



CALL to ACTION

Palomar College has adopted an action plan to support our African-American/Black community and to further Equity, Diversity, and Inclusion in the District. These action items were developed collaboratively with Palomar students, staff, and faculty and with input from our Umoja Scholars. We are committed to these measurable Call to Action and will work diligently to implement them as we develop a culture of Antiracism at Palomar.

1. Improve and include race-conscious and race-based training for current Palomar police department officers and students in public safety programs.
2. Identify a designated space for African American/Black students at Palomar College (mirroring the Pride and Veterans Center).
3. Hiring more faculty, staff, administrators who are African American/Black.
4. Hiring full-time faculty for Africana Studies who are authentically engaged in Black consciousness.
5. Audit classroom climate. Create action plans to implement inclusive classroom and equity-minded teaching.
6. Provide professional development trainings specifically addressing support for our African American/Black students and promoting antiracism in curriculum and teaching to ensure action is taking place.
7. Ensure African American/Black employees are protected contractually and are included in decision-making processes.
8. Host get out the vote campaign and contextualize the history of voting rights.
9. Have celebratory graduation for African American/Black students on campus.
10. Establish an action group that works towards institutionalizing Diversity, Equity, and Inclusion at Palomar College.