

Resolution 21-1: Anti-Racism

Whereas, The Academic Senate for California Community Colleges adopted at the Fall Plenary of 2019 resolution 3.02 F19, Support Infusing Anti-Racism/No Hate Education in Community Colleges; and

Whereas, The resolution established a commitment for the Academic Senate for California Community Colleges to “take steps to not only strive for a greater knowledge about and the celebration of diversity, but also to support deeper training that reveals the inherent racism embedded in societal institutions, including the educational system, and asks individuals to examine their personal role in the support of racist structures and the commitment to work to dismantle structural racism”; and

Whereas, The Academic Senate for California Community Colleges adopted “The Anti-Racism Pledge” at the Fall Plenary of 2020; Whereas, The Academic Senate of Hartnell College agrees with challenges to individual racist behaviors and institutionalized racism; Whereas, The Academic Senate of Hartnell College believes signing a pledge does not change racist attitudes, beliefs and behaviors as effectively as codifying anti-racism policies and procedures in all local oversight involving the 10 + 1; and

Whereas, The Academic Senate of Hartnell College recognizes that signing a pledge could have unintended negative consequences for both the signatories and those the pledge is supposed to benefit;

Resolved: The Academic Senate of Hartnell College will use the Academic Senate for California Community College Anti-Racism Pledge for guiding principles related to the 10 + 1;

Resolved: The Academic Senate of Hartnell College will codify these principles in the Academic Senate of Hartnell College Anti-Racism Commitment.

(continued below)

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The Academic Senate of Hartnell College Anti-Racism Commitment

(Adopted from the Academic Senate for California Community Colleges “Anti-Racism Pledge”)

The Academic Senate of Hartnell College seeks to eliminate institutional discriminatory and racist policies. To that end, ASHC challenges and expects all faculty members to:

- integrate an accurate portrayal of the roles and contributions of all groups throughout history across curricula, particularly groups that have been underrepresented historically;
- identify how racism, bias, stereotyping, and discrimination have limited the roles and contributions of individuals and groups, and how these limitations have challenged and continue to challenge our society; • encourage other members of the educational community to examine assumptions and prejudices, including, but not limited to, racism, sexism, and homophobia, that might limit the opportunities and growth of students and employees;
- offer positive and diverse role models in our society, including the recruitment, hiring, and promotion of diverse employees in community colleges;
- coordinate with organizations and concerned agencies that promote the contributions, heritage, culture, history, and health and care needs of diverse population groups;
- promote a safe and inclusive environment for all; and
- actively work to clearly define-and redefine as circumstances dictate-key terms and phenomena related to institutional racism; and critically reflect on antiracism efforts to ensure their relevance and effectiveness.