

**A RESOLUTION of the Sierra College Academic Senate  
in Support of Black Lives and Racial Justice  
August 2020**

WHEREAS, the Sierra College Academic Senate acknowledges the recent deaths of George Floyd, Breonna Taylor, Ahmaud Aubrey, Eric Garner, Michael Brown, Sandra Bland, Trayvon Martin, Tamir Rice, and countless other African American victims of racist violence;

WHEREAS, these deaths are part of a long legacy of racial oppression and discrimination in this country, rooted in systemic, socio-economic, and racist injustice that continues to grow and threatens the current and future well-being of our students of color, and indeed all students;

WHEREAS, we express solidarity with the millions of Americans raising their voices and with the protesters in every state and throughout the world, who are expressing their outrage and frustration at police violence that, yet again, took an unarmed Black person's life;

WHEREAS, we echo the calls for justice in response to the death of George Floyd and the countless other unarmed African Americans, Indigenous/Native Americans, and Chicana/o/x, Latina/o/x, Asian Americans, people of Middle Eastern origin and LGBTQ+ Americans who have been targeted for their race, their ethnicity, their religion, their language, their perceived abilities, their age, their gender identities or sexual orientations;

WHEREAS, schools should be places for the understanding, implementation, practice, and continuous improvement of equity, which in turn creates knowledge and actively engages all of us in the clearing of pathways to freedom and justice and inclusion for all;

WHEREAS, the Sierra College Academic Senate will seek to address institutional racism on our campus and to offer spaces for dialogue among teaching faculty, counseling faculty, part-time faculty, classified professionals, and staff by supporting and facilitating professional development work related to race and other challenging topics; and

WHEREAS, the Sierra College Academic Senate upholds the ideals of equal justice under the law, racial justice, and human dignity for all of our students.

THEREFORE, BE IT RESOLVED that the Sierra College Academic Senate declares that the lives and rights of our Black students' matter;

BE IT FURTHER RESOLVED that the Sierra College Academic Senate affirms the rights of all students, staff, faculty, and administrators from marginalized groups to be treated with respect and dignity within schools and communities;

BE IT FURTHER RESOLVED the Sierra College Academic Senate will address systemic and institutional racism and injustice, white supremacy, and inequitable systems of power and privilege on our campus and to offer spaces for dialogue among all faculty (instructional, counseling, librarians, part time faculty), classified professionals, and staff by supporting and facilitating professional development work related to race and other challenging topics;

BE IT FURTHER RESOLVED that the Sierra College Academic Senate encourages members of the Sierra College community to devote their professional energies to critical examination of the

concepts of: equal justice under the law, racial justice, anti-racism, systemic and institutional racism, white supremacy, and privilege—across classrooms and other academic, co-curricular spaces, including virtual/online campus spaces;

BE IT FURTHER RESOLVED that the Sierra College Academic Senate encourages faculty across disciplines and content areas to specifically include, in their programs and curricula, materials that not only address but deeply examine topics of anti-racism, racial bias, systemic racism and injustice—both historic and contemporary —and the ways that both oppression and resistance manifest themselves in different vocations and fields of study;

BE IT FURTHER RESOLVED that the Sierra College Academic Senate will stand in solidarity with on-campus demonstrations and other educational events related to dismantling systemic and institutional racism, white supremacy, and anti-democratic relations of power and privilege;

BE IT FURTHER RESOLVED that the Sierra College Academic Senate will encourage ongoing critical conversations and reflections regarding systemic racism, social injustice, and bias for staff, faculty, and administrators necessary to implement anti-racist and liberatory systemic change that will transform our work with our students; and

BE IT FURTHER RESOLVED that the Sierra College Academic Senate will advocate for the inclusion of the General Education (GE) requirements to include a course addressing ethnic studies and social justice for all graduating students.

Adopted:

Note: This document is based off of language provided by The Chancellor's Call to Action (June 2020), our colleagues from El Camino College's Academic Senate, Hancock Community College, and our internal Sierra College Equity Documents.