



# California Community Colleges Classified Senate

## Statement and Resolution of the California Community Colleges Classified Senate Board

The California Community Colleges Classified Senate (4CS) Board raises its voice, along with our Black brothers and sisters, against the merciless killing of George Floyd, Breonna Taylor, Stephon Clark, and countless others. We recognize that systemic 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 may be, and 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 Board 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 California Community Colleges Classified Senate Board, we support the work of the many Unions who represent our classified colleagues ensuring 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 Board 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 Board 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 students ability to succeed; and

**BE IT FURTHER RESOLVED, THAT** the California Community Colleges Classified Senate Board will provide the classified professionals the opportunity for professional development and personal growth with specific 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 Board supports 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 Board recognizes that Black Lives Matter, and will support our Black community and liberation for all.

**Sponsors:**

**Ray Austin, Chaffey College Center for Culture & Social Justice**

**Andre Meggerson, Foothill College Enrollment Services Specialist**

**Sabrina Stewart, De Anza College Occupational Training Institute Supervisor**

**Deborah Taylor, De Anza College Laboratory Technician – Nursing Program**

**Karen Hunter, De Anza College Financial Aid and 4CS Bay 3 Area Representative**