

A RESOLUTION of the Grossmont College Academic Senate to declare that the Black Lives Matter;

Whereas, the Academic Senate of Grossmont College supports the Academic Senate for California Community College Anti-Racism Resolution, which identifies the following core goals:

1. To integrate an accurate portrayal of the roles and contributions of all groups throughout history across curricula, particularly groups that have been underrepresented historically,
2. To identify how 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,
3. To encourage all 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,
4. To offer positive and diverse role models in our society, including the recruitment, hiring, and promotion of diverse employees in community colleges,
5. To coordinate with organizations and concerned agencies that promote the contributions, heritage, culture, history, and health and care needs of diverse population groups, and
6. To promote a safe and inclusive environment for all; and

Whereas, the Academic Senate of Grossmont College denounces the wanton disregard for Black lives as demonstrated by the recent acts of violence as a result of a racially unjust system that has never seen, treated, or protected Black people equally; and

Whereas, these murders are the most recent atrocities in the over 400-year-long history of anti-Black violence, oppression, and discrimination in this country and are indicative of racial and economic oppression that threatens the current and future well-being of the Black people within our shared community; and

Whereas, higher education should be a place where racial equity is practiced, where all faculty, students, staff and administration have the right to study and work in a safe environment free of racism, discrimination, and intolerance. Where understanding is built, and where we actively engage in upholding freedom and justice for all people; and

Whereas, the Academic Senate of Grossmont College recognizes that despite the current equity and inclusion efforts, hurtful acts against marginalized communities, including but not limited to color, gender and ability, occur on our campus, and these acts have caused harm and contradict our values; and upholds the ideals of anti-racism, equal justice, protection under the law, racial justice, and human dignity for all people;

Resolved, that the Academic Senate of Grossmont College stands in solidarity with the Black Community, the hundreds of thousands of protesters across the world, as well as the countless individuals who are expressing their outrage, frustration, and anger at the on-going, racially-motivated, state-sanctioned murders of Black people in the United States; and

Resolved, that the Academic Senate of Grossmont College will seek to address and dismantle institutional racism on our campus by creating spaces for dialogue on anti-racist efforts among all employees and by supporting and facilitating professional development work that focuses on anti-racism, racial equity, and justice for employees and students; and

Resolved, that the Academic Senate of Grossmont College strongly encourages faculty across all disciplines and content areas to engage in equity-minded professional development, in order to develop and infuse inclusive curricular materials that effectively reflect the experiences and knowledge of our students to include topics of racial bias and systemic racism (both historic and contemporary) and racial stereotypes that are present in different vocations and fields of study; and

Resolved, that the Academic Senate of Grossmont College strongly encourages college efforts to better engage with and recruit students from the Black community, and strengthen support of the UMOJA program and of Black students; and

Resolved, that the Academic Senate of Grossmont College strongly encourages college efforts to improve employment practices (advertising, applicant screening, hiring committee appointments, interview processes) to recruit, hire, train, and retain Black faculty, both full-time and part-time; and

Resolved, that the Academic Senate of Grossmont College strongly encourages ongoing critical reflections and intentional efforts concerning systemic and our own institutional racism, social injustice, and racial bias to be embedded within our departments, committees, councils, and governance structures; and

Resolved, that the Academic Senate of Grossmont College will work with faculty and governance groups to create a timeline by the end of the Spring 2021 semester to institutionalize the urgent goals set forth in this resolution; and

Resolved, that the Academic Senate of Grossmont College will stand with students, employees, and community members in opposition to anti-Black violence, and institutional and systemic racism.

Academic Senate 1st read:

Academic Senate approved and adopted: