

President's Office

Submitted by Dr. Char Perlas, Acting Superintendent/President

March is Women's History Month!

In celebration of Women's History Month, I would like to highlight Dr. Elizabeth Blackwell. Dr. Blackwell was featured on the American Association of University Women (AAUW) website. Her story is a good reminder of how we too can overcome barriers with determination and persistence. Dr. Blackwell has paved the way for women in STEM!



Women's History Month – Dr. Elizabeth Blackwell

Dr. Elizabeth Blackwell, the first woman in America to receive a medical degree, was born in England in 1821 and moved with her family to the United States as a young child. She studied privately with male doctors who supported her cause. After being rejected by 29 medical schools, Blackwell was finally admitted to New York's Geneva Medical College as a joke. The admissions committee thought that a rival school had submitted the application as a prank. It was no joke when she graduated at the top of her class in 1849. This made her the first woman to graduate from an American medical school.

Unable to find work because no institution would hire her, she won the support of the Society of Friends, called the Quakers, who began referring patients to her. Because no one would rent space to her, she purchased a house in New York and opened an office in 1852; four years later, this one-room dispensary became the New York Infirmary for Women and Children.

For more information see the National Women's History Museum [article](#).

Congratulations to our newly tenured faculty members!

HUGE congratulations to our two new tenured faculty members! This is an amazing accomplishment and we couldn't be more excited!

David Blink - Educational Background:

- Doctoral in Music Education (currently A.B.D.) from Boston University
 - Creating Collective Effervescence Through Musicking at Burning Man: A Hermeneutic Phenomenological Study (Dissertation in Progress)
- Master's degree in Music Composition from Central Washington University
- Bachelor's degree in Applied Music with an emphasis in Jazz from the University of Nevada, Las Vegas



What he likes most about working at Siskiyou:

The campus community of students and staff. I love that I can come crash any office or area with our COS Uke Club in tow and gift the power of music to our community.

Favorite Hobbies:

- Back-Country Cross-Country Skiing
- Recording Sound Meditations in the different nature-scapes of Mt. Shasta

Katie Elwood - Educational Background:

- Master of Arts in Political Science from San Francisco State University in 2016
- Bachelor of Arts in Political Science with a double minor in Spanish and Communication from Fresno Pacific University in 2014



What she likes most about working at Siskiyou:

I love the small class sizes and the connections I have developed with students in their educational journey. There is nothing more rewarding than seeing a student succeed and achieve their dreams. I also have the privilege to work with incredible faculty, staff, and administrators. There is nothing like getting to teach the discipline you are passionate about in a beautiful community full of people that support and encourage you daily.

Favorite Hobbies:

- Running, doing puzzles (at least 1000 pieces, anything less is too easy), crocheting, hand-making cards of all kinds, reading, baking, and working out
- I love to travel as well and when this pandemic is over, I want to explore the world. I recently confirmed that my ancestry lies in Germany, Ireland, England, and France, and would love to see where my family is from!



Introducing our Acting Vice President of Student Services

Please join me in welcoming Valerie Roberts as the Acting Vice President of Student Services! Acting Vice President (AVP) Roberts started in her new role on Thursday, March 10, 2021 after being appointed by the Board of Trustees. AVP Roberts is a College of the Siskiyou Alum and has been working at the College for 29.5 years. She brings a wealth of knowledge and an invaluable student centered perspective. She will be serving as AVP of Student Services and Interim Dean of Liberal Arts and Student Success until June 30, 2021. AVP Roberts has also previously served as the Associate Dean of Student Success and Interim Dean of Liberal Arts and Sciences. We are very appreciative of her stepping into this role!

Submitted by Charlie Roche, Director of Athletics

Athletics: Spring I has begun. COS “opted in” for Men’s and Women’s Basketball, Football, and Volleyball. Unfortunately, last minute schedule changes resulted in other schools pulling out of Volleyball leaving COS the only team with no teams to compete against. Men’s and Women’s Soccer and Men’s & Women’s Cross-Country all opted out of spring 1 competition in December.

Men’s and Women’s Basketball is currently scheduled to play four games

3/26 vs Feather River College 2 pm (Women) 4pm (Men)
4/2 vs Feather River College 2 pm (Women) 4pm (Men)
4/9 vs Feather River College 2 pm (Women) 4pm (Men)
4/16 vs Feather River College 2 pm (Women) 4pm (Men)

Football is currently scheduled to play four games
3/6 at Shasta College 1 pm (Siskiyou won 19-16)
3/20 at Feather River College 1 pm
4/3 vs Shasta College 1 pm
4/10 vs Feather River College 1 pm

SPRING II: Baseball, Softball, Men's and Women's Track & Field - Schedules will be out soon!

SPRING 2021 – Home Game Information due to COVID

- CCCAA sports are not allowing any spectators at the contests at this time.
- COS will live stream all of our home contests.
 - Details on live streaming will be available soon at coseagles.com.
 - A portion of the proceeds from live streaming will go directly back to the programs.
 - Single game cost will be \$7.95 per game.
 - We will have a **single sport** season pass available. Cost and details will be available soon.
 - We will have an **all-sports** season pass available. Cost and details will be available soon.
- Please check for updates on coseagles.com.

Submitted by Dawnie Slabaugh, Director of Public Relations & College Foundation

Public Relations & Foundation:

2021 Spring Semester Emergency Aid Grants (aka CCC Finish Line Scholars Program Grants) for

Students: As of March 11, 105 spring semester students have been awarded CCC Finish Line Scholars Program Grants in the amount of \$1,000 per grant. The COS Foundation received \$128,000 to be awarded as Emergency Aid Grants to students this spring. Funding for the Finish Line Scholars Program is provided by the COS Foundation through a grant received from the Foundation for California Community Colleges with funding that was donated by the Jay Pritzker Foundation. All funds must be disbursed by June 30, 2021.

The goal of the Finish Line Scholars Program is to support students to ensure they stay on track with their education and complete a degree, certificate, or transfer to a four year college or university. The program is intended to help eliminate regional educational gaps through distribution of emergency financial aid to students facing unexpected hardships and scholarships to students who are well on their way toward a finish line goal of transferring to a college or university or completing a certificate or degree.

2021-2022 Foundation Scholarship Applications Now Available: Scholarship applications for academic year 2020-2021 are now available for Siskiyou County high school seniors (graduating spring 2021) and current COS students who plan to attend COS during the 2021-2022 year. Scholarships range from \$250

to \$5,000. The application due date has been extended to March 19 and can be found online at www.siskiyous.edu/foundation/scholarships.htm.

March/April Activities & Events: Event dates, times, and locations based on information available at the time of publication and are subject to change.

- March 6 – Football at Shasta College 1 pm (Siskiyous won 19-16)
- March 20 – Football at Feather River College, 1 pm
- March 22 – 26: Spring Break (No Classes)
- March 26 – Men’s & Women’s Basketball vs. Feather River College, 2 pm (Women) & 4 pm (Men)
- April 2 – Men’s & Women’s Basketball vs Feather River College, 2 pm (Women) & 4 pm (Men)
- April 3 – Football vs Shasta College, 1 pm
- April 9 – Men’s & Women’s Basketball vs Feather River College, 2 pm (Women) & 4 pm (Men)
- April 10 – Baseball vs Butte College, 12 pm (DH)
- April 10 – Football vs Feather River College, 1 pm
- April 14 – Softball vs Shasta College, 12 pm (DH)
- April 15 – Baseball at Feather River College, 12 pm (DH)
- April 16 – Men’s & Women’s Basketball vs Feather River College, 2 pm (Women) & 4 pm (Men)
- April 16 & 17 – COS Theater to Present “Night Night, Roger Roger,” 7 pm
- April 17 – Softball @ Feather River College, 12 pm (DH)
- April 17 – Baseball vs Feather River College, 12 pm (DH)
- April 17 – Track and Field at Butte College, 12 pm
- April 18 – COS Theater to Present “Night Night, Roger Roger,” 3 pm
- April 21 – Softball vs. Butte College, 12 pm (DH)
- April 22 – Baseball vs Shasta College, 12 pm (DH)
- April 23 & 24 - COS Theater to Present “Night Night, Roger Roger,” 7 pm
- April 24 – Track and Field at Shasta College, 12 pm
- April 24 – Baseball at Shasta College, 12 pm (DH)
- April 25 – COS Theater to Present “Night Night, Roger Roger,” 3 pm
- April 28 – Softball at Redwoods, 12 pm (DH)
- April 29 – Baseball vs. Lassen College, 12 pm (DH)

