



INVESTIGATIVE REPORT SUMMARY

BEFORE
THE LONG BEACH CITY COLLEGE DISTRICT
COUNTY OF LOS ANGELES

In the matter of)	FINDINGS OF FACT
)	AND
KASHARA MOORE)	RECOMMENDATIONS
)	
A part-time instructor employee)	

I. INTRODUCTION

On June 10, 2022, Long Beach City College District (hereinafter "District"), received a complaint (hereinafter "Complaint"), over email, submitted by Carmina Barraza (hereinafter "Barraza or Complainant"), former student, alleging (1) her name was mispronounced during the District commencement ceremony on June 9, 2022, and (2) the individual who read her name during the commencement ceremony "elbowed" her. As part of the investigation process interviews occurred, in addition to reviewing documentary evidence, in the form of the written email complaint submitted by Barraza, an email submitted by a witness to the event, and video evidence of the event. The following individuals were interviewed:

1. Carmina Barraza, Complainant
2. Dr. Kashara Moore, Respondent
3. [REDACTED]
4. [REDACTED]
5. [REDACTED]
6. [REDACTED]
7. [REDACTED]

8. [REDACTED]
9. [REDACTED]
10. [REDACTED]
11. [REDACTED]
12. [REDACTED]
13. [REDACTED]
14. [REDACTED]
15. [REDACTED]
16. [REDACTED]
17. [REDACTED]
[REDACTED]
18. [REDACTED]
19. [REDACTED]
20. [REDACTED]
21. [REDACTED]

Issues in Question

There are two main issues in question and four sub-issues

1. Did the individual charged with reading Barraza's name aloud during the commencement ceremony mispronounce her name, and
2. Did the individual charged with reading Barraza's name aloud during the commencement ceremony, "elbow" her as alleged, and if so,
 - a. Was physical contact made or not.
 - b. If not, does it matter if physical contact was not made, and,
 - c. Was the act of elbowing Barraza an intentional or unintentional act?
 - d. Finally, if the action was unintentional, does that matter?

Standard of Review

The standard of review applied was a preponderance of the evidence. As such, was it more likely than not the events in question occurred. Accordingly, from the totality of facts from the investigatory process, was it more likely than not the issues in question occurred. Investigatory

determinations were made based on documentary evidence reviewed, in addition to witness testimony, and witness credibility.

II. BACKGROUND: STATEMENT OF FACTS

1. Documentary Evidence

Documentary evidence is distinguishable from oral witness testimony and consists of any evidence that is submitted in the form of a document. Documentary evidence comes in many forms of which video evidence is considered reliable and acceptable documentary evidence. Documentary evidence is evidence that proves or disproves facts in question. To be considered, documentary evidence must be relevant and meet relevancy standards.

a. The Complaint

Barraza submitted the Complaint to the District, in writing and over email, on June 10, 2022 (**Exhibit 1**). Within the Complaint, Barraza stated, and alleged, she had attended the District's commencement ceremony on June 9, 2022, and, when it was her turn to have her name called out loud on the stage, the individual charged with reading her name aloud mispronounced her name. Within the Complaint, Barraza alleged the name "Carina Barajas" was called out loud. Barraza stated she found this upsetting and attempted to request that her correct name be read aloud "Carmina Jimmena Barraza."

Barraza stated in addition to mispronouncing her first and last name, her middle name was ignored and not read aloud. Barraza stated she requested to the name reader if she [Barraza] could read her name to the card reader or say it into the microphone herself. Barraza stated she was glancing around during this exchange hoping someone would come to her assistance.

Barraza stated the name reader stated her name incorrectly, for a second time, and then "elbowed" Barraza. Barraza stated the act of being elbowed was an intentional act.

Barraza stated she was shocked by this entire exchange with the name reader.

Barraza also stated that she reported this incident to the "commencement team" and to campus police officers. Barraza stated that the campus police officers directed her to report the incident to the District.

[REDACTED]

e. Written Statement Outlining the Campus Police's Professional Assessment of the Video Evidence

The District's Campus Police, the Long Beach Police Department (hereinafter "Police"), were asked to review the video evidence submitted by Barraza to determine, if, in their professional assessment, the interaction between Barraza and the name reader, identified to be Moore (hereinafter "Moore") could rise to the level of assault or battery. This assessment was submitted to the District in the form of a written statement, **(Exhibit 5)**. The Police assessed the video and determined that the physical incident where Moore is observed raising her arm, pointing her elbow, and making a rapid protruding motion in the direction of Barraza could maybe rise to the level of assault or battery. The Police communicated this assessment resulted from the following considerations:

- From the video evidence it is clear Moore's elbow "flinches" toward Barraza.
- From the video evidence it is unclear:
 - As to whether contact is made between Moore's elbow and the student.
 - Whether the elbow flinch is a voluntary or involuntary response.
 - What the reason is for the elbow flinch.

f. Email to the Campus Requesting Commencement Name Reading Volunteers

The Communications Department sent an email to District employees on May 6, 2022, requesting volunteers to participate in the District's 2022 commencement ceremony to read student names, **(Exhibit 6)**. The email from the Communications Department outlined the responsibilities of the volunteer name reading position and the deadline to volunteer for this role for the District's 2022 commencement ceremony. Specifically, the email from the Communications Department stated the following, in part, emphasis added.

The Commencement Committee is looking for volunteers to read student names at our largest commencement in LBCC history. We are celebrating 2022, 2021, and 2020 graduates and anticipate more than the 800 who attended the last in-person commencement in 2019.

Having your name read and pronounced correctly at commencement is one of most important parts of commencement for a student and their family/friends in attendance. Name reading is an important responsibility and we hope to have a group of at least 10 faculty/classified colleagues who will work together to make this happen.

- *We are looking for individuals who understand the gravity of importance this role has, are interested, committed, confident, possibly multilingual, have the ability to act under pressure, and are willing to put in the time and effort to prepare in advance.*
- *In advance of commencement the name readers will be provided a list of graduate names to practice pronunciation of names. This could also include consultation with colleagues who can advise on proper pronunciation.*
- *During the ceremony, readers will be handed an index card, that each student will fill out in advance, with the phonetic spelling of their name.*

REQUIREMENTS FOR READERS:

- *Readers must try their best to be able to successfully pronounce diverse names from a multitude of languages, all with their own unique sound.*
- *Readers must attend rehearsal during the afternoon of Wednesday, June 8 (time TBA).*
- *On the day of, readers must arrive no later than 2 pm, dressed in graduation regalia, which will be provided if needed.*
- *The deadline to volunteer is Friday, May 13. If you are interested in volunteering as a name reader, please reply to Suman Mudunuri or C.C. Sadler to this email with your name before that date.*

Here is the YouTube video of the last in-person graduation.

g. Email to the Commencement Name Reading Volunteers on “NameCoach”

