

LMC Classified Senate Resolution: Summer 2020

Los Medanos College (LMC) Classified Senate affirms its mission to provide a participatory voice for staff in the campus governance process, following the College Shared Governance Model and mandates of AB 1725.

Operating within this framework we raise our voices to condemn the merciless killings of George Floyd, Breonna Taylor, Ahmaud Arbery and other Black citizens by a broken and racist criminal justice system. We recognize the harmful effects of discrimination, hidden bias, and racism experienced on African American Classified staff and students. We are committed to working against the centuries-old scourge of anti-Black racism permeating our societal institutions, including institutions of higher learning and the Contra Costa Community College District.

Whereas, the LMC Classified Senate is committed to providing staff with a formal representative voice in determining institutional policy at LMC; and

Whereas the LMC Classified Senate believes in fairness and equitable treatment for all; it affirms the values articulated by Dr. Martin Luther King Jr. of anti-racism, justice, and inclusion; and

Whereas the LMC Classified Senate advocates resolution of the injustices and mistreatment suffered by Black staff, including but not limited to: micro aggressions, micro invalidations, stereotyping, and exclusion; and

Whereas the LMC Classified Senate acknowledges that silence perpetuates systems of **pervasive** injustice, violence, and oppression that weaken and fray the fabric of society; and

Whereas, the LMC Classified Senate affirms the statement made by District leadership: "It will take the will and commitment of everyone to stand up against bigotry, intolerance, violence, and injustice, to say enough is enough"; and

Whereas the LMC Classified Senate unequivocally condemns racial oppression and the violence that flows from it;

BE IT THEREFORE RESOLVED that we, the Classified Senate of Los Medanos College hold ourselves accountable to combat, engage with, and reflect on racism as individuals and as an organization. We understand these measures depend on collaboration with all relevant stakeholders including faculty, management, and students.

Our efforts to address racial inequality at Los Medanos College will include, but not be limited to:

1. Hold ourselves personally accountable by engaging in self-examination of hidden bias

2. Hold Classified Senate accountable through sponsorship, promotion and participation in events that promote anti-racism, allyship, and inclusivity; and
3. Create safe spaces where Black staff are celebrated and supported
4. Support the immediate creation of staff surveys to learn the nature and/or extent of discrimination based on race or ethnicity.

BE IT FURTHER RESOLVED that the LMC Classified Senate supports the creation of institution-wide hate-bias incident report protocols and procedures to document and address racist incidents at LMC and hold administration accountable for a transparent process.

BE IT FURTHER RESOLVED That LMC Classified Senate advocates for immediate conscientious changes to our college hiring practices that will result in a staff population reflecting the race and ethnicity of our student population, especially our Black student population.

BE IT FINALLY RESOLVED that LMC Classified Senate recognizes that Black Lives Matter, that Black Minds Matter, and commits itself to allyship with the LMC Black community in the final realization of true equity for all.