Just in case you missed them, here are some of the recent articles / feature stories published by our local media:

- [COS Fine Arts Building Project on hold after additional costs identified](#)
- [Here's how the COS sports schedules are taking shape](#)
- [How a free college course hopes to tackle the housing crisis](#)
- [Down to the last play: COS Eagles beat Shasta in season opener](#)
- [Perlas aims for transparency as she takes reins at College of the Siskiyous](#)

Administrative Services

Associate Student Board (ASB): The ASB is sending a delegate to the annual General Assembly of the Student Senate of California Community Colleges. While the conference will be over Zoom, having local representation at the state level is important. Elections for ASB Senators and the Student Trustee are

also coming up in April. Students interested in participating should submit their name and the position they'd like to hold to ASB@siskiyous.edu.

Bookstore: The Bookstore received 277 textbook orders through its Online Store for the 2021 winter session and spring semester. Since the beginning of January, approximately 39% of the Bookstore sales have been through the Online Store and approximately 61% have been in the store. Subscriptions for eBook textbooks through the Bookstore's eBook provider RedShelf for the 2021 winter session and spring semester have increased by 37% from fall 2020 and 64% from spring 2020.

Currently the Bookstore is working with Suzie Clark, Director of Continuing Education and Noncredit, to start using the Maker Space facility in Yreka to create stickers and souvenirs supporting College of the Siskiyous sports teams.

Reminder - the Bookstore has art supplies and Graduation Caps and Gowns available to purchase through the Bookstore Online Store at www.siskiyouscollegebookstore.com/Merch/.

Maintenance & Facilities:

Timber Management Project:

- The Proposed Mitigated Negative Declaration and Initial Study (CEQA) was adopted at the Special Board of Trustees meeting held February 23.
- The Timber Conversion Permit No. 653 has been issued by the California Department of Forestry and Fire Protection.
- The Timber Harvest Plan is currently in the 15-day review process and is expected to be approved by Cal Fire on March 16.

"I am extremely proud to be part of such an amazing and hardworking team. Hats off to the Facilities and Maintenance crew of 2021." Veronica Rivera – Director of Facilities



Fiscal Services: Budget season is here! Thank you to the Budget Managers for returning the Permanent Position spreadsheets that were sent out February 11. Banner Self-Service Budgeting was unlocked for March 2 and will remain unlocked until March 26. Budget Managers are able to make any necessary changes within discretionary budgets. Contact Jeannine Greenslade with questions – jgreenslade@siskiyous.edu.

The Final Audit Report for 2019-2020 will be presented to the Board of Trustees on March 16 for approval. We are very pleased to report the District received a clean audit with no findings in Federal Compliance, State Compliance, or Financial Reporting. This is a huge accomplishment by the District considering the many changes that occurred in spring 2020 with the COVID-19 Pandemic. Huge thanks to everyone involved in the audit process this year, especially Financial Aid, Admissions and Records, all the Categorical and Grant programs and Human Resources. This truly was a District-wide effort. Thank you all!

Please keep in mind the year-end purchasing cutoff date is **April 16, 2021**. All departments have approximately five weeks to plan purchases needed to finish out the remainder of the year. The reason for setting this date is two-fold. First, to ensure all the items purchased are received before June 30, 2021 or they will be pushed forward into next year. Secondly, the College needs to be able to determine in advance of June 30, any shortfalls for this year or if adjustments need to be added to the ending fund balance in preparation of the 2021-2022 Budget year. Please plan appropriately as this deadline applies to all areas of the District including categorical and grant programs that are required to spend out their funds by June 30 as well as summer session classes which should already be planned for in their program needs. The only exceptions to this cutoff date will be for perishable items (i.e. cafeteria, etc.) and emergencies (i.e. maintenance, safety, etc.). All requests (of any size) made after April 16, will require a Vice President's signature in order to be considered for processing.

Please continue to check your budgets and make sure your area or department spending is on track. If you have any budget or expenditure changes, please submit the approved forms to the Business Office. If you have any questions contact Jeannine (email is best).