To assist with pronouncing student names correctly during the commencement ceremony, the Commencement organizers provided a software program to the Commencement Name Reading Volunteers, referred to as “NameCoach”. This software was provided to the name reading volunteers over email, on May 31, 2022. (**Exhibit 7**). This software prepared name readers to properly pronounce student names during the commencement ceremony, by allowing name readers the opportunity to practice reciting actual student names before the ceremony, and by exposing them to inflections associated with student names.

h. Video Evidence

a. Video Document #1

Barraza submitted video testimony on June 10, 2022, (**Video Document #1; Exhibit 8**). Observations of this video demonstrate that Moore indeed referred to Barraza as “Carina Barajas”, at 4 seconds into the video. At 14 seconds into the video, at the edge of the commencement stage, Barraza and Moore are regarded communicating to one another. After this exchange, at 18 seconds into the video, Moore stated Barraza’s name for a second time, this time pronouncing it correctly, Carmina Barraza. However, Barraza’s middle name is still not stated. At 18 seconds into the video, Moore’s elbow is clearly raised in a parallel manner to the ground, with Moore’s elbow affixed in the direction of Barraza. Moore’s elbow then is observed making a rapid protruding motion in the direction of Barraza, at chest height. From the angle of the video, it is not possible to tell if Moore’s elbow made direct physical contact with Barraza. At 43 seconds into the video, Barraza is seen on the commencement stage, approximately in the middle of the stage, in what appears to be accepting her diploma and also speaking to [REDACTED]
[REDACTED]

b. Video Document #2

Barraza submitted additional video testimony on June 10, 2022, (**Video Document #2; Exhibit 9**). Observations of this video corroborate all observations in Video Document #1.

c. Video Document #3

Barraza submitted additional video testimony on June 10, 2022, (**Video Document #3; Exhibit 10**). Observations of this video demonstrate [REDACTED] and Barraza communicating with one another on the commencement stage. They appear to be communicating with one another for the first 10 seconds of the video, until [REDACTED], [REDACTED] walks over and joins the exchange. [REDACTED] joined the exchange at approximately 10 seconds into the video. At about 14 seconds into the video with arm motions, [REDACTED] escorts Barraza back to the section of the stage where names are being read. Barraza arrived back at Moore’s podium at about 16 seconds into the video. At this time, [REDACTED] and [REDACTED] are standing next to one another in the middle of the commencement stage. Barraza and Moore exchange communication until about 20 seconds into the video. [REDACTED] walks toward them and joins them at about 23 seconds into the video.

d. Video Document #4

Barraza submitted additional video testimony on June 10, 2022, (**Video Document #4; Exhibit 11**). Observations of this video corroborate Moore pronouncing the name “Carmina Barraza” and then raising and protruding her elbow in the direction of Barraza. From this video, it is not known if Moore’s elbow made direct physical contact with Barraza.

e. Video Document #5

Barraza submitted additional video testimony on June 10, 2022, (**Video Document #5; Exhibit 12**). Observations of this video demonstrate Moore and Barraza at the name reading podium jointly reviewing Barraza’s name card. This exchange occurs until about 5 seconds into the video. At 5 seconds into the video, Moore reads Barraza’s name into the microphone and states her name “Carmina Barraza”. At 6 seconds into the video, while blurry, Moore’s elbow can be discerned as elevated and pointed in Barraza’s direction. At 8 seconds into the video, Barraza is heard stating, “Excuse me.” From the video it cannot be seen if Moore’s elbow makes direct physical contact with Barraza.

f. Video Document #6

The official District livestream of the Commencement ceremony 2022 (<https://www.youtube.com/watch?v=S-30sIFmgIo>), captures the exchange between Barraza and Moore, and ensuing events, time stamped between 3:26:19-3:27:10 (**Video Document #6; Exhibit 13**). Observations of this video confirm all other video evidence submitted, Moore, indeed, referred to Barraza as “Carina Barajas”. Then, at the edge of the commencement stage, Barraza and Moore are regarded communicating with one another. After this exchange, Moore stated Barraza’s name for a second time, this time pronouncing it correctly, Carmina Barraza. However, Barraza’s middle name is not stated. It is not possible to see if Moore’s elbow is raised in this video. However, Barraza is heard stating “Excuse me.”

Barraza then participated in an exchange with [REDACTED] approximately in the middle of the commencement stage. [REDACTED] walks over and joins the exchange. [REDACTED] escorts [REDACTED] back to the section of the stage where names are being read, through arm gestures and motions. Barraza arrived back at the name reading podium with Moore. At this time, [REDACTED] and [REDACTED] are standing next to one another in the middle of the commencement stage. Barraza and Moore exchange

communication before [REDACTED] walks toward them and joins them. Barraza, [REDACTED] Moore, and [REDACTED] communicate with one another before [REDACTED] reads Barraza's name out loud including her middle name, "Carmina Jimmena Barraza."

2. Oral Testimony

Oral testimony consists of an interviewee being interviewed by the interviewer. The Complainant, Respondent, and witnesses were interviewed. Witnesses are interviewed if they may have relevant information related to the incident and issues in question and under review.

a. Complainant Interview

Barraza was interviewed by Kristin Olson (hereinafter "Olson"), Associate Vice President-Human Resources and Sandra Sims (hereinafter "Sims"), Human Resources Manager, on June 14, 2022, over zoom.

During her interview, Barraza stated she was in the graduation line waiting for her name to be called, so that she could receive her diploma. When it was her turn to be called, she did not hear her name and the name "Carina Barajas" was called out instead. She stated she walked over to Moore and stated that the name Moore read "was not right" and said she could show Moore the correct name on her name card. Barraza stated that Moore was "very defensive" when they spoke. Barraza stated she felt it was "not O.K." to not have her name read correctly [during the graduation ceremony]. Barraza stated her first, middle, and last name were phonetically spelled on her name card, so she did not understand what the problem was. Barraza stated she offered to tell Moore what her name was so that Moore would be able to say it correctly, and stated Moore responded by saying, "No" and then "elbowed" Barraza. Barraza stated she was in a daze after that, asking herself "Did this really just happen?" Barraza stated she just walked away and stated to Moore "Don't ever [elbow] me again."

Barraza stated she then walked over to [REDACTED] and [REDACTED] was kind and tried to make her feel better. Barraza stated that [REDACTED] then walked up to [REDACTED] and Barraza and said [REDACTED] [Barraza] deserves to have her name called." Barraza stated that [REDACTED] then walked her over to the podium where names were being read. Barraza stated that Moore's demeanor had changed by that point and was "making an effort" to be helpful and understand what Barraza wanted. Barraza stated that she requested that Moore not read her name aloud again, that someone else read it,

because she felt disrespected by Moore. Barraza stated that [REDACTED] then read her name aloud and read it correctly.

Barraza stated that she walked over to where her seat was and stated to [REDACTED], "What do I do?" Barraza stated she felt "small" and "robbed" and felt like Moore was trying to make it her fault that Moore could not say her name properly. Barraza said that she decided to leave the ceremony at that time. Barraza stated the commencement team stopped her and [REDACTED] when they were leaving. Barraza stated that [REDACTED] and [REDACTED] spoke with her and [REDACTED] took her statement. [REDACTED] told Barraza she would get her diploma back.

