

Equity, Inclusion & Social Justice Senate Resolution

Proposed By: Eric Cuellar; Associate Professor of Counseling & Senator at Large
Seconded By: Dr. Rendell E. Drew, Professor/Political Science & Senator at Large

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(Revision)

Whereas, the Coast Community College District (CCCD) Board Policy 3420 addresses Equal Opportunity by acknowledging the following principles and values: “*the District is committed to employing qualified administrators/managers, faculty, and staff members who are dedicated to student learning and success.*” The policy further goes on to state, that the CCCD Board is committed to the hiring and staff development processes that support the goals of “*equal opportunity and diversity,*” and to those processes that provide equal consideration for all qualified candidates.

Whereas, as evidenced by the recent announcement on the OCC website, positions were expressed addressing social justice and the current nationwide debates regarding “racism, social injustice and privilege” the OCC’s recent referral to the Black Lives Matter (BLM) movement was well intentioned. One must objectively concede that there could be potential concern in such reference and usage.

Whereas, “Black Lives Matter” is the name of a movement which can be viewed as divisive by some. It is truly a reference that addresses both past and recent incidents of nationwide *social justice* by naming only one social/ethnic group (Blacks). In the view of others, this may appear to separate that group from all others by omission: Hence, it may be deemed by some to be “subjectively divisive” by the separation of one social group from others— including by many of those of the dominant culture—primarily Non-Hispanic Whites. OCC must rather take a stand of inclusiveness and one of social justice. Social justice is a process that addresses fair distribution of resources, opportunities, and responsibilities. Social justice addresses individual and institutional inequities at a structural level. Social justice enables and empowers all people to practice self-determination and supports narratives of inclusion. Social justice provides collaborative practices of social cohesion and community engagement for the purpose of creating allies and equity practitioners.

Whereas, OCC aims to observe multiculturalism with care and empathy. It creates a learning atmosphere that is reflexive and permissive of cultural and intellectual humility, a life-long endeavor of understanding equity and social justice, in addressing practices of institutional inequity and injustice. In addition, fair and equitable opportunities will be provided for all individuals to compete for

hiring and promotion within the CCCD, and inclusion of differences of diversity and intersectionality for the purpose of the representation and success of a diverse student body and community. An inclusive campus community provides an equitable educational experience that enables and empowers its members to guide and support culturally sensitive and responsive practices.

Whereas, the administration and faculty of OCC will strive to mirror the diverse demographics of the students we enroll and serve, primarily through the hiring processes. OCC will strive for recruitment, hiring, and promotion practices to be free of bias. Outreach recruitment efforts will address under-representation of differences of diversity in administrative and faculty ranks by identifying colleges, universities, organizations, graduate cohorts, publications, and use of social media to attract qualified candidates. Instituting and using mentoring and training programs will be encouraged to meet the existing and future needs in service of the diverse student demography of our campus community.

Whereas, the best way to demonstrate OCC's true commitment, as an inclusive institution of higher education that values social diversity and embraces the multicultural atmosphere of our campus, resides in our commitment to ensure we create an environment which fosters cooperation, acceptance, democracy, and free expression of ideas. The touchstone for our campus is to have the ability for its community members to be valued and validated. This commitment on all search committees should apply to individuals from all racial and ethnic groups, including those groups protected from legal discrimination.

Be it resolved, that all present and future administrative and faculty search committees strive to be representative of OCC's diverse student population and observe with integrity the CCCD's policies of inclusiveness.

Be it further resolved, that the administration and the faculty of OCC work together and utilize the developing services of the *OCC Multicultural Center*, unparalleled in its inclusion that is characteristic of a multicultural education, in order to provide educational and cross-cultural learning opportunities and experiences for our faculty, students, and staff.

Submitted to the Academic Senate for revisions on: 12/02/2020