*****SAMPLE RESOLUTION*****

**AFFIRMING [COMMUNITY COLLEGE DISTRICT]
COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION**

WHEREAS, [Community College District's] Mission Statement asserts that [Community College District] is a welcoming and inclusive equity-minded, anti-racist learning environment where diverse students are supported to pursue and attain student success. [California Community College District] 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 [Community College District] is one of its greatest assets and closely reflects the diverse population of California, as X% of its students are Latinx, X% are White, X% are Asian, X% are Black, X% are Filipino, X% are Native American, and X% are Pacific Islander; and

WHEREAS, diversity 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 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 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, [Community College District] has adopted local *Vision for Success* goals centered on improving students success, including [insert Local Vision Goals]; 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 racial and ethnic 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 68 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, [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, [Community College District] has taken the following actions to support diversity, equity and inclusion at our college(s): [insert efforts such as those listed below]

- 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 to review and update the Equity Plans with the goal of infusing actions to uplift the most vulnerable and socially disadvantaged 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

NOW THEREFORE BE IT RESOLVED, that we, the [Community College District] Board of Trustees, hereby reaffirm strongly our support for diversity in faculty and staff hiring; diversity among faculty, students, staff and programs; and expect everyone in the [Community College District] community, through their roles and responsibilities, to implement the District's diversity 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 [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 [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, 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; diversity incorporated into criteria for employee evaluation and tenure review; grow-your-own programs; an analysis of why staff leave the district; and the make-up of hiring committees.