

## **College of the Siskiyous Faculty Equity, Social Justice, and Anti-Racism Resolution**

Whereas, College of the Siskiyous faculty recognize the importance of student equity and are committed to working tirelessly to disrupt the historical systemic racism that causes the persistent, identifiable, predictable, race-based differences in educational access and outcomes for our students; and

Whereas, the statewide Academic Senate has resolved in Resolution **3.01 F20 Support The Anti-Racism Pledge** that senators in community colleges throughout the state “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, we realize that eliminating historical systemic racism in our institution will require change at every level of the college, including curriculum, pedagogy, and classroom culture, and that these fall solely within faculty purview; and

Whereas, the statewide Academic Senate has resolved in **Resolution 3.04 F20 Develop Resources on Effective Practices for Anti-Racist, Equitable, and Inclusive Instructional Strategies** to “infuse Anti-Racism/No Hate Education in all its activities and professional development opportunities to the degree that doing so is feasible”; and “...strive to eliminate those barriers to equity and that we act deliberately to create a safe and inclusive environment where individual and group differences are valued and leveraged for our growth and understanding as an educational community”; and

Resolved, College of the Siskiyous faculty will commit to specifically and consistently building awareness of, identifying, and actively dismantling inherent racism, both implicit and explicit, embedded in our curriculum, pedagogy, classroom culture, and ourselves; and

Resolved, that in accordance with the Academic Senate for California Community Colleges’ Resolution 3.01 F20, faculty and other stakeholders shall be asked to examine their personal role and commit to dismantle structural racism by signing “The Anti-Racism Pledge”; and

Resolved, that we act upon our expressed solidarity with racially or ethnically marginalized students and community members by committing to engaging in open and frequently uncomfortable dialogue about structural racism at College of the Siskiyous and our roles as faculty agents within that system including in division meetings and other collaborative work at the college; and

Resolved, that College of the Siskiyous Academic Senate create inclusive classrooms and anti-racism curriculum and pedagogy consistent with the suggestions and ideas proposed in past, present, and ongoing social justice and equity professional development activities, those provided by the statewide Academic Senate, and those proposed by the CCCC.

The Anti-Racism Pledge