

**HARTNELL COMMUNITY COLLEGE DISTRICT
RESOLUTION NO. 21:4**

**AFFIRMING HARTNELL COMMUNITY COLLEGE DISTRICT'S COMMITMENT
TO DIVERSITY, EQUITY AND INCLUSION**

WHEREAS, Hartnell Community College District's Mission Statement asserts that Hartnell Community College District is a welcoming and inclusive equity-minded, anti-racist learning environment where diverse students are supported to pursue and attain student success. Hartnell Community College District provides solutions to challenges, utilizes the latest techniques for preparing for the workforce and provides clear pathways for completion of programs of study, transition to a university, and securing living-wage employment; and

WHEREAS, the diverse student population of the Hartnell Community College District is one of its greatest assets and closely reflects the demographics of the district, as 62% of its students are Latinx, 22% are White, 5% are Asian/Filipino, 3% are Black, <1% are Native American, and <1% are Pacific Islander; and

WHEREAS, diversity enriches the educational experience through the exchange of different ideas, beliefs, experiences, and perspectives; promotes personal growth because it challenges stereotypes, preconceptions, and bias; encourages critical thinking; and helps people learn to communicate effectively with others of varied backgrounds; and

WHEREAS, diversity strengthens communities; prepares students to become globally responsible citizens in an increasingly complex global society; fosters mutual respect and teamwork; helps build communities whose members are judged by the quality of their character and contributions; enhances the nation's and the state's economic competitiveness because it brings together individuals from varied and different backgrounds and cultures into the workplace; and

WHEREAS, there are significant equity gaps in completion rates among student populations, and the *California Community Colleges Chancellor's Vision for Success* calls on the system to integrate equity throughout all efforts to increase student success and to eliminate those equity gaps by the year 2026-27; and

WHEREAS, Hartnell Community College District has adopted local Vision for Success goals centered on improving student success, including The Equity Statement, which was developed by the Student Success and Equity Committee at Hartnell College.

WHEREAS, Hartnell Community College District re-affirms its commitment to student success and equity with the following statement:

We commit to provide a student-centered design of the college experience to ensure that every student receives what they need in a tailored pathway to successfully achieve their varied educational, career and personal goals. We will promote an anti-racism and anti-sexism agenda. We will raise awareness to the historical context of inequity and promote evaluation as well as reform of policies and practices that produce structural inequity. We pledge to work to correct other forms of systemic oppression against students based on race/ethnicity, gender identity and expression, sexuality, national origin, citizenship status, class, socioeconomic status, ability, language, religion, age, physical appearance, intersections of these identities, and others not yet identified; and

WHEREAS, Hartnell College was a runner up for the Rice Diversity and Equity award for its efforts to diversify its faculty representation because the college believes that faculty and staff diversity is a driver for the educational achievement and the social mobility of students; documented by established peer reviewed literature that affirms that students who benefit from a racial and ethnic diverse faculty are better prepared for leadership, citizenship, and professional competitiveness:

WHEREAS, recognizing the importance of faculty and staff as key drivers of student success, the Board of Governors of the California Community Colleges has adopted the Diversity, Equity and Inclusion Integration Plan, consisting of 68 hiring, recruitment and retention strategies to address the lack of diversity among full-time and part time faculty, classified staff and educational administrators. The Board of Governors also adopted Title 5 regulation changes acknowledging that racism, discrimination, and biases exist and the goal is to eradicate them from our system and embrace diversity; and

WHEREAS, Hartnell Community College District is a public California Community College District, and accepts the responsibility to address the needs of the diverse institutions and populations within its service area; and

WHEREAS, Hartnell Community College District has taken the following actions to support diversity, equity and inclusion at our college:

- The President's Task Force on Racial Equity and Social Justice is focused on student engagement and inclusion of the student's voices as equals in the discussions regarding action oriented and data informed DEI efforts.
- The Student Success and Equity Committee developed an equity rubric to create campus dialogue, audit of classroom climate and action plans to create inclusive classrooms and anti-racist curriculum, and conducted an institutional assessment on equity across the District.
- The College has adopted institutional priorities, which explicitly name anti-racism and closing racial equity gaps as a critical part of the framework.
- The Academic Senate: Has resolved and committed to hiring diverse faculty to reflect the student population that is served in the district.
- The academic senate curriculum committee is leading a cultural curriculum audit institute in partnership with Long Beach City College to adopt a train the trainer program at Hartnell College.

NOW THEREFORE BE IT RESOLVED, that we, the Hartnell Community College District Board of Trustees, hereby reaffirm strongly our support for diversity in faculty and staff hiring; diversity among faculty, students, staff and programs; and expect everyone in the Hartnell Community College District community, through their roles and responsibilities, to implement the District's diversity initiatives and maintain a climate of respect, civility, anti-racism, and inclusion as part of the institution's commitment to educational excellence; and be it further

RESOLVED that the Hartnell Community College District Board of Trustees will support and implement the recommendations from the California Community Colleges Chancellor's Office Vision for Success Diversity, Equity and Inclusion Task Force Report dated April 24, 2020, and biannually participate in implicit bias and cultural competency training; and be it further

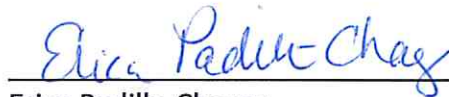
RESOLVED, the Hartnell Community College District Board of Trustees shall publicly review on an annual basis the District's compliance with the California Education Code Equal Employment Opportunity standards and Chancellor's Office Certification Form that incorporates multiple methods to address diversity, including, but not limited to, board policies and adopted resolutions; incentives for hard-to-hire areas/disciplines; focused outreach and publications; procedures for addressing diversity throughout hiring steps and levels; consistent and ongoing training for hiring committees; professional development focused on diversity; diversity incorporated into criteria for employee evaluation and tenure review; grow-your-own programs; an analysis of why staff leave the district; and the make-up of hiring committees.

PASSED AND ADOPTED on this 15th day June 2021.

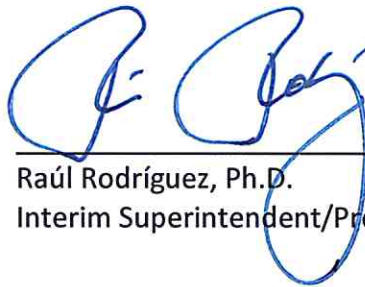
AYE:

NOES:

ABSENT:



Erica Padilla-Chavez
Board President



Raúl Rodríguez, Ph.D.
Interim Superintendent/President