61		Rosa Parks Elementary School
62		Emerson Elementary School, Longfellow Middle School
63		Rosa Parks Elementary School
64		Rosa Parks Elementary School, Martin Luther King Jr. Middle School
65		Rosa Parks Elementary School
66		Rosa Parks Elementary School, Martin Luther King Jr. Middle School
67		Berkeley High School
68		Rosa Parks Elementary School
69		Washington Elementary School
70		Ruth Acty (Jefferson) Elementary School
71		Emerson Elementary School
72		parent of busd alumni
73		Berkeley Arts Magnet School
74		Berkeley Arts Magnet School
75		Malcolm X Elementary School
76		Rosa Parks Elementary School
77		Emerson Elementary School
78		Rosa Parks Elementary School
79		Berkeley Arts Magnet School
80		Emerson Elementary School, Willard Middle School
81		Martin Luther King Jr. Middle School, Berkeley High School
82		King CDC Preschool Berkeley New
83		Emerson Elementary School
84		Rosa Parks Elementary School
85		Rosa Parks Elementary School
86		Emerson Elementary School
87		Ruth Acty (Jefferson) Elementary School
88		Martin Luther King Jr. Middle School, Berkeley High School
89		Ruth Acty (Jefferson) Elementary School
90		Rosa Parks Elementary School
91		Oxford Elementary School, Ruth Acty (Jefferson) Elementary School
92		Rosa Parks Elementary School, Ruth Acty (Jefferson) Elementary School, Martin Luther King Jr. Middle School, Berkeley High School

93		Washington Elementary School, Willard Middle School, Berkeley High School
94		Rosa Parks Elementary School
95		Cragmont Elementary School
96		Martin Luther King Jr. Middle School
97		Malcolm X Elementary School
98		Rosa Parks Elementary School, Martin Luther King Jr. Middle School
99		Rosa Parks Elementary School
100		Rosa Parks Elementary School, Martin Luther King Jr. Middle School
101		Ruth Acty (Jefferson) Elementary School
102		Ruth Acty (Jefferson) Elementary School, Martin Luther King Jr. Middle School, Berkeley High School, Berkeley Technology Academy
103		Washington Elementary School

**AAPI Teachers and Staff Members**

#	Name	School Affiliation
1		Martin Luther King Jr. Middle School
2		Malcolm X Elementary School
3		Cragmont Elementary School, Rosa Parks Elementary School, Martin Luther King Jr. Middle School, Berkeley High School
4		Rosa Parks Elementary School
5		Martin Luther King Jr. Middle School
6		Berkeley High School
7		Berkeley High School
8		Cragmont Elementary School
9		John Muir Elementary School
10		Martin Luther King Jr. Middle School
11		Berkeley High School
12		Berkeley High School
13		Berkeley High School
14		Malcolm X Elementary School
15		Longfellow Middle School
16		Willard Middle School
17		Rosa Parks Elementary School
18		Longfellow Middle School
19		Berkeley High School
20		Berkeley High School
21		Longfellow Middle School
22		Cragmont Elementary School
23		Cragmont Elementary School
24		Berkeley High School
25		Malcolm X Elementary School
26		Martin Luther King Jr. Middle School
27		Cragmont Elementary School
28		Longfellow Middle School
29		Martin Luther King Jr. Middle School
30		Ruth Acty (Jefferson) Elementary School