Barraza stated that before leaving she also spoke with two police officers and stated she wanted to file a report.

Barraza stated she had recently had surgery in her chest area and had gotten something removed.

b. Witness Interviews

i. [REDACTED]

[REDACTED] was interviewed by Olson and Sims, on June 14, 2022, over zoom.

During her interview, [REDACTED] stated that she witnessed Barraza walk over to the woman in a silver gown and Barraza stated her name to this woman. [REDACTED] stated the woman repeated Barraza's name back to Barraza correctly. [REDACTED] stated that Barraza stated her name to the card reader three times. [REDACTED] stated that despite Barraza's efforts, Moore mispronounced Barraza's name. [REDACTED] stated that Barraza asked Moore if she could say her name. [REDACTED] stated that Moore then "elbowed" Barraza. [REDACTED] stated that Barraza said to Moore, "Don't ever do that again." [REDACTED] stated she saw Barraza with [REDACTED] on the stage and then [REDACTED] walked over. [REDACTED] stated that Barraza and [REDACTED] walked back and [REDACTED] heard Barraza say "I don't want [Moore] reading my name." [REDACTED] heard [REDACTED] say, "I can read [Barraza's] name, how do you say it?"

[REDACTED] stated that she and Barraza chose to leave the ceremony early, as a result of this incident. Before leaving, they spoke to [REDACTED] and the Police and the Police told [REDACTED] and Barraza they can't do anything and Barraza needs to speak with the District.

██████████ recommended that name readers are provided with training on proper steps to take if a name reader gets flustered while reading names.

ii. ██████████

██████████ was interviewed by Olson and Sims, on June 13, 2022, over zoom, and on June 21, 2022, also over zoom. ██████████ stated that she could see that something was happening on the stage, but did not witness the incident in question. ██████████ stated she subsequently observed Barraza crying, after Barraza had exited the stage and was in the sitting area for the graduates. ██████████ stated that ██████████ came over to her and brought her over to Barraza, who was “visibly upset and crying.” ██████████ stated that she spoke with Barraza who told her that when Barraza was onstage Moore “elbowed her and mispronounced her name” and when Barraza asked if she could read her own name, Moore “elbowed” her. ██████████ stated that ██████████ took down Barraza’s information. ██████████ stated that while she was speaking with Barraza, ██████████ was present. ██████████ stated that she did not know who the name reader in question was, or who Moore was partnered with, as the partnering was random. Name reader partners were based on how the name readers lined up. Additionally, ██████████ stated that the name readers would rotate roles every 10 minutes, as organized by the stage manager.

██████████ stated that name readers were employee and faculty volunteers. ██████████ stated that the name readers received training prior to the commencement ceremony in an effort to avoid mispronunciation of students’ names. ██████████ advised that there was also a rehearsal before the commencement ceremony and name readers were invited to attend the rehearsal. ██████████ stated about half of the name reader volunteers were present at the rehearsal and that Moore was present. ██████████ stated that during the ceremony itself, two name readers were assigned to each area, to provide support to one another if a name reader required assistance. ██████████ stated that as part of the training, name readers are told it is not possible to anticipate what could go wrong, and that they needed to rely on one another for support.

██████████ stated that a group meeting was held for the name readers, to onboard them, and help them understand how the commencement ceremony was organized. ██████████ stated that as part of the training, name readers were told not let students read their names into the microphone.

██████████ stated that a follow-up meeting was also held with the name readers. ██████████ stated that a Canvas Shell was created for the name readers, with access to “NameCoach” to

prepare the name readers for the ceremony. [REDACTED] stated that through the "NameCoach" software, District students were able to record the proper pronunciation of their names and these names were provided to the name readers to listen to and practice saying student names before the commencement ceremony. [REDACTED] stated that at least 300 student names were recorded into "NameCoach".

[REDACTED] was unaware that Moore had a speech disability until after the commencement ceremony. [REDACTED] stated Moore never communicated this to her.

iii. [REDACTED]

[REDACTED] was interviewed by Sims, on June 14, 2022, over zoom. [REDACTED] stated she was at the commencement ceremony but she was stationed away from the stage, monitoring students who left the ceremony early. [REDACTED] stated she witnessed Barraza speaking with [REDACTED]. [REDACTED] stated she was speaking with another student who wanted to leave early while [REDACTED] was speaking with Barraza.

[REDACTED] stated after the graduation ceremony concluded, that same evening, [REDACTED] [REDACTED] told her [REDACTED] had assisted a student on stage. [REDACTED] stated [REDACTED] also stated it is important to correctly read the students' names. [REDACTED] stated [REDACTED] also referenced Moore having a speech related disability. [REDACTED] stated she did not know if Moore, in fact, had a speech related disability.

iv. [REDACTED]

[REDACTED] was interviewed by Olson, on June 16, 2022, over zoom. [REDACTED] stated that she was helping at the commencement ceremony, but had left the event early and went back to her office. [REDACTED] stated that after the ceremony was over she was standing in front of the executive parking lot, and [REDACTED] [REDACTED] came over to her. [REDACTED] stated that [REDACTED] stated to her that an incident during the graduation ceremony had occurred with Moore and he was worried about Moore and hoped she felt okay. [REDACTED] stated she would reach out to Moore. [REDACTED] stated when she spoke with Moore, Moore stated she did not want to talk about the incident at the graduation ceremony, she felt humiliated, and she had worked hard at being a name reader for the ceremony, practicing with "NameCoach".

██████████ stated she was not aware of the process for selecting student name reader volunteers. ██████████ stated she also was not aware of any training or rehearsal they may have received, because she was assigned to a different section of the commencement ceremony and only recently transitioned to the role she held during the actual commencement.

██████████ stated she spoke with ██████████
██████████ another name reader during the commencement ceremony.

vi. ██████████

██████████ was interviewed by Sims, on June 27, 2022, over zoom. ██████████ stated she did not witness the actual event in question but heard about it after the ceremony. ██████████ explained she went to the restroom during the time the incident occurred, and, when she returned, it was her turn to serve as the name reader. ██████████ recalled when she returned to the stage, Moore handed her the name cards and stated to ██████████ that Moore was “no longer allowed to read names.”

██████████ additionally explained that ██████████
██████████ was the one who informed ██████████ of the incident. ██████████ stated ██████████
was in charge of monitoring the stage on the same side of the stage the incident occurred.

██████████ stated ██████████ would signal when it was time for the name readers to rotate by lifting her finger and waving at the name readers. ██████████ stated the name readers rotated approximately every 10 to 15 minutes.

