

Resolution Declaring that the Lives of Black People Matter and a Call to Action to End Racial Oppression and Ensure Justice for All

Whereas, the Academic Senate of Cuyamaca College acknowledges the recent murders of George Floyd, Breonna Taylor, Ahmaud Arbery, Eric Garner, Michael Brown, Sandra Bland, Trayvon Martin, Tamir Rice, Atatiana Jefferson, Korryn Gaines and far too many others as a result of violence due to a racially unjust system that has never seen, treated, or protected Black people equally; and

Whereas, these murders are the most recent atrocities in the over 400-year-long history of anti-Black violence, oppression, and discrimination in this country and are indicative of racial and economic oppression that threatens the current and future well-being of the Black community; and

Whereas, higher education should be a place where racial equity is practiced, understanding is built, and where we actively engage in upholding freedom and justice for all people; and

Whereas, the Academic Senate of Cuyamaca College upholds the ideals of anti-racism, equal justice and protection under the law, racial justice, and human dignity for all people;

Resolved, that the Academic Senate of Cuyamaca College stands in solidarity with the Black Community and the hundreds of thousands of protesters across the world who are expressing their outrage, frustration, and anger at the on-going, racially-motivated, state-sanctioned murders of Black people in the United States; and

Resolved, that the Academic Senate of Cuyamaca College will seek to address and dismantle institutional racism on our campus by creating spaces for dialogue on anti-racist efforts among all employees and by supporting and facilitating professional development work that focuses on anti-racism, racial equity, and justice for employees and students; and

Resolved, that the Academic Senate of Cuyamaca College strongly encourages faculty across all disciplines and content areas to engage in equity-minded professional development, in order to develop curricular materials that address topics of racial bias and systemic racism (both historic and contemporary), embed materials and assessments that reflect and incorporate the experiences and knowledge of the students we serve, and utilize these materials throughout the academic year, not just during one week or one month; and

Resolved, that the Academic Senate of Cuyamaca College strongly encourages college efforts to better engage with and recruit students from the Black community, and strengthen support of the UMOJA program and of Black students; and

Resolved, that the Academic Senate of Cuyamaca College strongly encourages college efforts to improve employment practices (advertising, applicant screening, hiring committee

appointments, interview processes) to recruit, hire, train, and retain Black faculty, both full-time and part-time; and

Resolved, that the Academic Senate of Cuyamaca College strongly encourages ongoing critical reflections and intentional efforts concerning institutional and systemic racism, social injustice, and racial bias to be embedded within our departments, committees, councils, and governance structures; and

Resolved, that the Academic Senate of Cuyamaca College will work with faculty and governance groups to create a timeline by the end of the fall 2020 semester to institutionalize the urgent goals set forth in this resolution; and

Resolved, that the Academic Senate of Cuyamaca College will stand with students, employees, and community members in opposition to anti-Black violence, and institutional and systemic racism.

Adopted by Senate Officers Committee on June 11th, 2020

Academic Senate 1st read:

Academic Senate approved and adopted: