



Antiracism Statement **(adopted 10/26/20)**

Whereas, access, equity, diversity, and inclusiveness are core values of Palomar College.

Whereas, the Faculty Senate of Palomar College endorses those values.

Whereas, antiracism includes an action-oriented approach to reducing bias, racism, and discrimination; supporting diversity; advocating with and for historically under-represented staff, faculty, and students in all areas of campus life; and furthering knowledge to improve policies and systems over time.

Whereas, systemic/institutional racism is policies, procedures, and norms that may have a disproportionately negative impact on Black, Indigenous, Latinx, and People of Color (BILPOC).

Whereas, in light of the history of injustice towards People of Color and in light of more recent developments raising awareness of systemic/institutional racism, including testimonials of students, colleagues, and community partners, the Faculty Senate of Palomar College, within its scope of academic and professional matters, affirms that BILPOC lives and voices *matter*.

Be it resolved that, in matters related to oversight of curriculum, the Faculty Senate will ensure, through direction given to the Curriculum Committee, that equity, diversity, and inclusion is appropriately integrated in the Course Outlines of Record.

Be it resolved that, in matters related to degree and certificate requirements as well as educational program development and review, the Faculty Senate will ensure that courses, degrees, certificates, and programs serve the needs of our BILPOC students.

Be it resolved that, in matters related to grading policies, the Faculty Senate will maintain the integrity of fair and equitable grading practices.

Be it resolved that, in matters related to standards and policies regarding student preparation and success, the Faculty Senate will maintain a regular reporting relationship with student support services to ensure the needs of our BILPOC students are being addressed.

Be it resolved that, in matters related to district and college governance structures, the Faculty Senate will ensure that Faculty Senate representatives are sensitive to and take action toward advancing issues of equity, diversity, and inclusion.

Be it resolved that, in matters related to faculty roles and involvement in the accreditation process, the Faculty Senate will support an evidence-based accreditation report that includes equity, diversity, and inclusion planning progress.

Be it resolved that, in matters related to faculty professional development, the Faculty Senate will ensure that faculty will grow and educate themselves on matters of oppression, racial injustice, implicit bias, and related issues and their impact on pedagogy by participating in appropriate professional development activities.

Be it resolved that, the Faculty Senate will advocate that resources are provided for the activities mentioned herein.

Be it resolved that, in matters related to faculty hiring, the Faculty senate will carefully assess diversity in hiring and work diligently with relevant groups on campus to expand and improve diverse hiring practices.

Be it therefore resolved that, the Palomar College Faculty Senate commits to actions that will address the inequality and oppression of Black, Indigenous, Latinx, and People of Color and celebrate the cultural contributions of BILPOC students, faculty, and staff.