

Statement and Resolution
of the
California Community Colleges Classified Senate

The California Community Colleges Classified Senate (4CS) raises its voice, along with our Black brothers and sisters, against the merciless killing of George Floyd and countless others. We recognize that systematic racism exists, and is prevalent in the educational system, is active on every one of our campuses since it is engraved in our foundation. Blackness is not separate from history it is a vital part of history as atrocious as it maybe it is reality.

The California Community Colleges serve members of the Black community. Yet, there is limited dedicated funding and resources for Black programs, such as the Men of Color and Umoja, and limited programs for women of color at the California Community Colleges. With that, there are limited physical spaces, such as social-centers and other safe spaces, for our Black students.

The California Community Colleges Chancellor's Office and each of the Community Colleges have equity plans, wherein our Black student population has been identified as a disproportionately impacted student equity group at the California Community Colleges. We need to honor, respect, implement, and be accountable to these plans. Although each California Community College has an equity plan, the dominant culture's narrative is generally taught in the classrooms. As institutions, we have asked our students to excel without giving them the opportunity. The California Community Colleges Classified Senate recognizes that equity needs to be holistic, we need to support the whole student, and classified professionals need to participate in the equity process. We understand supporting our Black community/students does not mean we do not care about our other students. We need to be safe space advocates for our Black community students.

The staff, faculty, and administration of the California Community Colleges does not reflect our student population, especially our Black student population. As a Classified Senate, we need to work with the many Unions who represent our classified colleagues to ensure equitable hiring practices are being followed. As leaders of the classified professionals, we need to look at our values and be self-aware to overcome the racism that exists. Participatory governance leadership does not reflect our student population, the Classified Senate included. We need to open space, without hierarchy, for everyone's voices to be heard, acknowledged, and activated.

THEREFORE, BE IT RESOLVED, THAT the California Community Colleges Classified Senate will advocate for funding at the State level to support California Community Colleges programs that support our Black community directly, which can be used to improve and create dedicated spaces and resources at each California Community College such as Men of Color, Umoja, Brothers Forum, Sisters Forum, and Black Student Unions; and

BE IT FURTHER RESOLVED, THAT the California Community Colleges Classified Senate will support the equity plans at the state and local level, and advocate for Afro-centric practices and pedagogy throughout all course curriculums to support the education and knowledge of Black history to increase our student's ability to succeed; and

BE IT FURTHER RESOLVED, THAT the California Community Colleges Classified Senate will provide the classified professionals the opportunity for professional development and personal growth with specific classified professional equity training to improve the understanding of the Black community, Black culture, and history, as the classified professionals are crucial in the success of our students; and

BE IT FURTHER RESOLVED, THAT the California Community Colleges Classified Senate will support hiring practices, including but not limited to, actively recruit from sources of the Black Community and equal opportunity practices, and to recruit our Black colleagues for leadership in the California Community Colleges Classified Senate; and

BE IT FINALLY RESOLVED, THAT the California Community Colleges Classified Senate will support our Black Community, recognizes that Black Lives Matter, and liberation for all.

Sponsors:

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