

Resolution From The Reedley College Academic Senate

Commitment and Call to Action Regarding Anti-Racism Work At Reedley College

Whereas being nonracist is not enough to dismantle systemic and institutionalized oppression, which has caused inequities in many aspects of the lives of Black, Latino/a/x, and other People of Color including acts of violence against Black, Latino/a/x, and other People of Color, such as the killings of George Floyd, Ahmaud Arbery, Breonna Taylor, and the 2019 El Paso shooting, and the attack on Natalia Miranda, and exhibitions of bias have disrupted the lives of Black, Latino/a/x, and other People of Color from daily activities, such as birdwatching, selling bottled water, babysitting, napping in a common room at a university, and working; and

Whereas equity gaps including access, and course, certificate, and degree completion at Reedley College directly impact 76% of the student population, Black/African American (2%) and Hispanic/Latino/a/x (74%), and which directly inhibit their opportunities for lifelong success and wellbeing; and

Whereas the 2019 Diversity and Inclusion Climate Survey results for Reedley College show a clear need for focused anti-racism work at Reedley College (Approximately 82 faculty, staff, and administrators and approximately 126 students participated. In 2019, Reedley College faculty, staff, and administrator population was 672, and student population was 12,748.):

- 19% of Reedley College staff and faculty and 12% of students stated they do not feel valued by others who are racially/ethnically different from themselves;
- 20% of Reedley College staff and faculty and 9% of students disagreed that their racial/ethnic group is affirmed and validated at Reedley College;
- 29% of Reedley College staff and faculty and 23% of students stated they have seen or heard culturally offensive materials in the past 12 months;
- 32% of Reedley College staff and faculty and 22% of students stated they have witnessed an individual or group of another color/race/ethnicity being treated disrespectfully;

Resolved, that the Reedley College Academic Senate declares that the lives of Black, Latino/a/x, and other People of Color—their livelihood, voices, minds, and experiences—matter; and

Resolved, that the Reedley College Academic Senate calls for the following actions¹:

- Identify and address equity gaps in disciplines and content areas
- Use established curriculum processes to recommend curricula materials that celebrate contributions of Black, Latino/a/x, and other People of Color and address topics of racial bias and systemic racism (both historically and contemporarily)
- Research and propose curriculum for ethnic studies
- Promote and produce professional development on microaggressions, anti-racism and anti-bias for students, faculty, staff, and administrators with a goal of increasing racially-

literate members who have greater understanding of their biases (both conscious and unconscious), power, and privilege.

- Identify and revise local and district policies that create barriers for Black, Latino/a/x, and other People of Color
- Expand EEO training to include equity and anti-racism for all hiring committee members
- Intentionally work with Human Resources to diversify applicant pool for faculty positions and support creation of Leadership Academy to upskill employees and community members
- Curate and create resources that promote cultural competency and anti-racism for members of our campus community
- Create classrooms and other campus spaces that are equitable, inclusive, and diverse
- Engage students in our equity-focused actions
- Promote the equity subcommittee to committee status and support its purpose and vision
- To clarify and promote Title IX protocols for reporting

Resolved, that faculty, staff, administrators, and students at Reedley College intentionally work together to identify, address, and eliminate all forms of racism, ethnic bias, and inequities with urgency by developing and implementing strategies and best-practices within all aspects of our campus and community to establish and sustain an anti-racism learning and working environment on campus and in the greater community, and report out to the Senate progress on these actions quarterly.