



DATE: February 18, 2025

TO: Chabot-Las Positas Community College District

FROM: Chancellor Ronald P. Gerhard, CLPCCD  
President Dyrell Foster, Las Positas College  
President Jamal Cooks, Chabot College

SUBJECT: CLPCCD Communication – *U.S. Department of Education Update*

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Late last week, we received the [attached letter](#) from the U.S. Department of Education’s Office for Civil Rights which outlines the Department’s interpretation of federal law regarding policies aimed at promoting racial diversity. While the letter states that such policies may be found to violate federal law, it is important to note that the letter does not create new legal obligations but rather provides **the Department’s view** on existing statutes and case law.

At Chabot-Las Positas Community College District, we remain steadfast in our commitment to fostering an inclusive and supportive learning environment where all students, faculty, classified professionals, and administrators have the opportunity to succeed. Our district operates in compliance with existing state law which already prohibits California’s public colleges and universities from granting preferential treatment based on race, sex, color, ethnicity, or national origin.

As courts continue to examine these issues and clarify the legal framework, we will remain in close communication with our state and federal partners to ensure we provide guidance that upholds both the law and our unwavering mission to serve all students equitably.

To that end, I want to reassure you that:

- Our commitment to student success and educational access remains unchanged.
- Our district will continue to comply with all applicable federal and state laws while upholding our values of equity and inclusion.
- Existing programs and student support services will continue without interruption.

We recognize that federal guidance may raise questions and concerns. If you have any immediate concerns regarding the potential impact of this federal guidance, I encourage you to reach out to our college and district leadership.

Thank you all for your continued leadership, dedication, and commitment to our shared mission.