██████████ advised that she learned about the name reader volunteer position from ██████████
██████████ stated that the name readers were provided a link to a Canvas Shell, a portal which provided them access to “NameCoach”, which allowed the name readers the opportunity to listen to and practice saying student names before the commencement ceremony. ██████████ stated that there was a commencement rehearsal before the actual commencement ceremony and name readers were invited to attend. ██████████ stated she had dual roles during commencement, where she was responsible for lining up the graduating students before transitioning into her name reading role. ██████████ stated because of these two roles she did not meet the other name readers and had not met Moore previous to them standing in line together to read the student names on the day of commencement.

vii. ██████████

hearing this statement, she turned to her right and observed Moore as “flustered.” [REDACTED] stated a conversation was going on between Barraza and Moore, and, while [REDACTED] could not hear all of it, she did hear Barraza say she wanted to read her own name into the microphone. [REDACTED] stated after Barraza’s name was read, [REDACTED] walked over to [REDACTED] for her diploma and told her that Moore had “elbowed” her. [REDACTED] stated [REDACTED] came over to where [REDACTED] was standing with Barraza, and told Barraza she can go back to Moore and request that her name be correctly pronounced. [REDACTED] then walked over to where Moore and Barraza were standing, said to Moore, “You are not saying her name right, say her name right.”

[REDACTED] stated [REDACTED] later went over to Moore and asked if Moore was okay to continue or if Moore needed to leave the podium. [REDACTED] stated Moore advised [REDACTED] she was okay to continue reading student names. [REDACTED] stated later on Moore left the podium and stage and [REDACTED] observed Moore and [REDACTED] speaking off to the side of the commencement stage. [REDACTED] stated that [REDACTED] later joined Moore and [REDACTED] in a conversation off to the side of the commencement stage.

x. [REDACTED]

[REDACTED] was interviewed by Olson and Sims, on July 5, 2022, over zoom. [REDACTED] stated the name reading task appeared hard, because the students were coming really fast, so name readers did not have time to re-read names, if they pronounced names incorrectly. [REDACTED] stated she observed Moore trying to say Barraza’s name. [REDACTED] said she also observed Barraza waving her arms around and telling Moore that “You need to say my name correctly.” [REDACTED] stated that Moore tried to say Barraza’s name again. [REDACTED] stated she did not observe any physical contact between Moore and Barraza. [REDACTED] stated because she was seated in the front row next to [REDACTED], she was quite close to Moore and Barraza, during their exchange and believed she was closest to the parties involved.

[REDACTED] recalled that as Barraza was walking over to [REDACTED] Barraza looked back at Moore and told Moore, again, that Moore had read her name wrong. [REDACTED] stated that at that point, [REDACTED] had walked over to the Barraza and Moore.

[REDACTED] stated she later saw [REDACTED] speaking with Moore, Barraza, and another student, who [REDACTED] perceived as a friend of Barraza. [REDACTED] stated that Moore “looked nervous” during this exchange. [REDACTED] stated she heard the friend say “I’ll just read [Barraza’s] name, this is taking

stage, facing the audience, and was on the opposite side of where Moore was positioned. [REDACTED] stated he did not observe an incident involving Moore and Barraza.

[REDACTED] stated, however, he did observe Moore, [REDACTED] and [REDACTED] speaking off to the side of the commencement stage. He saw the exchange backstage involving the reader Moore, [REDACTED] and [REDACTED]. [REDACTED] stated he first observed [REDACTED] speaking with Moore and then observed [REDACTED] later joining [REDACTED] and Moore. [REDACTED] told the reader that she had mispronounced the student's name and shoved the student. [REDACTED] stated he heard [REDACTED] say that Moore had mispronounced Barraza's name and Moore responded by stating "I did not shove the student."

xvi. [REDACTED]

[REDACTED] was interviewed by Olson and Sims, on July 5, 2022, over zoom. [REDACTED] stated she was assigned to monitor the commencement ceremony stage on the right side facing the audience, and this meant she needed to monitor the student name readers rotational scheme. [REDACTED] stated she would rotate the student name readers every 5-10 minutes. [REDACTED] stated this also meant that she was responsible for monitoring the progression of the student graduation line, on the right side of the stage facing the audience. [REDACTED] recalled the incident involving Moore and Barraza.

However, [REDACTED] stated because she was focused on rotating the name readers and keeping track of their time, [REDACTED] did not observe anything related to the incident, until she saw [REDACTED] approaching Barraza and Moore. [REDACTED] stated after she observed [REDACTED] approaching Barraza and Moore she heard [REDACTED] read Barraza's name into the microphone. [REDACTED] stated this prompted her to go to the stage and speak with [REDACTED]. [REDACTED] let [REDACTED] know he thought it may be best to allow Moore an opportunity for a break. [REDACTED] approached Moore to let her know she was going to switch out name readers and then Moore and [REDACTED] exited the stage together. [REDACTED] stated she noticed that Moore and [REDACTED] were speaking to the side of the commencement stage. [REDACTED] stated she approached them to see if she could offer additional assistance. [REDACTED] stated as she approached she heard [REDACTED] apologize to Moore for how she was treated. [REDACTED] stated Moore responded and stated that [REDACTED] told Moore, "he needed to remove her." [REDACTED] observed [REDACTED] walk over to [REDACTED] and Moore and [REDACTED] stated that it was important for name card readers to read student names correctly. [REDACTED] then communicated that Barraza stated Moore had pushed Barraza. Moore responded that she did

not push the student and advised [REDACTED] to review the video of the event. [REDACTED] then communicated that she did not observe Moore physically contact Barraza.

[REDACTED] offered her seat on the commencement stage to Moore. [REDACTED] stated it would be better to wait to the side of the stage and offered to remain with Moore. [REDACTED] and Moore remained on the side of the stage and [REDACTED] returned to her seat on the stage. [REDACTED] asked Moore if she wanted to continue to read student names again. Moore responded she did not want to continue to read names.

[REDACTED] stated Moore approached her later stated she would like to continue to read student names. [REDACTED] returned Moore to the student name reading rotation, but before Moore was able to read student names, the student name reading portion of the commencement ceremony was concluded.

xvii. [REDACTED]

[REDACTED] was interviewed by Olson and Sims, on June 27, 2022, over zoom. [REDACTED] stated that he heard a student state, "She pushed me," which caught his attention so he looked over. [REDACTED] stated he saw Barraza interacting with [REDACTED]. [REDACTED] stated that he saw [REDACTED] walk over to where Barraza was standing and state that Barraza's name was not read properly. [REDACTED] stated that Barraza looked like she was going to cry and [REDACTED] stated to the student, "You can have your name read." [REDACTED] stated he heard Barraza say "I don't want [Moore] to read my name, she pushed me." [REDACTED] stated he heard [REDACTED] say, "I will read your name." [REDACTED] then read Barraza's name correctly.

[REDACTED] stated he watched Barraza leave the stage in tears. [REDACTED] stated that [REDACTED] came over to him after that and communicated that she saw Moore raise her elbow in the direction of Barraza. [REDACTED] stated to [REDACTED] he wanted to assess the situation carefully and walked over to Moore to engage with her to determine if Moore was okay. [REDACTED] stated that he and Moore spoke on the side of the commencement stage and [REDACTED] asked Moore if she was okay, because he had received some complaints from a student. [REDACTED] then asked Moore if she needed a break or if he should remove her from the rotation. Moore responded that she "was good".

