

ELAC Academic Senate Resolution Call to Action Against Systemic Racism and Oppression

Adopted June 15, 2020

Whereas, The East Los Angeles College (ELAC) Academic Senate denounces the wanton disregard for Black lives as demonstrated by the killings of George Floyd, Breonna Taylor, Ahmaud Arbery, Stephon Clark, Philando Castile, Jamar Clark, Botham Jean, Michelle Shirley, Sandra Bland, Freddie Gray, Tamir Rice, Laquan McDonald, Ezell Ford, Michael Brown, Eric Garner, Trayvon Martin, and too many others in recent years;

Whereas, These and other gross violations of human rights have been the product of historical and systemic racism against people of color and has characterized a national legacy that has been particularly cruel towards Blacks whose oppression in this land has persisted for over 400 years, i.e., since the start of American slavery in the British colonies;

Whereas, In the aftermath of the killing of George Floyd, protesters in Minnesota and throughout the nation have peacefully expressed their outrage and have demanded action, and ELAC students, faculty, and other employees from all backgrounds have stood in solidarity with this movement;

Whereas, The killings and oppression against Blacks have seemingly escalated in recent years, as have the violations against other communities, such as other communities of color, women, LGBTQ, immigrants, and religious minorities;

Whereas, Before and since the killing of George Floyd, students have expressed, in both public and private, outrage, anxiety, concern for their physical safety and well-being, and concerns about their liberties and rights, all of which may negatively impact the achievement of their educational goals;

Whereas, The ELAC's mission statement begins with the declaration that "East Los Angeles College empowers students to achieve their educational goals, to expand their individual potential, and to successfully pursue their aspirations for a better future for themselves, their community and the world";

Whereas, The Los Angeles Community College Board President and District Chancellor have issued a joint letter in solidarity with the movement in support of Black Lives Matters and against systemic racism, which calls upon us to use our power and influence as educators to make lasting, systemic change;¹

Whereas, The California Community Colleges Chancellor's Office held an rousing Call to Action webinar that addressed the necessity for a pro-active, anti-racism agenda;²

Whereas, The Los Angeles Community College District, with input from the District Academic Senate, is drafting "Action Steps for Rooting out Racism and Embedding Anti-Racist Policies and Practices at LACCD";

Whereas, To effectively root out the system of structural racism, we must pro-actively foster a culture that is anti-racist, anti-hate, and more humane to all;

¹ [In Solidarity We Stand – A Message from Board President and Chancellor, June 2, 2020](#)

² [CCCCO Call to Action Webinar June 3, 2020; CCCCCO's Dear California Community College Faculty Letter June 5, 2020](#)

Whereas, The Academic Senate for California Community Colleges (ASCCC) in its Fall 2019 Plenary adopted Resolution 03.02 Support Infusing Anti-Racism/No Hate Education in Community Colleges;³

Whereas, These stands of solidarity and calls for lasting change align with the ELAC Academic Senate's commitment to diversity and equity;⁴ and

Whereas, The Professional Development Committee recommends that the Academic Senate update the Flex Handbook to require a portion of each faculty member's flex obligation must be fulfilled through professional development fostering diversity and equity, such as Culturally Responsive Training;

Resolved, The ELAC Academic Senate declares that the lives of our Black students and employees matter; and affirms the rights of Black students, staff, faculty, and administrators to be treated with respect and dignity;

Resolved, The ELAC Academic Senate stand in solidarity with the protesters in Minnesota and throughout the world who are expressing their outrage and frustration at the killings of African Americans and demanding justice and systemic change;

Resolved, The ELAC Academic Senate, in alignment with the ASCCC,

- (1) denounce racism for its negative psychological, social, educational, and economic effects on human development throughout the lifespan;
- (2) to eliminate institutional discrimination, take steps to not only strive for a greater knowledge about and the celebration of diversity but also to support deeper training that reveals the inherent racism embedded in societal institutions in the United States, including the educational system, and asks individuals to examine their personal role in the support of racist structures and the commitment to work to dismantle structural racism; and
- (3) infuse Anti- Racism/No Hate Education in all its activities and professional development opportunities to the degree that doing so is feasible.

Resolved, The Academic Senate support the creation of a faculty-led group devoted to centering race-related issues (e.g. structural, institutional, and systemic racism, color-blind racism) to promote anti-racism on campus through a number of measures, such as

- (1) developing a curated list of race-related readings, videos, podcasts, and other materials accessible to all faculty, staff, students, and community members.
- (2) drawing on the curated list, organize weekly or biweekly events, such as salons/forums, open to all faculty, staff, students, and community members to center race-related issues and create safe places for open dialogue and courageous conversations;

Resolved, That the ELAC Academic Senate recommend that Guided Pathways stipends for curriculum redesign provide support for faculty efforts to construct and redesign curriculum intentionally and

³ [Academic Senate for California Community Colleges Resolution 03.02 Support Infusing Anti-Racism/No Hate Education in Community Colleges, Fall 2019 Plenary](#)

⁴ [ELAC Senate Resolution in Affirmation of Faculty Support of Students and Employees, November 22, 2016;](#) [ELAC Guided Pathways Mission Statement and Priorities, May 22 & August 28, 2018;](#) [ELAC Local Goal Setting, including Vision for Success goal of 40% drop in equity gap, March 26, 2019;](#) [ELAC Student Equity Plan, June 26 & July 24, 2019;](#)

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strategically to support and build upon equitable, anti-racist classroom environments and professional learning;

Resolved, That the ELAC Academic Senate recommends that during the next comprehensive program review, each discipline, including administration of justice and first-responder disciplines, shall (a) review its curriculum to consider incorporating race, class and equity, including anti-racism and intersectionality, where feasible, as well as (b) explore pedagogical opportunities to enhance inclusivity in the classroom;

Resolved, That the ELAC Academic Senate recommend faculty include on the first page of their syllabus a welcoming statement stressing our commitment to diversity, equity, and inclusion, particularly racial inclusivity;

Resolved, That the ELAC Academic Senate recommends that administration increasing offerings of courses explicitly addressing race/racism, such as Sociology 11: Race and Ethnicity;

Resolved, That the ELAC Academic Senate establish a mechanism to investigate, in collaboration with counterparts at other colleges, the feasibility and implications of an ethnic studies graduation requirement for LACCD;

Resolved, The ELAC Academic Senate requests that the Professional Development Committee present a proposal for requiring a portion of each faculty member's flex obligation being fulfilled by professional development around diversity, equity, and inclusion, which may include Culturally Responsive Training, Safe Zone Ally training, equitable teaching practices, and training on implicit bias, micro- and macro-aggressions and anti-racist behaviors;

Resolved, The ELAC Academic Senate requests administration provide an assessment of faculty diversification and, based on that assessment, take concrete steps to enhance faculty diversification; and

Resolved, The ELAC Academic Senate urge students and all members of the ELAC community to register to vote and to vote to demand accountability against systemic racism.