**Allies of AAPI Families. Teachers and Staff of BUSD**

#	Name	School Affiliation
1		Longfellow Middle School
2		Cragmont Elementary School
3		Longfellow Middle School
4		Rosa Parks Elementary School, Martin Luther King Jr. Middle School
5		Berkeley High School
6		Berkeley High School
7		Martin Luther King Jr. Middle School, Berkeley High School
8		Thousand Oaks Elementary School
9		Washington Elementary School
10		Ruth Acty (Jefferson) Elementary School
11		Fairmont Elementary
12		Martin Luther King Jr. Middle School
13		Martin Luther King Jr. Middle School
14		Rosa Parks Elementary School
15		Rosa Parks Elementary School
16		Rosa Parks Elementary School
17		Emerson Elementary School
18		Rosa Parks Elementary School, Martin Luther King Jr. Middle School
19		Sylvia Mendez Elementary School
20		Berkeley High School
21		Ruth Acty (Jefferson) Elementary School
22		Berkeley Arts Magnet School
23		Washington Elementary School
24		Malcolm X Elementary School
25		Rosa Parks Elementary School
26		Malcolm X Elementary School
27		Rosa Parks Elementary School
28		Washington Elementary School
29		Longfellow Middle School
30		Berkeley High School
31		Rosa Parks Elementary School
32		Rosa Parks Elementary School
33		Martin Luther King Jr. Middle School
34		Berkeley Arts Magnet School
35		Washington Elementary School
36		Rosa Parks Elementary School
37		Rosa Parks Elementary School
38		Malcolm X Elementary School
39		Rosa Parks Elementary School
40		Ruth Acty (Jefferson) Elementary School
41		Martin Luther King Jr. Middle School
42		Cragmont Elementary School, Martin Luther King Jr. Middle School
43		Thousand Oaks Elementary School
44		Cragmont Elementary School
45		Martin Luther King Jr. Middle School, Berkeley High School
46		Oxford Elementary School, Washington Elementary School, Berkeley High School
47		John Muir Elementary School
48		Rosa Parks Elementary School
49		Berkeley Arts Magnet School
50		Berkeley Arts Magnet School, Cragmont Elementary School
51		Berkeley High School
52		Rosa Parks Elementary School, CDCs
53		Rosa Parks Elementary School
54		Ruth Acty (Jefferson) Elementary School
55		Martin Luther King Jr. Middle School
56		Longfellow Middle School, Berkeley High School
57		Emerson Elementary School
58		Rosa Parks Elementary School
59		Cragmont Elementary School
60		Sylvia Mendez Elementary School
61		Berkeley High School
62		Berkeley Arts Magnet School
63		Martin Luther King Jr. Middle School
64		Berkeley Arts Magnet School
65		Emerson Elementary School
66		Berkeley High School
67		Berkeley High School
68		Rosa Parks Elementary School
69		Berkeley High School, Berkeley Independent Study
70		Malcolm X Elementary School, Berkeley High School, Berkeley Technology Academy
71		Washington Elementary School, Longfellow Middle School, Willard Middle School, Berkeley High School
72		John Muir Elementary School
73		Washington Elementary School
74		Washington Elementary School
75		Willard Middle School, Berkeley High School
76		Berkeley Arts Magnet School
77		Martin Luther King Jr. Middle School
78		Berkeley Arts Magnet School
79		Rosa Parks Elementary School, Willard Middle School
80		Rosa Parks Elementary School
81		Berkeley Technology Academy
82		Ruth Acty (Jefferson) Elementary School
83		Washington Elementary School
84		Rosa Parks Elementary School, Martin Luther King Jr. Middle School
85		Rosa Parks Elementary School
86		Berkeley High School
87		Rosa Parks Elementary School
88		Rosa Parks Elementary School
89		Malcolm X Elementary School, Willard Middle School
90		Rosa Parks Elementary School
91		Emerson Elementary School
92		Rosa Parks Elementary School
93		Berkeley Arts Magnet School
94		Martin Luther King Jr. Middle School, Berkeley High School, Franklin Elementary School (closed)
95		Berkeley High School
96		Berkeley High School
97		Martin Luther King Jr. Middle School
98		John Muir Elementary School
99		Rosa Parks Elementary School
100		Ruth Acty (Jefferson) Elementary School
101		Martin Luther King Jr. Middle School
102		Cragmont Elementary School
103		Washington Elementary School