[REDACTED] excused himself and returned to speaking with [REDACTED] and asked [REDACTED] to please describe exactly what she had observed. [REDACTED] stated he wanted to understand the details of the situation before making a decision. [REDACTED] responded that she had seen Moore raise her elbow and

motion her elbow in the direction of Barraza. [REDACTED] confirmed he had observed the same—that Moore raised her elbow at Barraza and motioned her elbow at Barraza.

[REDACTED] stated that while he was speaking with [REDACTED] and [REDACTED], he continued to watch Moore and observed her struggling to read student names. Ultimately, [REDACTED] stated because of the allegation of physical misconduct he assessed it would be best if Moore took a break from reading student names. [REDACTED] walked over to [REDACTED] and recommended that the name readers participate in a rotation, because then it would look like name readers were rotating in the normal cycle.

[REDACTED] remained on the stage, but also observed that Moore and [REDACTED] were speaking with one another off to the side of the commencement stage. [REDACTED] exited the stage as well and joined the conversation with Moore and [REDACTED]. [REDACTED] stated that Moore stated to [REDACTED] that she “felt humiliated.”

[REDACTED] reviewed the matter with [REDACTED] and [REDACTED] stated he would reach out to Barraza on Friday.

[REDACTED] stated [REDACTED] told him that Barraza left the ceremony in tears. [REDACTED] connected with [REDACTED] on June 10, 2022, and [REDACTED] informed [REDACTED] that Barraza reached out to the District Thursday night, June 9, 2022, and submitted a written complaint.

[REDACTED] stated that he was hearing that Moore had a speech disability. When directly asked, [REDACTED] confirmed he had no awareness of Moore’s speech disability when he made the decision to remove Moore from the student name reading rotation, as a result of the allegation of physical misconduct. [REDACTED] further stated that he regarded Moore mispronouncing students’ names as a relatively minor issue. [REDACTED] stated, ultimately, his decision to remove Moore from reading students’ names was a result of the allegation of physical misconduct.

xviii. [REDACTED]

[REDACTED] was interviewed by Olson and Sims, on June 27, 2022, over zoom. [REDACTED] stated this commencement was her first one with the District and it was an incredible event. [REDACTED] stated that she could see how excited all the students were.

[REDACTED] stated that she heard a name reader make a few mistakes and as a result she started watching the name reading process closely. [REDACTED] stated she observed Moore interacting with Barraza and heard Barraza say, “That is not my name, this is my name” and leaned over to show

Moore. [REDACTED] stated at that moment she observed Moore lift up her arm and “elbow” Barraza. [REDACTED] stated she watched Barraza walk toward [REDACTED] looking very upset. [REDACTED] stated from the upset look Barraza had on her face, [REDACTED] stepped in to assist Barraza. [REDACTED] walked over to Barraza and asked Barraza “Did [Moore] say your name right; you can request that Moore say it again.” Barraza walked back over to Moore. [REDACTED] stated she walked over as well. Barraza stated “I don’t want [Moore] to say my name; [Moore] pushed me.” [REDACTED] stated, “Tell me how to say your name and I will say it.” [REDACTED] then stated Barraza’s name. Barraza then walked over to [REDACTED] and continued with the graduation ceremony procession.

[REDACTED] stated she learned a few days later, from [REDACTED], that Barraza was in tears after she walked off the stage.

[REDACTED] stated that when she returned to her seat, [REDACTED] stated that he saw Moore elbow Barraza. [REDACTED] stated that she and [REDACTED] talked to [REDACTED] about Moore “elbowing” Barraza. [REDACTED] also stated to [REDACTED] that she observed Moore “elbow” Barraza. [REDACTED] additionally stated to [REDACTED] that she was concerned Moore was not saying students’ names properly.

[REDACTED] stated [REDACTED] then walked over to check on Moore and to ask Moore if she felt she was able to continue with name reading. [REDACTED] stated [REDACTED] ultimately made the decision that it would be best to remove Moore from the name reading rotation.

[REDACTED] stated that after the incident, she noticed [REDACTED] talking to Moore, so she approached both of them. [REDACTED] stated [REDACTED] was also present and Moore stated that she was embarrassed and upset. [REDACTED] stated Moore stated she had been practicing to get the names correct and that she had been born with a speech impediment.

[REDACTED] stated that [REDACTED] removed Moore because Moore had been mispronouncing student names. [REDACTED] stated that [REDACTED] had only taken action to manage the developing situation, and, if Moore wished, they could discuss this matter further. [REDACTED] stated she returned to the stage and [REDACTED] stayed with Moore.

xix. [REDACTED]

[REDACTED] was interviewed by Olson and Sims, on June 29, 2022, over zoom. [REDACTED] stated that Moore was pronouncing students’ names fine, and none of the name readers were pronouncing all of the students’ names perfectly. [REDACTED] stated she did not see Moore “elbow” Barraza. [REDACTED] stated that she saw Moore lift her arm and elbow, but did

not see any contact with Barraza. ■■■ stated she could not see if there was any contact made, that contact could have occurred, but, if it did, she not see it.

■■■ stated Barraza was “aggressive” toward Moore and was standing quite close to Moore. ■■■ stated she observed Barraza state her name, then Moore stated it, and then Barraza tried to lean into the microphone. ■■■ then observed ■■■ walk over to where Moore and Barraza were standing and ■■■ stated that she would say the student’s name. ■■■ stated ■■■ returned to her seat after reading the student’s name.

■■■ stated she heard ■■■ state to ■■■ that ■■■ needed to remove Moore. However, ■■■ stated, ■■■ did not remove Moore immediately. Instead, ■■■ stated ■■■ went over to Moore and asked Moore if he needed to remove her. ■■■ stated she tried to tell ■■■ that he should not remove Moore from the stage.

■■■ stated she saw Moore crying near the steps of the stage, so ■■■ went down to speak with Moore. ■■■ stated that ■■■ was already standing with Moore. ■■■ stated Moore was mainly talking and ■■■ was listening. ■■■ stated Moore stated that she did not understand why ■■■ removed her and that she had overcome a speech impediment. Moore stated to ■■■ that she volunteered because she wanted to be there for the students. ■■■ stated at that point, ■■■ asked if there was anything that they could do?

