

## Academic Senate Resolution in Support of Black/African American Students and Colleagues at MPC

Approved September 16, 2021

Whereas, the United States has a violent history of racism, discrimination, and oppression of Black and African Americans; and

Whereas, systemic racism in the United States continues to the present day, resulting in policies and legislation that disproportionately disenfranchise, incarcerate, deny equal access to education, and negatively impact the health and safety of our Black/African American communities; and

Whereas, continued police brutality perpetrated against Black/African American men and women has resulted in the tragic deaths of George Floyd and Breonna Taylor, among countless others; and

Whereas, President Biden, in a January 2021 [executive order](#), acknowledged the following: “Entrenched disparities in our laws and public policies, and in our public and private institutions, have often denied that equal opportunity to individuals and communities. Our country faces converging economic, health, and climate crises that have exposed and exacerbated inequities, while a historic movement for justice has highlighted the unbearable human costs of systemic racism. Our Nation deserves an ambitious whole-of-government equity agenda that matches the scale of the opportunities and challenges that we face;” and

Whereas, the California Community College Chancellor’s Office (CCCCO) [Call to Action](#) has specifically encouraged local colleges to address inclusion, diversity, equity, and antiracism in the following areas: law enforcement and first responder training, campus climate, classroom environment and curriculum, and local equity plans; and

Whereas, the Academic Senate for California Community Colleges (ASCCC) has specifically called for action in support of our faculty and students of color within the system, [noting that](#) racism is “...ever-present in the structures that professionals in the California Community Colleges system work within and that students of color must navigate. Striving to achieve equity is not enough and is not possible within the current community college system. Policies, processes, and other systemic structures built on a history of racism must first be dismantled and then rebuilt with a focus on equity and inclusion;” and

Whereas, white faculty, representing 71.17% full-time and 67.73% part-time (according to Chancellor’s Office data for Fall 2020) of the total faculty population at MPC, have an obligation and opportunity to engage in responsible allyship, including, but certainly not limited to, a commitment to reviewing hiring practices in order to increase faculty diversity so that our faculty body better reflects the students and communities we serve;

Resolved, MPC’s Academic Senate celebrates the contributions, uplifts the voices, and draws upon the experiences of Black/African American students and colleagues as we engage in the work of improving equity, increasing diversity, creating inclusive spaces, advancing antiracist policies and curricula, and eradicating anti-Black/African American racism in all its forms; and

Resolved, MPC’s Academic Senate commits to the personal reflection, bias training, individual responsibility, and historical understanding required to effectively engage in this work. The ASCCC paper titled “[Anti-Racism Education in the California Community Colleges](#)” notes:

Dismantling racist structures requires a review of the history that created those structures. It requires understanding the history of the construct of race as a culture, the white supremacy ideology, the

centuries of laws intended to maintain positions of power for whites, and the ways in which the equity and diversity efforts within California's community colleges have fallen short. Constructing anti-racist structures and developing anti-racist campus cultures require an understanding of the tenets of antiracism education and principles for professional development; and

Resolved, MPC's Academic Senate supports the ongoing efforts of MPC's Umoja program, the Black Student Union (BSU), and the African American Male Education Network & Development (A2MEND), and commits to advocating for their needs and celebrating their accomplishments; and

Resolved, MPC's Academic Senate supports the ongoing efforts of MPC's Inclusion, Diversity, Equity, and Antiracism Task Force, specifically those recommendations emerging from the Task Force that intersect with [Academic Senate purview](#) regarding academic and professional matters; and

Resolved, MPC's Academic Senate affirms our responsibility to ongoing evaluation of the composition and structure of committees to ensure Black/African American representation; and

Resolved, MPC's Academic Senate pledges to support the institution in facilitating anti-racism work within the surrounding communities; moreover, MPC's Academic Senate opposes any discriminatory policing practices that result in disproportionate incarceration, use of violence, or use of lethal force against Black/African American members of our community; and

Resolved, MPC's Academic Senate affirms its commitment to the principle that Black Lives Matter.