

## **LMC Classified Senate Anti-Racism Resolution**

**Sponsors: Nicole Almassey, Tamara Green, Andrew Murphy, Arvella Tutt, Shondra West, and Catt Wood**

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 of participatory governance, we raise our voices to condemn the violence against Black citizens including George Floyd, Breonna Taylor, Ahmaud Arbery and many others by the current criminal justice system.

We recognize the harmful effects of discrimination, hidden bias, and racism experienced by 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 further examination of and solutions to the injustices and mistreatment suffered by staff from marginalized groups, particularly 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, administration, 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 research into the nature and/or extent of discrimination classified staff have experienced at LMC and within the district based on race or ethnicity

BE IT FURTHER RESOLVED that the LMC Classified Senate supports the development of institution-wide hate-bias incident report protocols and procedures to document and address racist incidents at LMC and holding administration accountable for a transparent process which addresses constituent groups equitably.

BE IT FURTHER RESOLVED That LMC Classified Senate advocates for immediate conscientious changes in recruitment, trainings, and practices that will result in retaining an employee population that is reflective of the race and ethnicity of our student population, especially our Black student population, across all departments.

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

President *Los Medanos College Classified Senate*

  
Nicole Almassey

I hereby certify that the above Resolution was adopted by the Senate on October 26, 2020.