



ACTION ITEM

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| To: Board of Trustees | Date: May 11, 2021 |
| From: Superintendent/President | Item Number: 14.D. |
| Subject: Resolution 21-18 Diversity, Equity, and Inclusion Awareness | Enclosures: Page 1 of 3 |

BACKGROUND

This year the California Community College system launched a process to declare the month of April as Diversity, Equity, and Inclusion (DEI) Awareness month. All college districts were invited to join in adopting a resolution in support of DEI Awareness (due to the late announcement of the initiative, there was no time to place this on the board’s April agenda). Given Allan Hancock College’s ongoing commitment to DEI as demonstrated by the district’s Educational Master Plan, Equal Employment Opportunity Plan, DEI Taskforce, and more than a dozen programs dedicated to DEI issues, the faculty staff and administration of Allan Hancock College wholeheartedly supported the idea and forward this resolution to the Board of Trustees.

FISCAL IMPACT

None

RECOMMENDATION

Staff recommends that the board of trustees adopt Resolution 21-18 Diversity, Equity, and Inclusion Awareness.

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| Administrator Initiating Item: Kevin G. Walthers | Final Disposition: |
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RESOLUTION 21-18

ALLAN HANCOCK JOINT COMMUNITY COLLEGE DISTRICT
DIVERSITY, EQUITY, AND INCLUSION AWARENESS

WHEREAS, Allan Hancock College is the only provider of affordable higher education for Northern Santa Barbara County; and

WHEREAS, with more than 20,000 students annually, Allan Hancock College serves the most diverse student population of any college on the Central Coast; and

WHEREAS, the Allan Hancock College student population reflects the racial and ethnic diversity of our region where more than half of all students are students of color; and

WHEREAS, the *Educational Master Plan* affirms that Allan Hancock College will work to build inclusive communities that promote trust and social justice and is committed to equity and diversity by ensuring our actions are based on an awareness of the social and historical context of inclusionary practices; and

WHEREAS, over the past months, Allan Hancock College has joined the California Community College Chancellor's Office and system leaders to call for action and open dialogue across the system to strategize against racial inequities; and

WHEREAS, April is nationally recognized as Community College Month and serves as an opportunity to honor and acknowledge the contributions of students, faculty, classified staff and administrators in our community colleges; and

WHEREAS, students, faculty, staff and administrators must work together to gain a deeper understanding of the lived experiences of people of color and create a more inclusive working and learning environment; now, therefore, be it

WHEREAS, supporting diversity, equity, and inclusion efforts are crucial in supporting the academic success of our disenfranchised and disproportionately impacted student populations;

WHEREAS, these efforts will further result in the dismantling of systemic racism and other barriers for our students of color;

WHEREAS, the success of these student populations is vital for our students to have flourishing career paths and contributions to the workforce that is the backbone of the American economy;

WHEREAS, diversity enriches the educational experience through the exchange of different ideas, beliefs, experiences, and perspectives; promotes personal growth because it challenges stereotypes, preconceptions, and bias; encourages critical thinking; and helps people learn to communicate effectively with others of varied backgrounds;

WHEREAS, diversity strengthens communities; prepares students to become globally responsible citizens in an increasingly complex, global society; fosters mutual respect and teamwork; helps build

communities whose members are judged by the quality of their character and contributions; enhances the nation's and the state's economic competitiveness because it brings together individuals from varied and different backgrounds and cultures into the workplace;

WHEREAS, faculty and staff diversity is a driver for the educational achievement and the social mobility of students; documented by established peer reviewed literature that affirms that students who benefit from a racial and ethnic diverse faculty are better prepared for leadership, citizenship, and professional competitiveness; and

NOW, THEREFORE, BE IT RESOLVED, the Board of Trustees of Allan Hancock Joint Community College District declares recognition of the month of April as Diversity, Equity and Inclusion Awareness Month in California.

Passed and adopted by the Board of Trustees of the Allan Hancock Joint Community College District in Santa Barbara, California, this 11th of May, 2021.

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| AYES: | Hall, Levy, Pensa, Zacarías |
| NOES: | None |
| ABSTENTIONS: | None |
| ABSENT: | None |


Secretary to the Board of Trustees
Allan Hancock Joint Community College District