

DRAFT STATEMENT FROM THE SENATE

The Los Medanos College Academic Senate Body unequivocally affirms that Black lives matter. We are vested in upholding the LMC Mission Statement and the June 3, 2020 CCCCCO Call to Action, and we believe that doing so demands this declaration.

Furthermore, we acknowledge that the California Community College Chancellor's Office Call to Action includes a straightforward call to dismantle and uproot anti-Blackness and racism on our campus. As a body, we will participate in the constant struggle for racial justice which has energized educators, managers, and classified professionals to make an intentional commitment for real change.

We recognize and celebrate that we are an Hispanic Serving Institution, and we maintain and reaffirm that commitment, while acknowledging that in this moment we must support our Black community members vocally and robustly.

We understand that faculty and the Academic Senate have the power to improve academic outcomes, influence the direction of the institution, and improve the experience of students. When we undertake changes to curriculum, program review, assessment and campus climate towards these goals it is important that the Senate guide that conversation, striving along the way to abolish racist policies that harm our campus community.

PROPOSED ORGANIZING VALUES

We value accountability for anti-racism both at the individual and institutional levels.

Academic Senate will work with the Office of Equity and Inclusion to provide professional development that supports each faculty person where they are on this lifelong journey of abolishing racism.

Academic Senate will work with the Office of Equity and Inclusion to lead college conversations on anti-racism and what that means for our work as faculty.

Academic Senate will work with the IDEA Committee and the Office of Equity and Inclusion to create a LMC Racial Justice Coalition

Academic Senate will work Student Services to audit systems, provide professional development, and implement current strategies to ensure that BIPOC students are treated with dignity and respect from Admissions to Graduation / Transfer, or otherwise.

Academic Senate will work with the United Faculty to ensure that faculty evaluations incorporate a focus on racial equity goals, action steps, outcomes, and the collection of student retention and success data per course.

Academic Senate will ensure that each member is actively working on the values and action items in this document.

We value curricula and programs that reflect students and their experiences

Academic Senate will work with the Curriculum Committee, General Education Committee and the Teaching and Learning Committee to develop review and curriculum assessment processes that abolish white supremacist pedagogy, evaluate cultural relevancy and demand continuous reflection & learning.

Academic Senate will work with the Curriculum Committee, GE Committee, and the Teaching and Learning Committee to ensure there are processes in place for faculty to audit, revise, and invest in diversifying our curricula for accessibility and for relevancy according to our student population.

Academic Senate will work with the Curriculum Committee, General Education Committee and the Teaching and Learning Committee to ensure that there is a robust professional development for faculty to support them in evaluating their coursework and programs for eurocentric perspectives and replace it when possible with culturally relevant curriculum and pedagogy.

Academic Senate will work with the Planning Committee to ensure that improvements to curriculum and programs are documented within program review.

We value student voices and student agency

Academic Senate will foster collaboration with Associated Students to ensure that faculty understand student experiences of racism and exclusion on our campus.

Academic Senate will work with Associated Students and Student Services to bring forward student needs and priorities to the body.

Academic Senate will work with the Planning Committee, SGC Committee Chairs, and the Associated Students to ensure robust and diverse student participation across campus committees and program review.

We value diversity in hiring, recognizing that working with diverse colleagues creates a stronger institution and improves student outcomes

Academic Senate will work as partners with the EEO committee to ensure that faculty, classified professionals, and managers reflect the students we serve. We will do this by recruiting and retaining 3 active faculty on the EEO Committee and have them bring regular reports back to the Senate.

Academic Senate will collaborate with United Faculty, EEO Committee, and the college VPs to update the college hiring training with specific attention to equity, bias, and transparency of hiring steps, the equivalency process, development of supplemental and interview questions, and selection of all hiring committees.