104	Ruth Acty (Jefferson) Elementary School
105	Emerson Elementary School, Berkeley High School
106	Ruth Acty (Jefferson) Elementary School
107	Rosa Parks Elementary School
108	Rosa Parks Elementary School, Berkeley High School
109	Entering kindergarten, school as yet unassigned.
110	Washington Elementary School
111	Berkeley Arts Magnet School
112	Entering kindergarten, school as yet unassigned.
113	Berkeley High School
114	Cragmont Elementary School, Malcolm X Elementary School, Oxford Elementary School, Martin Luther King Jr. Middle School, Be
115	Martin Luther King Jr. Middle School
116	Emerson Elementary School, Ruth Acty (Jefferson) Elementary School
117	Rosa Parks Elementary School
118	Cragmont Elementary School, Sylvia Mendez Elementary School
119	Berkeley Arts Magnet School, Martin Luther King Jr. Middle School
120	Emerson Elementary School
121	Thousand Oaks Elementary School
122	Rosa Parks Elementary School
123	Rosa Parks Elementary School
124	Longfellow Middle School
125	Rosa Parks Elementary School
126	Berkeley High School
127	Ruth Acty (Jefferson) Elementary School
128	Longfellow Middle School
129	Martin Luther King Jr. Middle School
130	Cragmont Elementary School
131	Berkeley High School
132	Malcolm X Elementary School
133	Cragmont Elementary School, Emerson Elementary School, John Muir Elementary School, Malcolm X Elementary School, Willard
134	Middle School, Berkeley High School, Berkeley Technology Academy
135	Berkeley High School
136	Ruth Acty (Jefferson) Elementary School
137	Berkeley Independent Study
138	Berkeley High School
139	Rosa Parks Elementary School
140	Rosa Parks Elementary School, Longfellow Middle School
141	Thousand Oaks Elementary School
142	Martin Luther King Jr. Middle School
143	Rosa Parks Elementary School
144	Rosa Parks Elementary School
145	Cragmont Elementary School, Oxford Elementary School, Washington Elementary School, Berkeley High School
146	Rosa Parks Elementary School, Martin Luther King Jr. Middle School
147	Berkeley High School
148	Malcolm X Elementary School
149	Malcolm X Elementary School
150	Martin Luther King Jr. Middle School
151	Martin Luther King Jr. Middle School
152	Emerson Elementary School
153	Rosa Parks Elementary School
154	Thousand Oaks Elementary School, Longfellow Middle School, Berkeley High School
155	Rosa Parks Elementary School
156	Martin Luther King Jr. Middle School
157	Malcolm X Elementary School, Willard Middle School
158	Emerson Elementary School
159	Washington Elementary School
160	Washington Elementary School
161	Rosa Parks Elementary School
162	Martin Luther King Jr. Middle School
163	Sylvia Mendez Elementary School, Thousand Oaks Elementary School
164	Sylvia Mendez Elementary School, Berkeley High School
165	Washington Elementary School
166	Rosa Parks Elementary School
167	Rosa Parks Elementary School, Martin Luther King Jr. Middle School
168	Rosa Parks Elementary School
169	Berkeley High School
170	John Muir Elementary School
171	Ruth Acty (Jefferson) Elementary School, Martin Luther King Jr. Middle School
172	Washington Elementary School
173	Washington Elementary School
174	Cragmont Elementary School
175	Sylvia Mendez Elementary School, Willard Middle School, Berkeley High School
176	Longfellow Middle School
177	Malcolm X Elementary School
178	Sylvia Mendez Elementary School
179	Berkeley High School
180	Sylvia Mendez Elementary School
181	Longfellow Middle School
182	Rosa Parks Elementary School
183	Rosa Parks Elementary School
184	Berkeley High School
185	Rosa Parks Elementary School
186	Berkeley High School
187	John Muir Elementary School
188	Martin Luther King Jr. Middle School
189	Malcolm X Elementary School
190	Martin Luther King Jr. Middle School
191	Martin Luther King Jr. Middle School
192	Longfellow Middle School
193	Berkeley Federation of Teachers
194	Rosa Parks Elementary School
195	Rosa Parks Elementary School, Martin Luther King Jr. Middle School
196	Berkeley High School
197	Martin Luther King Jr. Middle School
198	Ruth Acty (Jefferson) Elementary School
199	Longfellow Middle School
200	Rosa Parks Elementary School, Berkeley High School
201	Longfellow Middle School
202	Berkeley Arts Magnet School
203	Cragmont Elementary School
204	Ruth Acty (Jefferson) Elementary School
205	Cragmont Elementary School, Thousand Oaks Elementary School, Berkeley High School
206	Martin Luther King Jr. Middle School
207	Oxford Elementary School
	Rosa Parks Elementary School

