

**A Resolution of the MiraCosta College Academic Senate:  
Declaration that Black Lives Matter and a Call to Action (R. 1-20)**

WHEREAS, the MiraCosta College Academic Senate acknowledges the recent deaths of George Floyd, Breonna Taylor, Nina Pop, D'Andre Campbell, Tony McDade, Regis Korchini-Paquet, Ahmaud Arbery, Eric Garner, Michael Brown, Sandra Bland, Trayvon Martin, Tamir Rice, the attack on Iyonna Dior, and the murders of too many Black people; and

WHEREAS, these deaths are part of a long legacy of global forms of anti-Blackness; Anti-Black and gendered racism and violence were and continue to be used for the exploitation of labor that fuels the economic wealth and power in the United States while concentrating it in the hands of the few; and, this neoliberal structure continues to exacerbate inequality through continued projects of settler colonial dispossession, sexism, cisheteropatriarchy, transphobia, homophobia, and xenophobia, which perpetuate the daily harm that Black people, Indigenous people, and other people of color face from white supremacist ideologies that disproportionately impact their lives in and outside of MiraCosta College.

WHEREAS, we express solidarity with the thousands of protesters in Minnesota and throughout the nation, the world, and in our own communities, who are expressing their outrage and frustration at the deaths of unarmed Black people; and

WHEREAS, our Black students, faculty, and staff are collectively exhausted yet determined to engage in transformative solutions for our students and community through the collective known as the Black Alliance; and

WHEREAS, the Academic Senate for California Community Colleges sent a call of action on June 1, 2020 to all local Academic Senates to engage in and apply an anti-racism framework to academic and professional matters, including prioritizing culturally responsive curricular redesign with curriculum committees and prioritizing the evaluation of hiring and evaluation processes; and

WHEREAS, schools should be places for the holistic application of equitable practices, for the building of understanding and creation of knowledge, and for the active engagement of all in creating pathways to freedom and justice for all people; and

WHEREAS, the MiraCosta College Academic Senate upholds the ideals of equal justice under the law, racial justice, and human dignity for all;

NOW THEREFORE, BE IT RESOLVED, that the MiraCosta College Academic Senate declares Black lives matter; denounces the criminalization of Black people as a culture and further denounces police brutality; and affirms the right of Black students, staff, faculty, and administrators to be acknowledged, and treated with respect and dignity within schools and communities; and

BE IT FURTHER RESOLVED, that the MiraCosta College Academic Senate expresses solidarity with our Black students, staff, and faculty; supports the action plan put forth by the Black Alliance; and, encourages all faculty to participate in community events, forums, and spaces dedicated to exploring Black culture, intercultural alliances, and racial justice; and

BE IT FURTHER RESOLVED, that the MiraCosta College Academic Senate:

- commits to convening Black, Indigenous, and other faculty of color to learn about their lived experiences at MiraCosta College and identify issues of concern, areas of collaboration, and develop a plan of action;
- supports Assembly Constitutional Amendment (ACA) number 5, which as of June 25, 2020, will be placed on the November 2020 ballot and if approved, would repeal Prop 209 and implement affirmative action plans in our hiring process.
- commits to working with the respective faculty bargaining units, advisory committees, and administration to review all aspects of faculty evaluation (including peer and student surveys and pre- and post- tenure) to address structural bias and discrimination within the institutional policies, practices, and processes;
- calls on the administration to create a community review/oversight board to include predominantly Black, Indigenous, and other people of color community members from within and outside MiraCosta to regularly review police policies, procedures, and practices and make recommendations on recruitment, hiring, training, and discipline for campus police infractions;
- commits to reviewing policies and practices within its purview through a race-conscious and anti-racist lens, including planning processes, budget priorities, resource allocation request process, program review, and local degree and general education philosophies and criteria;
- commits to working with Courses and Programs, Academic Senate Subcommittee, to identify opportunities within our curriculum approval processes, curriculum related board policies and administrative procedures, and within our current courses and programs to acknowledge and address systemic racism across curriculum, to support faculty in the creation of new courses and programs which explore how systemic racism perpetuates racial injustices that impact society, and to help faculty enhance their curriculum to address topics of anti-blackness, racial bias, and the the impact of historic and contemporary systemic racism in different vocations and fields of study;
- requests all Academic Senate led professional learning bodies and coordinators to collaborate, develop, and implement an action plan in conjunction with the requests and support of the Black Alliance to further enhance professional learning and programming around anti-racist education and practices within and outside the classroom;
- calls on faculty across disciplines and content areas to make a commitment to identifying culturally relevant resources by updating their course outlines of record and by using teaching materials that are inclusive of all of our diverse learners to enrich instruction throughout the entire course and, if necessary, to engage in professional learning in order to do so; and
- calls on the administration to address structural bias and discrimination on our campus with all faculty, classified professionals, and administrators by supporting and facilitating professional learning work related to anti-Black racism, racial injustice, race relations, equity-minded practices, cultural humility, and other challenging topics.