Some housekeeping:

- Pay checks are available from Human Resources (HR) on payday.
- PO's are now being scanned into their **numbered folders** on the W drive and the requester is being notified by email. If you need to find out your PO number, please refer to the training guide sent out in November. Original PO's will be in your mailbox on campus after they are signed. If you do not have access to the W drive, contact Jeannine know and she will request access for you.

Food Services: Food Services staff continue to create quality nutritious meals for our on-campus residents and those staff and students who enjoy lunch on campus. For the fall term, staff is exploring a mobile ordering app to help keep students from waiting in line as we expect more students will be on campus.

Human Resources (HR): HR will offer an interactive training session on *Principles of Cultural Humility and Implicit Bias* with the Peninsula Conflict Resolution Center facilitating the sessions. The training is scheduled for April 9 from 1 to 3:30 p.m.

Technology Services: The department has received and distributed all equipment requested through the faculty technology order. If you have not yet received the equipment you ordered, please contact the Technology Services Help Desk to schedule a time to pick it up.

The College successfully tested the telecommunication emergency notification system on the Weed campus. The department is working to extend this capability to the Yreka campus. Once this is complete, communications will be sent regarding a test on the Yreka campus as well.

The College is continuing its migration to a new firewall. For those using Virtual Private Networking (VPNs), this will require uninstalling your existing Cisco VPN software and installing a new Palo Alto VPN. IT will continue reaching out to VPN users to assist them in completing this change.

Residence Life and Housing: The Student Housing Office is hiring Resident Advisors. Resident Assistant [applications](#) for fall 2021 are available on the Lodging web page. Successful candidates will develop individual leadership and team-building skills. All training is included and housing assistance is available.

The development of new student housing is “inching” forward. A challenge with disposal of the wastewater has come up; there are solutions, but it will be a matter of choosing the one that helps keep student’s rents low. One milestone reached is that the outside market analysis firm closed the student survey on March 7. Now the research team is working on a final report. The market report will inform the demand for the project and is required to secure financing so no District money will be spent on this development project.



Pictured is the truck that was on campus used to test the soil stability under the proposed building site. Photo taken March 10.

Student Services

Basecamp HQ: During COVID-19, our Eagle Ambassadors and Basecamp HQ have been working diligently to keep students safe, fed, and prepared to take on classes during a wildly difficult time. We’ve struggled with giving students a “college experience”—engaging them in their community. Our attempts last semester to engage students online ultimately didn’t work; because students are already learning in an online platform, they struggled with feeling engaged by events hosted online. It can be so draining to look at a computer screen all day! During this spring semester, we’ve made a plan to host recurring online events, as well as safe and COVID-friendly in-person events, which in certain cases will be concurrently hosted online. This provides students with real engagement while keeping them safe.

It’s critical for students to not only have their concrete needs met, such as food, housing, transportation, and school supplies, but to also feel a sense of belonging. We are, after all, a community college and without that sense of community—especially in a time of high isolation—students are more likely to

struggle in their classes, drop out, and not enroll again in the future. We want everyone to succeed, even in the face of a global pandemic, and we're so excited to provide a place where students can feel safe and have fun!

Weekday Recurring Events:

Self-Care Monday (9 -10 a.m.) - Are you having trouble kicking off the week? Join Basecamp HQ and the Eagle Ambassadors for an open hour of self-care. With calm music, journal prompts, and our school counselor, Dee DeLeon available to chat with you; there are plenty of options for you to drop in and reset so you can start your week right!

Hot Topic Tuesday (every second Tuesday of the month from 12-1 p.m.) - The world is a crazy place and it's getting more complicated by the minute. Join Basecamp HQ once a month to talk about some of the hottest topics over hot drinks! Remember to speak civilly with your peers.

Workshop Wednesdays (every other Wednesday from 12-1 p.m.) - Being an adult is HARD. How am I supposed to budget my money? How do I file my taxes? How do I take care of my car? Learn all the things you wish they'd taught us in school with Basecamp HQ and the Eagle Ambassadors. There are new workshops every other Wednesday!

Bob Ross Thursday Painting (first Thursday of the month, 2 – 3 p.m.) - Always felt a creative drive but don't know where to start? Need an outlet during a stressful week? Join Basecamp H.Q. and the Eagle Ambassadors for a relaxing afternoon of painting with Bob Ross! Wear your Bob Ross 'merch' and get lost in the joy of painting. Supplies provided!