■■■ stated she saw that Moore was back on the stage at the end of commencement ceremony, but Moore did not read any student’s names.

a. Respondent Interview

Dr. Kashara Moore (hereinafter “Moore”), Part-Time Instructor, was interviewed by Olson and Sims, on June 28, 2022, over zoom. Angel Maldonado, Moore’s Union Representative was also in attendance during Moore’s interview. Moore stated she volunteered for the commencement ceremony to participate as a student name reader. On the day of the event, she was handed the name card for Barraza by ■■■ and Moore read the name on the card. Moore heard Barraza state, “That is not my name.” Moore said when she heard that she wondered if she may have received the wrong card. Moore stated she retrieved the card from the photographer, apologized to the student, and asked, “How do you say your name?” Moore stated Barraza stated to her, “You pushed me. I don’t want you to read my name. I can read my name.” Moore responded by saying “No.” Moore stated Barraza’s friend, standing behind Barraza in the student line, stated, “I can

read her name.” Moore stated, “No.” Moore stated she saw [REDACTED] walk over from the other side of the stage and yelled at her, “The student needs to have her name read correctly.”

Moore stated at this time she was still holding Barraza’s name card. Moore stated that [REDACTED] took the card from Moore and asked Barraza, “How do you say your name?” Moore stated that [REDACTED] then read Barraza’s name into the microphone. Moore stated she felt “confused and challenged.”

Moore stated that she volunteered for this event after having a speech impediment as a child. Moore stated she became flustered and stuttered over the next name. Moore stated she remained at the podium and tried to do better. Moore stated [REDACTED] walked over to her and asked if he needed to replace her because she was saying students’ names incorrectly. Moore stated she cannot recall what she said to [REDACTED]. Moore stated that she turned around and kept pronouncing names and then it was her turn to switch, so she left the stage at that time.

Moore stated she felt humiliated and was trying to gather herself. Moore stated that [REDACTED] came over to her and asked if she was okay. Moore stated she was not okay and she had been humiliated for mispronouncing names. Moore stated [REDACTED] stated it was okay and not to worry about it and she had done a great job. Moore stated that [REDACTED] came over and said to Moore that she saw Moore push Barraza. Moore stated she immediately responded and said that she did not push Barraza. Moore stated [REDACTED] stated that Moore did not push Barraza and that she had been sitting close by.

Moore stated she was asked if she wanted to read students’ names again and Moore responded, “Not at this time.” Moore stated she went back on stage later in the program and handed name cards to the name reader, but did not read names. Moore stated that [REDACTED] said she would be able to read names, but the program ended before she had an opportunity to rotate back onto the stage.

Moore stated she prepared for commencement. Moore stated the volunteer name readers received training on their role and also received “NameCoach”, which is a program where students can upload their names, so name readers can hear how to pronounce students’ names. Moore stated that 300 names were uploaded into “NameCoach”. Moore also stated that students received cards and wrote their name phonetically on the card for the name readers to read. Moore finally stated that a rehearsal was held for the name readers to practice before commencement.

Moore stated that she carried around the most challenging names in her pocket for two weeks and practiced saying them.

Moore understood that if students' names were mispronounced during the commencement ceremony, they were instructed to keep going.

Moore stated she did not remember who she was standing next to on the day of commencement when she was reading names and when she was handing cards to the name reader.

Moore stated she can definitely say she did not elbow the student. Moore stated she is not sure how they came into physical contact because Moore did not even see Barraza, but Barraza moved into her. Moore stated she did not initiate any contact with Barraza. Moore stated that during the commencement ceremony she had the perception she mispronounced Barraza's name and she saw Barraza's middle name at the bottom of the name card and was leaning over to read that information. Moore stated that she turned to speak into the microphone and Barraza "ran into [Moore]."

Moore stated she "can only think" that her elbow was raised to read the name card and it was not raised toward the student. Moore stated she did not see the student standing next to her.

Moore further stated she had watched the commencement video and she did not see herself with a raised elbow.

Moore stated she did a lot better at reading names than many of the Spanish speakers who were reading names.

Moore stated she is the incoming CHI president.

Moore stated both [REDACTED] and [REDACTED] were unprofessional and she deserved an apology from them for their lack of protocol.

Moore stated she was the only Black faculty member who volunteered to read names and she was treated poorly and that was her perception of the day.

III. ISSUE ANALYSIS

1. Did the individual charged with reading Barraza's name aloud during the commencement ceremony mispronounce her name?

The facts of the matter demonstrate that the answer to this question is unquestionably yes. Moore mispronounced Barraza's name. Without even relying on oral and witness testimony, the

documentary evidence demonstrates that Moore mispronounced Barraza's name. When Moore first read Barraza's name, Moore stated "Carina Barajas," which is clearly heard on the video evidence.

Of note, is the fact that this mispronunciation occurred despite a multitude of safe-guards and practice protocols put into place to ensure students' names are correctly pronounced, specifically, each of the following was provided. (1) A training meeting was held for all name card reader volunteers, wherein the importance of correctly pronouncing students' names was communicated. (2) Software programing, referred to as "NameCoach" was provided to all volunteers to practice saying students' actual names and learn tone and inflection up to the event. Volunteers had up to 300 student names to separately practice with, to prepare for the commencement ceremony. (3) On the day of commencement, name readers were provided with student name cards, which had the phonetic pronunciation of each students' name. (4) On the day of commencement, name readers were handed the student name cards from their on-stage partner, who would ask the student their name, say it back to the student, confirm its correctness, and then hand the card and state the correct name to the name reader. (5) Finally, on the day before commencement, name readers were requested to participate in a rehearsal, to understand their roles and how the rotating scheme was set-up.

These protocols were set up in a two-fold preventative manner, one to ensure that name readers had every opportunity at hand to correctly pronounce students' names, and to reduce stress or anxiety on the day of the event, which can lead to escalation of matters.

Moore mispronounced Barraza's name twice, once when she stated the incorrect name completely, and a second time, when she did not include Barraza's middle name. An important fact here is that Moore did not engage in the precautionary measure of listening to the name pronunciation of her partnered name reader, [REDACTED]. In fact, [REDACTED] noted and stated Moore appeared "very offended" that [REDACTED] was helping her and saying the students' names to her, as she handed Moore the student's name card. Instead of accepting this help, Moore stated to [REDACTED], "Don't tell me how to say the name." In doing this, Moore demonstrated poor professional judgement, as making every effort possible to say a student's name correctly is of paramount importance during the commencement celebration.

In mispronouncing Barraza's name incorrectly twice, and not utilizing preventative measures to state Barraza's name correctly, Moore did not exhibit reasonable and sound

professional judgment. This, in turn, led to Barraza feeling upset and the situation escalating, when use of a simple precautionary step could have prevented this entire situation from occurring.

2. Did the individual charged with reading Barraza's name aloud during the commencement ceremony, "elbow" her as alleged, and if so,

- a. Was physical contact made or not.
- b. If not, does it matter if physical contact was not made, and
- c. Was the act of elbowing Barraza an intentional or unintentional act?
- d. Finally, if the action was unintentional, does that matter?

Video evidence clearly showed Moore lifting her arm and elbow parallel to the ground, in an unnatural position, as individuals raise their arm in downward pointing fashion, not parallel with the ground. Video evidence further demonstrated that Moore's elbow is pointed directly at Barraza, then Moore participated in a quick jerking motion with her elbow in the very specific direction of where Barraza was standing. Multiple witnesses also stated they saw Moore raising her elbow and jerking in the direction of Barraza. However, because this event is clearly captured on video, it does not matter if this incident was witnessed by others or not.

