

RESOLUTION NO. 20/21-29

RESOLUTION OF THE BOARD OF TRUSTEES OF THE PERALTA COMMUNITY COLLEGE DISTRICT'S COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

WHEREAS, Peralta Community College District's Mission Statement asserts that Berkeley City College, College of Alameda, Laney College and Merritt College provide our diverse students and communities with equitable access to the educational resources, experiences, and life-long opportunities to meet and exceed their goals. Peralta Community College provides solutions to challenges, utilizes the latest techniques for preparing the workforce and provides clear pathways for completion of programs of study, transition to a university, and securing living-wage employment; and

WHEREAS, the diverse student population of the Peralta Community College District is one of its greatest assets and closely reflects the diverse population of California; and

WHEREAS, we declare the following land, and labor acknowledgment. Peralta Community College District acknowledging where we are, the earth below the four colleges and the district office is Indigenous Land. Berkeley City College, College of Alameda, Merritt College and Laney College is on the Ohlone people's unceded territory, and the Ohlone people are the original, past and present caretakers of this land. Peralta Community College District also acknowledge that our modern global economy was founded on the free and forced labor of enslaved Black people. And that exploited labor continuously perpetuates itself in Black, Indigenous, Latinx, Asian American Pacific Islander and other Communities of Color as we see in farm workers, immigrant workers, and prison labor; and

WHEREAS, we must acknowledge this work didn't start with us. We have elders, scholars, activists and ancestors from whose shoulders we stand. We take a moment to acknowledge us our mentors, ancestors, elders, activists, and scholars who have supported us in our learning and work for equity and racial justice; and

WHEREAS, diversity, equity and inclusion enriches the educational experience through the exchange of different ideas, beliefs, experiences, and perspectives; promotes personal growth because it challenges stereotypes, preconceptions, and bias; encourages critical thinking; and helps people learn to communicate effectively with others of varied backgrounds; and

WHEREAS, diversity, equity and inclusion strengthens communities; prepares students to become globally responsible citizens in an increasingly complex, global society; fosters mutual respect and teamwork; helps build communities whose members are judged by the quality of their character and contributions; enhances the nation's and the state's economic competitiveness because it brings together individuals from varied and different backgrounds and cultures into the workplace; and

WHEREAS, there is significant disproportionate impact in completion rates among student populations, and the Vision for Success calls on the system to integrate equity throughout all efforts to increase student success and to eliminate those inequities by the year 2026-27; and

WHEREAS, Peralta Community College District has adopted Vision for Success goals centered on improving student's success; and

WHEREAS, faculty and staff diversity is a driver for the educational achievement and the social mobility of students; documented by established peer reviewed literature that affirms that students who benefit from a racially and ethnically diverse faculty are better prepared for leadership, citizenship, and professional competitiveness; and

WHEREAS, recognizing the importance of faculty and staff as key drivers of student success, the Board of Governors of the California Community Colleges has adopted the Diversity, Equity and Inclusion Integration Plan, consisting of hiring, recruitment and retention strategies to address the lack of diversity among full-time and part time faculty, classified staff and educational administrators. The Board of Governors also adopted Title 5 regulation changes acknowledging that racism, discrimination, and biases exist and the goal is to eradicate them from our system and embrace diversity; and

WHEREAS, Peralta Community College District is a public California Community College District, and accepts the responsibility to address the needs of the diverse institutions and populations within its service area; and

WHEREAS, Peralta Community College District will take the following actions to support diversity, equity and inclusion at our colleges

- Students: efforts to include the student voice to inform Board policies and actions related to faculty and staff diversity
- Board Policies: statements by the board in support of diversity, equity and inclusion
- Human Resources: identify actions to address underrepresentation in current staffing
- Equal Employment Opportunity Plan: actions related to faculty and staff diversity supported by national, state and local data
- Equity Plans: district board review and update to the Equity Plans with the goal of infusing actions to uplift the most vulnerable and socially disadvantages students in our system
- Professional development: efforts to support increased cultural competencies among staff and faculty and understand implicit bias
- Campus climate and curriculum: campus dialogue, audit of classroom climate and action plans to create inclusive classrooms and anti-racist curriculum
- Employees: commit to the development of training and practices that foster equity, inclusion, diversity and antiracist behaviors among staff, faculty and administrators

NOW THEREFORE BE IT RESOLVED, that we, the Peralta Community College District Board of Trustees, hereby reaffirm strongly our support for diversity, equity and inclusion in faculty and staff hiring; diversity among faculty, students, staff and programs; and expect everyone in the Peralta Community College District community, through their roles and responsibilities, to implement the District's initiatives and maintain a climate of respect, civility, anti-racism, and inclusion as part of the institution's commitment to educational excellence; and be it further

RESOLVED that Peralta Community College District Board of Trustees will support and implement the recommendations from the California Community Colleges Chancellor's Office Vision for Success Diversity, Equity and Inclusion Task Force Report dated April 24, 2020, and biannually participate in implicit bias and cultural competency training; and be it further


RESOLVED, the Peralta Community College District Board of Trustees shall publicly review on an annual basis the District's compliance with the California Education Code Equal Employment Opportunity standards and Chancellor's Office Certification Form that incorporates multiple methods to address diversity, equity and inclusion including, but not limited to, board policies and adopted resolutions; incentives for hard-to-hire areas/disciplines; focused outreach and publications; procedures for addressing diversity throughout hiring steps and levels; consistent and ongoing training for hiring committees; professional development focused on diversity, equity and inclusion; equity and inclusion incorporated into criteria for employee evaluation and tenure review; grow-your-own programs; an analysis is of why staff leave the district; and the make-up of hiring committees.

APPROVED, PASSED, AND ADOPTED this 25th day of May 2021, by a vote of the Board of Trustees:

AYES: Nicky Gonzalez-Yuen, Linda Handy, Cindy Napoli-Abella Reiss, Bill Withrow, Kevin Jenkins, Dyana Delfin-Polk,


NOES:

ABSTENTIONS:


Dr. Cindy Reiss (May 25, 2021 23:00 PDT)

President, Board of Trustees
Peralta Community College District

Attested to:


Sasha Amiri-Nair (May 26, 2021 05:16 PDT)

Clerk, Board of Trustees
Peralta Community College District