208	Rosa Parks Elementary School
209	Rosa Parks Elementary School
210	Rosa Parks Elementary School, Berkeley High School
211	Washington Elementary School
212	John Muir Elementary School
213	Rosa Parks Elementary School
214	Rosa Parks Elementary School
215	Martin Luther King Jr. Middle School, Berkeley High School
216	Martin Luther King Jr. Middle School, Berkeley High School
217	Cragmont Elementary School
218	Rosa Parks Elementary School
219	Malcolm X Elementary School
220	Berkeley High School
221	Rosa Parks Elementary School
222	Martin Luther King Jr. Middle School
223	Cragmont Elementary School
224	Cragmont Elementary School
225	Rosa Parks Elementary School
226	Washington Elementary School
227	Rosa Parks Elementary School, Martin Luther King Jr. Middle School
228	Sylvia Mendez Elementary School
229	Rosa Parks Elementary School
230	Rosa Parks Elementary School
231	Malcolm X Elementary School
232	Cragmont Elementary School, Martin Luther King Jr. Middle School, Berkeley High School
233	Berkeley High School
234	Martin Luther King Jr. Middle School, Berkeley High School
235	Rosa Parks Elementary School
236	Cragmont Elementary School
237	Berkeley High School
238	Rosa Parks Elementary School
239	Berkeley High School
240	John Muir Elementary School
241	Malcolm X Elementary School
242	Rosa Parks Elementary School
243	Cragmont Elementary School
244	Malcolm X Elementary School
245	Rosa Parks Elementary School
246	Rosa Parks Elementary School, Berkeley High School
247	Rosa Parks Elementary School, Berkeley High School
248	Berkeley Arts Magnet School, Martin Luther King Jr. Middle School
249	Rosa Parks Elementary School
250	Oxford Elementary School, Thousand Oaks Elementary School
251	Martin Luther King Jr. Middle School
252	Rosa Parks Elementary School
253	Malcolm X Elementary School, Berkeley High School
254	Cragmont Elementary School
255	Rosa Parks Elementary School
256	Berkeley Arts Magnet School, Martin Luther King Jr. Middle School
257	Rosa Parks Elementary School
258	Malcolm X Elementary School, Longfellow Middle School
259	Longfellow Middle School
260	Rosa Parks Elementary School
261	Washington Elementary School
262	John Muir Elementary School
263	Rosa Parks Elementary School, Martin Luther King Jr. Middle School, Berkeley High School
264	Cragmont Elementary School
265	Longfellow Middle School
266	Cragmont Elementary School
267	Berkeley High School
268	Rosa Parks Elementary School
269	Longfellow Middle School
270	Berkeley High School
271	Cragmont Elementary School
272	Thousand Oaks Elementary School
273	Berkeley High School
274	Berkeley Arts Magnet School
275	Rosa Parks Elementary School
276	Rosa Parks Elementary School, Martin Luther King Jr. Middle School, Berkeley High School
277	Rosa Parks Elementary School, Martin Luther King Jr. Middle School
278	Washington Elementary School, Willard Middle School
279	Berkeley Technology Academy
280	Cragmont Elementary School, John Muir Elementary School
281	Ruth Acty (Jefferson) Elementary School
282	Sylvia Mendez Elementary School
283	Thousand Oaks Elementary School
284	Emerson Elementary School
285	Washington Elementary School
286	Rosa Parks Elementary School
287	Emerson Elementary School
288	Rosa Parks Elementary School
289	Rosa Parks Elementary School, Martin Luther King Jr. Middle School
290	Rosa Parks Elementary School
291	Berkeley High School
292	Cragmont Elementary School, Rosa Parks Elementary School, Martin Luther King Jr. Middle School, Willard Middle School, Berkeley High School
293	Longfellow Middle School
294	Martin Luther King Jr. Middle School
295	Emerson Elementary School
296	Longfellow Middle School
297	Berkeley Arts Magnet School
298	Longfellow Middle School
299	Independent Study
300	Martin Luther King Jr. Middle School
301	Ruth Acty (Jefferson) Elementary School, Martin Luther King Jr. Middle School
302	Rosa Parks Elementary School, Berkeley High School
303	Rosa Parks Elementary School
304	Rosa Parks Elementary School
305	Ruth Acty (Jefferson) Elementary School, Berkeley High School
306	Rosa Parks Elementary School
307	Martin Luther King Jr. Middle School
308	Berkeley High School



#	Alumni, Other Community Supporters	
309		
310		WCCUSD
311		Berkeley forest school
312		Attended Longfellow Elementary School, Burbank Jr. High School, Berkeley High School (Class of 1962), served at King Jr. High School as a counselor 1972-73, school psychologist 1973-76, & served on School Board's Asian Task Force 1972-76.
313		BUSD Alumnus
314		Berkeley Forest School
315		
316		
317		
318		
319		
320		Parent of 3 BHS graduates
321		