In observing the video, it is impossible to tell if direct physical contact was made, as the regalia is too bulky to allow for this level of discernment. However, despite this inability to directly observe physical contact, it, nonetheless, remains more likely than not, that physical contact occurred, based on the totality of circumstantial evidence. (1) It is more likely than not physical contact occurred, for the mere reason that Barraza *felt* contact. If no contact had occurred, Barraza would not have stated she was "pushed" or "elbowed", *as she would not have felt an elbow or a push* and thus *would not have been prompted to state she was elbowed or pushed*. (2) Moreover, Barraza involuntarily, and unprompted, made the statement, "excuse me" *right when Moore's elbow protrudes at her in Barraza's direction*. An individual would not make such a spontaneous utterance *unless something prompted her to do so*, with the catalyzing event, in this instance, being the physical contact of Moore's elbow against Barraza. (3) Barraza repeatedly and unwaveringly continues to declare that unwelcomed physical contact was by Moore onto Barraza's person. Barraza never states *I think* she elbowed me, or she *may have* elbowed me, or *I believe* she elbowed me. Barraza repeatedly declares over and over Moore "elbowed" her without any equivocation. The mere fact that Barraza is not only steadfast in her insistence that Moore

elbowed, but also, *to her own detriment*, makes this a factor of high consideration. Barraza wanted her name read correctly during the graduation ceremony, but she did not want her name read correctly if Moore was to read her name, who Barraza perceived as elbowing her.

The facts of this case demonstrate that it is more likely than not physical contact indeed occurred. However, ultimately, it does not matter if physical contact was made or not, *because, and importantly, the physical act of elbowing occurred, regardless*. The physical act of elbowing demonstrates an intent to harm, or to preserve one's space without concern or regard for another and their physical well-being. This is a critical factor of consideration, as this demonstrates a wholesale disregard for possibility of physical harm being inflicted upon another. Additionally, when this is overlaid by the fact that Moore occupies a position of power, mentorship and role modeling toward students, this act becomes all the more inappropriate as this act assumes an abuse of position and an absence of professional judgement.

Was the act intentional or not, and if the act was unintentional, does it matter? To address the first part of these questions, it is highly unlikely this was an unintentional act as the mere physical motion of holding one's arm out from their body in a manner that is parallel from the ground is unnatural. Holding one's arm in such a purposeful manner demonstrates intent behind the physical motion. That, in combination with the fact that Moore's elbow jerks out from her body in the direction of Barraza, when Moore is aware of the close proximity in which Barraza is standing next to her demonstrates intent, in other words, from these facts, it is more likely than not Moore intended to elbow Barraza.

However, it is important to note that it does not matter if this act was unintentional. Because, regardless, even if the act was unintentional this act demonstrates a high degree of unprofessionalism and poor judgment. The act of holding one's elbow out toward another individual and jerking their elbow toward them is highly questionable and demonstrative of poor professional judgment.

Finally, and a mitigating factor may be, was there any remorse on the part of Moore, for her action, and the distress her action caused the student Barraza. During the interview with Moore, *no remorse was observed and no apologies were offered for the distress Moore caused Barraza*. This is highly concerning because it demonstrates a lack of awareness of wrong-doing and the fact that better decision making could have occurred. This is even more concerning, when

overlaid by the fact that this act occurred by an instructor, within a community college. Faculty, more than any other employee on campus, are looked to by students as mentors and life guides.

IV. DETERMINATION

The legal standard used to analyze instances of professional misconduct within a community college setting is the preponderance of evidence standard. This means that when assessing the totality of the facts, is it more likely than not that the misconduct occurred. If that burden is met, then there is sufficient evidence to substantiate an occurrence of professional misconduct.

In this instance, this standard is sufficiently met. There is sufficient evidence to demonstrate that Moore mispronounced Barraza's name and then proceeded to intentionally elbow her, wherein physical contact more likely than not also occurred.

Based on the facts presented, from independent evidence collection, in the form of documentary video evidence, and oral and written testimony, through interviews and document collection and analysis, it is determined that the Moore's actions give rise to professional misconduct.

In sum, based on the totality of the facts presented, and analysis, there is sufficient evidence to substantiate an occurrence of professional misconduct on the part of Part-Time Instructor Moore.

EXHIBIT 1

EXHIBIT 2

From: [REDACTED]

Sent: Friday, June 10, 2022 1:32 PM

To: [REDACTED]

Kristin Olson <kolson@lbcc.edu>; [REDACTED]

Subject: Incident Witnessed at LBCC 2022 Commencement

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

To whom it may concern,

I am writing this email to express my deep disappointment in an incident witnessed at the 2022 Long Beach City College commencement. My name is [REDACTED]. I completed my courses at Long Beach City in 2021 and was invited to participate in this year's commencement ceremony.

During the name-calling portion of the ceremony, my best friend Carmina Jimena Barraza was elbowed by a name caller. I was right behind her throughout the whole ordeal. The name caller mispronounced her name, and when corrected, the name caller elbowed her. Not only did the name caller butcher her name, but she also assaulted her on stage. The incident is evident in the Youtube video posted by the school. The time stamps are 3:26 13-3:27:00

Carmina can be heard repeating her name up to three times and the name caller announces her as "Carina Barajas". After Carmina asked the name caller if she can read her name card, the name caller can be seen elbowing her. At that moment, which can also be heard in the audio, I ask if I can read her name card. Luckily, [REDACTED] noticed the incident and quickly walked over to deescalate the situation. This is a moment we as students can look back to in remembering this achievement. Sadly, for my friend, this moment is tainted due to this incident.

I understand the pressure many of the name callers experience during the ceremony and considering the size of this year's class along with 2021 and 2020s graduating classes it is only human to make mistakes. We were asked to provide name cards to help ease the process, but it has proven that not all name callers care. This display of violence towards a student does not meet Long Beach City College standards in any way shape or form. Many of the students in our row were deeply disappointed that, this specific name caller butchered their names. At this point, we were so appalled by the experience, and Carmina was so distraught that we walked out during the ceremony. We were asked to give up our diploma holders for not staying the duration of the ceremony. This is where we spoke to staff explaining the situation. Not everyone is brave enough to come forward in situations like this so I write this email on behalf of Carmina and my fellow graduating class whose names were disrespected by this specific name caller. I ask that something be done to remedy this awful experience.

