

Resolution on Equity  
Cañada College, Feb. 20, 2018

Whereas we celebrate our diversity of race, ethnicity, gender, gender identification, sexual orientation, age, ideology, religion, language, culture, national origin, abilities/disabilities, socioeconomic status and other forms of diversity and embrace all students regardless of their immigration status;

Whereas we strongly oppose intolerance and racism which harms the morale, well-being, and productivity of our community and society;

Whereas we acknowledge that racism, discrimination, hate speech and hate crimes have occurred and continue to afflict our students in their everyday lives;

Whereas the San Mateo County Community College District (SMCCCD) “supports, promotes, values, respects and protects all students and employees of the District, irrespective of their immigration status, or that of their families” (SMCCCD Resolution, 17.1, 2017);

Whereas “Success, equity, and social justice for our students” are fundamental goals of the SMCCCD ([Students First District Strategic Plan](#));

Whereas the SMCCCD is committed to creating a socially just environment for students, faculty, staff, and the community we serve (Board of Trustees, [Affirmation of Social Justice](#), 2016);

Whereas Cañada College supports the [Skyline College Resolution on Equity of 19 October, 2017](#) (SCR, 2017, 1-2) and [College of San Mateo Commitment to Educational Equity, 2017](#) (CSM, 2017, 1);

Whereas all students regardless of immigration status, faculty, staff, and administrators have the right to be “in an environment free of hatred, bigotry, and intolerance” (SCR, 2017, 1):

Therefore, Be It Resolved, that Cañada College reaffirms its commitment to promoting:

- equity in all areas and levels of our institution;
- an inclusive environment; and
- a campus-wide climate that “reflects mutual respect among faculty, students, staff, and administrators and appreciation for diversity” (SCR, 2017);

Resolved, that Cañada College affirms its commitment to social justice and equity by continuing to develop and sustain:

- campus wide forums for sharing and learning about issues of racism and bias;
- course curriculum across disciplines addressing issues of racism and bias;

- professional learning for all employees on issues of racism, bias, and educational inequities as well as pedagogical and institutional solutions
- campus wide events for learning about equity, empowerment, and topics celebrating the cultural backgrounds and histories of our students;
- advocacy for student understanding of students' civil rights and responsibilities, especially in relation to the first amendment and institutional policies, including the Student Code of Conduct, enabling students to be proactive and engage in deliberate informed action;
- transparency of institutional policies and their consequences;
- available online and print research and resources related to educational equity;
- equity Packets during Program Review and support for departments to work on closing specific equity gaps in their areas;
- collaboration on the recommendations for an equity position to expand and support the Academic Committee for Equity and Success and campus wide equity work;
- continuous work on building diverse and representative faculty and staff to reflect the student demographic and community we serve;
- campus wide commitment to the five integrated goals in our [College Integrated Plan](#) that focus on increasing the success and completion of disproportionately impacted students;

Resolved, that faculty, staff, and administrators will communicate in person and through official campus documents to students and the community that racism, sexism, homophobia, transphobia, Islamophobia, anti-Semitism, ableism, ageism, classism, xenophobia, and other forms of discrimination are not tolerated on our campus ([in accordance with our district nondiscrimination and Prohibition of Harassment policies](#));

Resolved, that Cañada College faculty, staff, and administrators recognize our responsibility to work continuously and collaboratively to promote learning, curriculum and professional development, student support, and institutional policies that prevent racism and other forms of discrimination in our community and to renew this document accordingly;

Resolved, that Cañada College appeals to the Board of Trustees to support through policies, actions, and funding the above goals and actions, and:

Be It Finally Resolved, that Cañada College will collaborate with Skyline College and the College of San Mateo in leading the advancement of equity in our district and communities.

*The writing of this resolution was coordinated by the Academic Committee for Equity and Success (ACES) in collaboration with the Classified Senate, Academic Senate, Associated Students of Cañada College (ASCC), and the Cañada College community.*

Approved by: ACES, 2/20/2018; ASCC 2/22/2018; Classified Senate 3/20/2018; and Academic Senate 3/22/2018. Process approved by PBC 3/21/2018.