

Board Resolution Declaring Diversity, Equity and Inclusion Awareness Month

Resolution of the Board of Governors
California Community Colleges
Number 2020-20

WHEREAS, the California Community Colleges, the largest system of higher education in the country with more than 2.1 million students at 116 colleges, serves the most diverse student population of any system of higher education in the State; and

WHEREAS, the open-access mission of the California Community Colleges provides a path for economic and social mobility for its students, 43% of whom are the first in their families to attend an institution of higher education; and

WHEREAS, the diverse student population of the California Community Colleges is one of its greatest assets and closely reflects the diverse population of California, as 44% of its students are Latinx, 26% are White, 11% are Asian, 6% are Black, 2.6% are Filipino, 0.43% are Native American, and 0.41% are Pacific Islander; and

WHEREAS, there are significant equity gaps 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 equity gaps by the year 2026-27; 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 68 hiring, recruitment and retention strategies to address the lack of diversity among full-time and part time faculty, classified staff and educational administrators; and

WHEREAS, the Diversity, Equity and Inclusion Integration Plan states, in part, “*Vision for Success* Commitment 5, Strategy A: Celebrate the diversity of our system and encourage statewide associations to publicize the accomplishments of our system;” and

WHEREAS, over the past months, the California Community College Chancellor’s Office and system leaders have called for action and open dialogue across the system to strategize against structural racism and racial inequities; and

WHEREAS, April is nationally recognized as Community College Month and serves as an opportunity to honor and acknowledge the contributions of students, faculty, classified staff and administrators in our community colleges; and

WHEREAS, students, faculty, staff and administrators must work together to gain a deeper understanding of the lived experiences of people of color and create a more inclusive working and learning environment; now, therefore, be it; therefore, be it

RESOLVED, that the California Community College Board of Governors declares April 2021 and every year thereafter in April as Diversity, Equity and Inclusion Awareness Month in California’s Community Colleges; and be it further

RESOLVED, that with the support of the Chancellor's Office, California Community Colleges are encouraged to celebrate its racial and ethnic diversity among students, faculty, staff and administrators and honor their tireless contributions to advancing diversity, equity, inclusion and anti-racism work that results in student success; and be it further

RESOLVED, that the California Community College Board and Chancellor's Office encourages districts and colleges to engage in a month of action by adopting local resolutions recognizing Diversity, Equity and Inclusion Awareness Month, showcasing and amplifying the role of students, faculty and staff dedicated to equity to give agency to those voices and perspectives, and leading campus-wide dialogue to nurture a collective understanding and appreciation for our system's rich diversity; and be it further

RESOLVED, that the California Community College Board encourages the California State Legislature to recognize the contributions of these dedicated students, faculty, staff and administrators by also recognizing April 2021 and every year thereafter in April as Diversity, Equity and Inclusion Awareness Month in California's Community Colleges.

Vote Count:

Date: September 21, 2020

Tom Epstein, President
Board of Governors California Community Colleges