

To: Montgomery College Community
From: Dr. Jermaine F. Williams, President
Subject: **Violence in Colorado**
Date: November 22, 2022

I know we were all appalled to learn of the tragic violence in Colorado Springs over the weekend at Club Q. The attacker appears to have targeted the club purposely because it embraces the LGBTQIA+ community and may have intended to disrupt Sunday's recognition of Transgender Day of Remembrance. As a community, Montgomery College has long decried hatred and violence that targets individuals on the basis of sexual identity or gender identity.

In the wake of this shooting, the College reaffirms its support of LGBTQIA+ students, faculty, and staff. The College supports the rights of all community members to live free from harassment, threats, and violence. This incident is yet another that may create anxiety for many members of our community, and we encourage those impacted to seek assistance. Students can access support through [counseling](#) while faculty and staff may use [Faculty Staff Assistance Program](#) resources. The [MC Pride and Allies group](#) may also be a source of support and advocacy for students, faculty, and staff. The Office of Equity and Inclusion conducts Safe Zone trainings, which are open to employees and students, and empower participants to recognize and confront homophobia. The next one is scheduled for December 1. Watch for an announcement on how to register.

I encourage everyone to look for ways to build equity and inclusion in our community. Reinforcing my statement during last week's town hall, hate has no place at Montgomery College. No one should feel unsafe at MC and speaking out against hatred toward any of our members is a powerful step. We can also participate in programs that expand our individual knowledge of people and cultures with which we are unfamiliar. Nurturing understanding and inclusion builds justice. I am proud to be a part of a community in which these elements are so highly valued.