



## Diversity, Equity, and Inclusion Compact Resolution

**WHEREAS**, adopted policies, at times contain language, and/or initiate action that may be divisive, harmful to diversity, equity, and inclusion efforts, or contradict the Chancellor's Call to Action, Board of Governors Diversity, Equity, and Inclusion Statement, the Student Senate Anti-racism: Student Plan of Action, Student Senate Diversity, Equity, and Inclusion Statement, Academic Senate for California Community Colleges Diversity, Equity, and Inclusion resolution, or other system partners and college actions related to diversity, equity, and inclusion;

**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, oppression, and other barriers for our students of color;

**WHEREAS**, the success of these student populations are 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

**RESOLVED**, that the Student Senate for California Community Colleges reaffirm its commitment alongside other pivotal partner organizations in a compact to continue moving diversity, equity, and inclusion work forward and in unity;

**RESOLVED**, that the Student Senate for California Community Colleges work to advocate that this document serve as a compact between system partners in the California Community College (CCC) system to remain committed to the pursuit of a more diverse, equitable, and inclusive environment for all and that they will continue to make sure that the DEI work is not halted on CCC campuses because the work is never finished.

**RESOLVED**, the SSSCC, ASSCC, CCCT, CEOCCC, FACCC, the Chancellor's Office, and other system partners will collaborate on the SSSCC Anti-racism: A Student Plan of Action by creating a campus climate of cultural awareness and respect; providing equity training; ensuring that community college curriculum is culturally responsive and relevant; improving communications and support for students who face racism and microaggressions.

Adopted by the Board of Directors February 13, 2021

Revised by the Board of Directors April 17, 2021