

Anti-Racist Resolution from the Academic 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 CCCCO Call to Action, and we believe that doing so demands this declaration.

The call to action included the following charges:

- #1. Systemwide review of police and first responder training and curriculum
- #2. Campus leaders host open dialogue and address campus climate
- #3. Campuses audit classroom climate and create an action plan to create an inclusive classrooms and anti-racist curriculum

We acknowledge that the California Community College Chancellor's Office Call to Action includes a straightforward charge to dismantle and uproot anti-Blackness and all forms of racism on our campus. As faculty, we will participate in the constant struggle for racial justice which has energized us to make an intentional commitment for real change.

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 develop, create, promote and implement anti-racist policies and actions that benefit our campus community.

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 United Faculty to ensure that faculty evaluations incorporate a focus on racial equity

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

Academic Senate will work with the President's cabinet to ensure there is financial institutional support for these items.

We value curricula and programs that reflect students and their experiences

Academic Senate will work with the Curriculum Committee, GE Committee, DE Committee, Planning Committee and the Teaching and Learning Committee to ensure there are processes in place for faculty to audit, revise, and invest in diversifying our syllabi and 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, programs and teaching models and to replace it when possible with culturally relevant curriculum and pedagogy and 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.