

**Modesto Junior College (MJC)**  
**Academic Senate Resolution SU20-A:**  
**Reaffirming Inclusivity While Denouncing Hate Crimes and Promoting Anti-**  
**Racism Infusion**

**Proposed by MJC Academic Senate Executive**

**Whereas:** The California Community College system’s “Diversity, Equity and Inclusion Statement” characterizes the California Community Colleges as a collective of individual colleges “invested in cultivating and maintaining a climate where equity and mutual respect are both intrinsic and explicit by valuing individuals and groups from all backgrounds, demographics, and experiences,” including, but not limited to, race, ethnicity, national origin or ancestry, citizenship, immigration status, sex, gender, sexual orientation, physical or mental disability, medical condition, genetic information, marital status, registered domestic partner status, age, political beliefs, religion, creed, military or veteran status, socioeconomic status, and any other basis protected by federal, state or local law or ordinance or regulation; and,

**Whereas:** The Academic Senate for California Community Colleges “Inclusivity Statement” also supports infusing Anti-Racism/No Hate Education in community colleges while recognizing the benefits to students, faculty, and the community college system gained from the variety of personal experiences, values, and views of a diverse group of individuals with different backgrounds.

**Whereas:** The Academic Senate of Modesto Junior College (MJC) condemns all hate crimes, assertions of White supremacy and discriminatory actions on the basis of race and ethnicity, as well as ability, national origin, sex, sexual orientation, gender identity, gender expression and religion due to the physical, mental, and emotional harm these behaviors cause; and,

**Whereas:** The recent and past killings of unarmed Black/African Americans, have created an environment of anxiety, mistrust and outrage in the United States; and,

**Whereas:** These occurrences have led to fear and distress amongst the Black/African American community at Modesto Junior College; and,

**Whereas:** Some have taken these injustices as opportunities to become emboldened in their racial bias and violent activities towards Black/African Americans, such as in the cases of George Floyd, Breonna Taylor, Ahmaud Arbery, Philando Castile, Sandra Bland, Tamir Rice, Trayvon Martin, Freddie Gray and Michael Brown, among many others in recent year.

**Whereas:** Over 70% of Black/African American college students attend a community college, making this system the gateway to higher education and career development which are necessary components for community strength and vitality, colleges such as MJC must be visible advocates for this student population; and,

**Whereas:** With the frequency of these incidents, students have reported feelings of isolation, despair and vulnerability; some also reporting episodes of Post-Traumatic Stress Disorder, that come with experiencing continuous, historical racialized trauma and,

**Whereas:** Racism and racial discrimination and White supremacy threaten human development because of the obstacles that they pose to the fulfillment to basic human rights to survival, security, development, and social participation, because racism has been shown to have negative cognitive, behavioral, affective, and relational effects on both child and adult victims nationally and globally, historically and contemporarily, and because structural racism and systemic racism, racial discrimination, xenophobia, and related intolerance have been shown to be attitudes and behaviors that are learned.

**Therefore, Be it Resolved:** That the Academic Senate of MJC affirms its commitment to the security and well-being of the Black/African American campus community and its willingness to create a supportive, safe and equitable environment that will allow these and other students to thrive; and,

**Therefore:** Our Academic Senate acknowledges the need to remove barriers to the recruitment and participation of talented faculty from historically excluded populations in society; and

**Therefore:** The MJC Academic Senate supports: (1) integrating an accurate portrayal of the roles and contributions of all groups throughout history across curricula, particularly groups that have been underrepresented historically; (2) identifying how structural racism and systemic racism, bias, stereotyping, and discrimination have limited the roles and contributions of individuals and groups and how these limitations have challenged and continue to challenge our society; (3) encouraging all members of our educational community to examine assumptions and prejudices, including but not limited to racism, sexism, and homophobia, that might limit the opportunities and growth of students and employees; (4) offering positive and diverse role models in our society, including the recruitment, hiring, and promotion of diverse employees in community colleges; (5) coordinating with organizations and concerned agencies that promote the contributions, heritage, culture, history; and health and care needs of diverse population groups; and (6) promoting a safe and inclusive environment for all.

**Therefore, Be it Further Resolved:** That our Academic Senate denounces the murdering of unarmed Black/African Americans, White supremacy, and the discriminatory actions that manifest against this community, and joins with the Black/African American community at our college and abroad in affirming our students against the very real possibilities of violence against them due to their perceived racial/ethnic identity; and,

**Therefore:** The Academic Senate of MJC supports our institutional, curricular and co-curricular efforts in equity work and hopes such educational efforts can play a part in ending the slaying of unarmed citizens in the Black/African American community, racial profiling and racist ideologies and reaffirm our commitment to the health, well-being, inclusion and progress of Black/African American communities on campus and in the Central Valley of California. <sup>1</sup>

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<sup>1</sup> Reference Resolutions: *Support Infusing Anti-Racism/No Hate Education in Community Colleges* (ASCCC, Fall 2019 Resolution Number: 03.02); *ASCCC Inclusivity Statement*; *Resolution 20.5: Denouncing the killing of unarmed Black/African American citizens due to racial profiling and racist ideologies that promote trauma and affirming PACCDC's commitment to the health, well-being, inclusion and progress of Black/African Americans on campus and in the greater community* (Academic Senate of the Pasadena Area Community College District).

First Reading: June 18, 2020

Final Reading: July 16, 2020

Disposition: Carried