

Reedley College Classified Senate Resolution

Commitment to Anti-Racism and Equity on Campus

Approved September 28, 2020

Whereas, the College's mission statement pledges that "Reedley College motivates and empowers students to be successful by providing high-quality, innovative educational opportunities" with our core values of student success, integrity, stewardship, inclusivity, and collaboration; and

Whereas, being nonracist is not enough to dismantle systemic and institutionalized oppression, which has caused inequities in many aspects of the lives of Black people and People of Color and those who have experienced oppression; and

Whereas, racism and racial discrimination threaten human development because of the obstacles that they post to the fulfillment to basic human rights to survival, security, development, and social participation, because racism has been shown to have negative cognitive, behavioral, affective, and relational effects on both children and adults; therefore

We resolve to evaluate our Senate processes to find and amplify the voices of our community that are missing in governance at all levels; and further, to acknowledge without blame the inherent structural bias that exists within our institution, to the disadvantage of communities of color; and

We resolve to address institutional racism on our campus by supporting and facilitating professional development work related to race and other challenging topics, and

We acknowledge that students, faculty, and staff experience systemic inequity and cultural racism. Classified Senate pledges to take actionable steps leading to a safe, diverse, and equitable campus for all.

We commit to support all brave individuals demanding institutional change.

We commit to learn and evolve to increase the level of cultural competency at Reedley College.

We commit to supporting co-workers and students who experience racism on campus, in the community, and on their individual journeys.

We believe in the power of working together. We want to listen to you. We want to learn from you.

We understand this will be an on-going process. Together, through education, conversation, accountability, and action we will strive to overcome systemic racism, cultural biases, and inequitable practices.