

KK, Shawntel, James

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I hope writing this does not put me in danger of any type of employment retaliation, but I have been pondering submitting my concerns in the employee survey and at other times. Most of those in the very small African American population of the college feel they can never answer these surveys honestly because they worry about compromising their jobs.

The culture of American College of Education (ACE) has become very toxic over the last 6 months and seems to affect only the African American demographic of our college. I know our HR manager is relatively new and may not know the history of the college regarding a few past discriminatory practices that were resolved by legal actions. The culture had improved slightly over the years but seems to be reverting back, but if records are reviewed in regards to pay, promotions, treatment, and the request for training being denied and/or overlooked while others in similar circumstances are accommodated in the areas mentioned. It is also evident that these overlooked individuals are rarely ever truly addressed; matters are never resolved and are basically dismissed. With the seemingly systematic removal, or actual demotions (staff being removed from their previously held positions, being stripped of their previous titles and at time salaries and placed in lower ranking positions with lower pay) and constructive demotions (people who have no qualifications or skills in an area being promoted over truly qualified people to control those people and the departments) has created a feeling of intimidation as well as lowered the morale of the small African American population here at ACE. This feeling stretches across all departments and grows stronger each time these actions take place.

I suggest that all members of upper and middle management at the company take diversity and sensitivity training. Examine the company structure to see how there is really no diversity in upper management and how the pattern of discrimination is getting worse, and that people are taking notice and looking for help in different areas to figure out how to protect themselves against these issues. I have sat on this letter since the Feb. 11th on my birthday when it seems Rommel and I was left out the loop of Rick taking over for Jordan and a new network person also coming in. I had caught word of it the day before but it was clear in our IT meeting that Rick was in charge and Julia and Jordan knew about it but Rommel and I were left in the dark yet again. When I asked was there some changes in our positions twice I was ignored. Only to find out what we had discovered was true on Friday Feb 12th 2016. Nothing against Rick at all but the way it was went about is once again seems to be part of this culture that quietly spoke of that we have seen and been affected by over the years.

As a long time and proud employee of the college who loves ACE, I find such negative actions very disappointing and cause unnecessary stress. I hope my concerns are taken seriously and recorded in record to help be part of the solution and not fall by the waist side only adding to the problems.

Thanks for reviewing my concerns

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