Counseling & Advising: The department is busy gearing up for registration for summer and fall 2021 terms. Please remember that there are several options for students to schedule an appointment with a counselor or advisor:

- **Spring 2021 Office Hours** - Monday – Friday, 8 a.m. – 5 p.m.
To schedule an appointment call (530) 938-5353 or email counseling@siskiyous.edu. Counseling Services is also offering drop-in zoom advising where you can get your questions answered LIVE by an academic advisor. To access the drop-in waiting room please follow the link on the Counseling and Student Support Programs page. Below is the list of registration dates for Summer/Fall 2021:

Priority Registration Level I Begins Summer/Fall 2021	April 26
Priority Registration Level II Begins Summer/Fall 2021	April 30
General Registration Begins Summer/Fall 2021	May 3
Open Registration for K-12 Summer/Fall 2021	May 10



Staff are currently processing “petitions to graduate” for spring 2021. As a reminder, priority deadline for submission is April 15. Late petitions may result in the student’s name not being listed in the program or participating in the Virtual Commencement. The [Petition to Graduate](#) form can be found on the Admissions page under graduation information.

Counseling and Advising is excited to forge a new partnership with Cal Fire to assist firefighters with what is needed to complete their Associates Degree. We will be meeting with and providing information to Cal Fire firefighters during their seasonal re-hire orientation in April/May and will work closely with Siskiyou Cal Fire Battalion Chief Cunningham to provide assistance to those we are interested.

Commencement Update: We are once again partnering with Siskiyou Media Council (SMC) to produce and direct the 2021 Virtual Commencement this year. Just like last year, we will have a drive-through celebration where students can have a photo opportunity with Acting President, Dr. Char Perlas, a-la-social distanced. Updates have been made to the Graduation Information [webpage](#). Students can e-mail studentservices@siskiyous.edu if they have any questions.

Disabled Students Programs and Services (DSPS): DSPS is collaborating with the Associate Student Board (ASB) in order to gain further input on the changing of the name of DSPS. The California Community College Chancellor’s office has also indicated plans to change the name of DSPS, which has sparked meaningful discussion across the state about the points of view of “people first language” and language that implies “ableism.” DSPS would like to make well-informed and sensitive choices in language that addresses persons with disabilities.

Enrollment Services:

- **Admissions and Registration (A&R)** – A&R is gearing up to set up summer and fall registration. The team (Athena, Michael, and Meghan) are working on making the process smoother for a K-12 school that has over 160 registrations lined up for next fall.
- **Financial Aid** - The FAFSA is open for the 2021-2022 year. Students are able to submit their verification documents online through Inceptia. Disbursement dates for 2021-2022 will be posted in March. The College recently received a second portion of a grant for the modified CARES Act. Financial Aid is working on disbursing the \$124,000 earmarked for students in the coming weeks.

EOPS/CalWORKs: The EOPS program has been busy with students completing their required counselor contacts and completing their First Progress Check-in. Their First Progress Check-in requires the student to report on their census grades through a fillable PDF form that is emailed to them and is also located on the EOPS website. If the student is receiving an “Unsatisfactory” grade at census or is struggling in any courses, they meet with an EOPS Counselor to create an Academic Success Plan in order to bring their grade up and be successful in the course. Once the student completes their Progress Check-in, they receive a \$25 gas voucher.

The Chancellor’s Office has been holding monthly EOPS and CalWORKs Program meetings via Zoom in order to keep everyone aware of any changes to the program guidelines, due dates, or Executive Order extensions. The CalWORKs and EOPS staff have been attending these meetings, which are also a great place for colleges to share what they have been doing during COVID to best help their students succeed.

