



THE COLLEGE OF THE CANYONS CLASSIFIED SENATE **ANTI-RACISM RESOLUTION**

WHEREAS, the College of the Canyons Classified Senate recognizes a long and contemptible legacy of systemic racial oppression and discrimination within institutes of higher education;

WHEREAS, these injustices threaten the current and future well-being of racially marginalized District students, employees, and the communities we serve;

WHEREAS, the Classified Senate and its membership are committed to ensuring equitable practices that fully condemn systemic racism;

WHEREAS, the Classified Senate stands in solidarity with all racially marginalized and under-represented populations within our college community, including Black, Indigenous, and people of color;

WHEREAS, the California Community Colleges State Chancellor's "Call To Action"¹ has recognized that there is a need for higher education institutions, and all constituency groups therein, to advance diversity, equity, and inclusion, in service of anti-racist environments, cultures, and climates.

WHEREAS, the Classified Senate strives to examine, identify, review, and engage in thoughtful and reflective evaluations of our processes and practices for possible intentional or unintentional barriers, biases, and discriminatory practices;

WHEREAS, the Classified Senate supports all classified staff participating in campus groups, committees, and task forces at our college that promote anti-racism efforts including Equity Minded Practitioners², Institutional Effectiveness and Inclusive Excellence³, Cultural Diversity and Advancement, Dreamers Together⁴, and student Alliances⁵;

THEREFORE, BE IT RESOLVED, that the College of the Canyons Classified Senate, will:

- 1.) Foster a culture of respect for all racially marginalized persons whose voices have historically gone under-represented within institutions of higher education and value anti-racist efforts amongst our membership and all community members served;
- 2.) Perpetually examine and work to resolve structural biases, stereotyping, and discriminatory practices as identified amongst our constituency and throughout the District⁶.

¹ CCCC Call to Action: <https://www.cccco.edu/-/media/CCCCO-Website/Files/Communications/vision-for-success/dei-call-to-action-update.pdf>

² Equity Minded Practitioners Workgroup: <https://www.canyons.edu/equity>

³ Institutional Effectiveness and Inclusive Excellence: <https://www.canyons.edu/ie2>

⁴ Dreamers Together Taskforce: <https://www.canyons.edu/dreamers>

⁵ Alliances Resource: <https://www.canyons.edu/administration/ie2/equity/alliances.php>

⁶ District Call to Action: <https://www.canyons.edu/administration/pio/call-to-action.php>

3.) Create space for constructive dialogues and advocacy for efforts to mitigate inequities and promote allyship.

4.) Strive to promote increased access to professional development and other enrichment opportunities that work to address systemic racial injustices known to plague institutions of higher education.

Furthermore;

it is the hope of the College of the Canyons Classified Senate that the sentiments of this resolution will be shared and reinforced collaboratively amongst the college community, stakeholder organizations, college leadership, and our Board of Trustees, all of which are essential co-champions of these efforts going forward.

Adopted by Classified Senate on February 9, 2021