Sincerely,

[REDACTED]

EXHIBIT 3

**LONG BEACH CITY COLLEGE
COMMENCEMENT 2022
Platform Party Marching and Seating Arrangements**

Platform Seating

<p>1-L. C.C. Sadler 2-L. Loy Nashua 3-L. Nohel Corral</p>	<p>4-R. Lee Douglas 3-R. Paul Kaminski 2-R. Marlene Drinkwine 1-R. Moises Zamora</p>
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Row 2

<p>5-L. Maya Montez 6-L. Ava Cross 8-L. Sunny Zia 7-L. Ginny Baxter 8-L. Muñoz</p>	<p>9-R. Uduak-Joe Ntuk 8-R. Herlinda Chico 7-R. Richard Blackmon 6-R. Vivian Malauulu 5-R. Suman Mudunuri</p>
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Row 1

PODIUM

AUDIENCE

Order of March

<u>NORTH SIDE</u>	<u>order</u>	<u>Partnered with</u>	<u>SOUTH SIDE</u>	<u>order</u>
S-P Muñoz			B-P Ntuk	1-R
Trustee Baxter			VP Chico	2-R
Trustee Zia			Student Trustee Blackmon	3-R
Ava Cross			Trustee Malauulu	4-R
Maya Montez			Suman Mudunuri	5-R
		Moises Zamora		
Row 2			Row 2	
Loy			Paul Kaminski	5-R
C.C. Sadler			Marlene Drinkwine	6-R
				7-R
				8-R
				7-L

EXHIBIT 4



EXHIBIT 5

From: [REDACTED]
Sent: Tuesday, June 14, 2022 1:34 PM
To: Kristin Olson <kolson@lbcc.edu>
Cc: Sandra Sims <:ssims@lbcc.edu>
Subject: RE: URGENT- Assaulted by LBCC Speaker reading names

Good Afternoon,

Lt. Yap and I spoke about this in detail and watched and re-watched the videos. Here are my notes from the discussion:

- First, the student spoke with Officer Harris at the graduation and he advised her that she could either file a report with PD or take it up with LBCC later since it was during graduation. The student did not insist on a report and said she would talk to the school about it.
- Based on the video, in terms of whether or not this would qualify as assault / battery, the answer is a qualified maybe, based on several factors:
 - It's clear from the videos, that the reader's elbow flinched toward the student.
 - It's unclear in any of the videos as to whether or not contact was actually made between the reader's elbow and the student.
 - It's also unclear if the elbow flinch was the result of 1) the student touching the reader's arm, 2) the student entering the reader's personal space, 3) some other reason. It's also unclear if the elbow flinch was an involuntary response.
 - To clarify what transpired would require meeting with the reader to hear her side of the events and what transpired.
- To better address the situation, it would be helpful to know what outcome the student wants from this event, an apology, clarification of why the reader flinched, etc.
- The student has a right to file a report with PD and would need to contact them to do so.

I hope this helps. Please let me know if there is anything else we can do.

Thanks,

[REDACTED]

[REDACTED]

4901 E. Carson Street, G-4
Long Beach, CA. 90808
(562) 938-4698 Office
brapoza@lbcc.edu

This communication and any files transmitted with it may contain information which is confidential and may be privileged and exempt from disclosure under applicable law. It is intended solely for the use of the individual or intended recipient. You are hereby notified that any use, dissemination or copying of this communication is strictly prohibited. If you have received this communication in error, please notify the sender. Thank you for your cooperation.

EXHIBIT 6

From: Communications <communications@lbcc.edu>

Sent: Friday, May 6, 2022 7:55 AM

Subject: Call for Name Readers

It is everyone's favorite time of the year – Commencement. It will take place on Thursday, June 9 at 3 p.m. to accommodate the large number of graduates! **The Commencement Committee is looking for volunteers to read student names at our largest commencement in LBCC history.** We are celebrating 2022, 2021, and 2020 graduates and anticipate more than the 800 who attended the last in-person commencement in 2019.

Having your name read and pronounced correctly at commencement is one of most important parts of commencement for a student and their family/friends in attendance. Name reading is an important responsibility and we hope to have a group of at least 10 faculty/classified colleagues who will work together to make this happen.

- **We are looking for individuals who understand the gravity of importance this role has, are interested, committed, confident, possibly multilingual, have the ability to act under pressure, and are willing to put in the time and effort to prepare in advance.**
- In advance of commencement the name readers will be provided a list of graduate names to practice pronunciation of names. This could also include consultation with colleagues who can advise on proper pronunciation.
- During the ceremony, readers will be handed an index card, that each student will fill out in advance, with the phonetic spelling of their name.

REQUIREMENTS FOR READERS:

- Readers must try their best to be able to successfully pronounce diverse names from a multitude of languages, all with their own unique sound.
- Readers must attend rehearsal during the afternoon of Wednesday, June 8 (time TBA).
- On the day of, readers must arrive no later than 2 pm, dressed in graduation regalia, which will be provided if needed.
- The deadline to volunteer is Friday, May 13. If you are interested in volunteering as a name reader, please reply to [Suman Mudunuri](mailto:Suman.Mudunuri@lbcc.edu) or [C.C. Sadler](mailto:C.C.Sadler@lbcc.edu) to this email with your name before that date.

Here is the [YouTube video of the last in-person graduation](#).

EXHIBIT 7

From: George Granberry <ggranberry@lbcc.edu>
Sent: Tuesday, May 31, 2022 8:56 AM
To: [REDACTED]
Cc: [REDACTED]
Subject: FW: Long Beach City College Commencement Ceremony 2022

Good Morning [REDACTED],

I hope you enjoyed your time away and welcome back! Just an update...we were able to figure out Namecoach last week and got the ball rolling. This morning we shared 221 files with the volunteers via Namecoach link. On Thursday we will share access to the platform with the Name Readers so than can practice with additional names and on Monday we will share one last list for a third round of practice. I will copy you on the email that goes out Thursday and Monday so that you are part of the communication. Should you have any questions, please let me know. Thanks.
Regards,

George W. Granberry, III
He | Him | His
T: 562.938.4932



From: George Granberry
Sent: Tuesday, May 31, 2022 8:35 AM
To: [REDACTED]

Kashara Moore <kmoore@lbcc.edu>;

[REDACTED]
Cc: CC Sadler <csadler@lbcc.edu>; Suman Mudunuri <smudunuri@lbcc.edu>; Deborah Miller-Calvert <dmiller-Calvert@lbcc.edu>
Subject: Long Beach City College Commencement Ceremony 2022

Good Morning Name Readers!

I want to once again thank you for making yourself available to drive the most crucial piece of commencement on the day of the ceremony! I am excited to provide a list of approximately 220 names for each of you to study freely from. Please cycle though this list over the coming days to gain familiarity with proper pronunciation of each. I will send an updated file with additional names towards the end of the week. Should you have any questions, please let me know. Please click on the link below. Thank you.

[Download Archive](#)

Regards,

George W. Granberry, III

Student Life Coordinator - LTE

Hc | Him | His

Long Beach City College

Long Beach, California 90808

Student Affairs | Liberal Arts Campus | Pacific Coast Campus

T: 562.938.4932 | ggranberry@lbcc.edu



EXHIBITS 8 - 12

<https://www.dropbox.com/sh/zougzcs358xcfc3/AABnW8W7Ilb8h3z01KaiJX0Ra?dl=0>

EXHIBIT 13

<https://www.youtube.com/watch?v=S-30slFmglo>