Academic Affairs

Submitted by Dr. Char Perlas, Vice President of Academic Affairs:

Virtual Regional Nursing Recruiting Event: Many California Community College Nursing Programs are threatened due to a shortage of qualified applicants for the faculty needed per the Board of Registered Nursing standards. Siskiyou as well as other rural California Community Colleges are not immune to this threat. In efforts to address the issue, Siskiyou along with partners from the Siskiyou Health Collaborative, have joined forces to offer a Virtual Nursing Recruiting Event (date TBD). The event will feature Nursing Programs from the following colleges: Siskiyou, Lassen, Mendocino, Redwoods, Feather River, and Butte Colleges. Healthcare CEOs from each college's service area have been invited to learn about the complexities of finding qualified nursing program candidates as well as to be informed of each college's immediate needs. In preparation for the event, the Siskiyou Nursing Faculty brochure was distributed to each participant. We encourage our community members to also distribute the Siskiyou Nursing Faculty brochure widely! Please contact Dr. Char Perlas at cperlas@siskiyous.edu for more information or to request a brochure be emailed to you. Or copy and paste this link to your browser: https://siskiyous0-my.sharepoint.com/:b/g/person/cperlas_siskiyous_edu/EUPBGadCv6xFkWjyFOWJUnUBi7_sKx1QFmc7uOEg-XtZbw?e=Dymc7m

Accreditation Updates: Siskiyou is in the process of developing its Institutional Self Evaluation Report (ISER) which is due to the Accrediting Commission for Community and Junior Colleges (ACCJC) fall 2023. We anticipate a full draft of the ISER completed by the end of August 2021. In preparation for drafting Standard IV, Leadership and Governance, ACCJC Vice President Gohar Momjian will be providing an Accreditation Study Session: ACCREDITATION AND GOVERNING BOARDS ROLES AND RESPONSIBILITIES. If you are interested in learning more about this topic, we encourage you to join us! Zoom information can be accessed on our website or, by contacting Debbie Goltz at dgoltz@siskiyous.edu.

Submitted by Suzie Clark, Director of Noncredit, Community and Contract Education


For more information on any of the courses listed, contact Suzanne Clark at lclark6@siskiyous.edu or (530) 841-5834 with any questions.

Learn to Use Your Smart Phone: Do you find yourself struggling to hear or see something on your smart phone? Does your Smart Phone have capabilities you would love how to use? Do you

COLLEGE OF THE SISKIYOU

Late Start Online Physics Classes

April 5, 2021 - May 27, 2021
?s email: instruction@siskiyous.edu



PHYS 1010 Conceptual PHYS (CRN 3318)
A non-mathematical general education science lecture course. Topics include: Newtonian mechanics, heat, oscillations and waves, electricity, magnetism, properties of matter, and light. The emphasis of the class is to better understand the physics of everyday phenomena. Not intended for science majors or students who have completed high school physics.
(AA, CSU, UC) 3 units.

PHYS 1020 Weird Science (CRN 3319)
This course will strive to teach critical scientific thinking in explaining various phenomena including the realm of the paranormal as well as everyday human behavior. Discussions focus on scientific versus pseudo-scientific explanations, and how to tell the difference. Course covers the use of language, thought, and logic in distinguishing science fact from science fiction. (AA, CSU) 3 units.

know someone who struggles with using their Smart Phone? In partnership with California Telephone Access Program, Siskiyou will offer FREE Smart Phone Instruction for Android and iPhone smartphones. During this training participants will learn how to:

- Operate the basic functions of your smartphone
- Send text messages
- Make text larger
- Connect Bluetooth devices
- Make your smartphone louder and easier to hear
- And much more!

Cannabaceae Studies Program: Do you want to learn more about the Cannabaceae Family? Does the idea of starting a Hemp or Cannabis business appeal to you? Siskiyou Community Ed is offering the Cannabaceae Studies program April 17 and April 18. Courses to be offered include Science of the Cannabaceae Family, Federal vs. State Law, Politics and History, and Industrial Hemp Essentials. This program will be offered via ZOOM. Registration is available at <https://college-of-the-siskiyou.coursetorm.com/>. Contact Suzanne Clark at lclark6@siskiyou.edu or 530-841-5834 with any questions.

Quick Books Training: Do you need a better system for keeping your business records? Does preparing your tax return include boxes of receipts? Learn how to use Quick Books from a certified Intuit instructor. The four-week ZOOM course will be held Mondays and Wednesdays, from 5 – 7 p.m. beginning April 19.

Academic Senate

Submitted by Dr. Ron Slabbinck, President - Academic Senate

College of the Siskiyou Faculty Equity, Social Justice, and Anti-Racism Resolution

Whereas, College of the Siskiyou 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](#)