DVC Academic Senate resolution: A commitment to working as an inclusive college community to create an equitable environment and culturally responsive practices

Approved by the DVC Academic Senate 4/30/19

Whereas, Our 2019-2023 Diablo Valley College (DVC) Education Master Plan (EMP) explicitly states its commitment to equitable student success and calls on us to improve student engagement and inclusion and the institutional conditions and mindsets that support them;

Whereas, Our EMP recognizes that these conditions are necessary to ensure the college provides the optimal cultural and structural conditions in order for students of color to equitably learn and succeed;

Whereas, Recent racist graffiti attacks on our campus have resulted in students, staff and faculty of color feeling unsafe, invisible and under valued at DVC;

Whereas, These ongoing racist attacks on campus illuminate the immediate need for the college to create a more welcoming, inclusive and supportive environment for our students and colleagues of color;

Whereas, Despite efforts to do so, the college has failed to ameliorate inequities on campus in and outside the classroom adding emphasis to the immediacy of the need for the college to address its systematic and structural conditions of racial injustice; and

Whereas, The Social Science and Counseling faculty recommendations and student demands in response to these racist attacks are directly aligned with our EMP’s call for us to foster ideal cultural and structural conditions that are student centered and culturally responsive; and

Whereas, The recent racist attacks have underscored the need for the college to develop and utilize an institutionally effective, transparent, and prompt protocol for responding to threats;

Resolved, That the Academic Senate of Diablo Valley College commits to working together with all members of our college community to create an equitable environment and culturally responsive practices that support an inclusive community, where all voices are equitably heard, valued and respected; and

Resolved, That the Academic Senate of Diablo Valley College supports including a focus on racism and culturally responsive, intersectional and social justice focused pedagogy at convocation and in our Nexus orientation; and

Resolved, That the Academic Senate of Diablo Valley College supports mandatory anti-racist training for students, faculty, staff and administrators to create the equitable and inclusive structural and cultural conditions called for in our EMP; and

Resolved, That the Academic Senate of Diablo Valley College will advocate for and work with the college administration in collaboration with faculty and staff of color to create and provide, professional development opportunities for leadership training and advancement within the college; and

Resolved, That the Academic Senate of Diablo Valley will advocate and work with college administration to identify and implement effective recruitment and hiring practices, to increase the racial diversity of hiring committees, and to receive training on hiring equity minded applicants in order to expand the racial diversity of faculty and administration; and

Resolved That the Academic Senate of Diablo Valley College support the establishment of a more clear and transparent response protocol for threats against our DVC community, with increased security measures and follow up on the progress and results of investigations; and

Resolved, That the Academic Senate of Diablo Valley College commits to developing and expanding culturally responsive curriculum and programs, including the support and funding to develop an Ethnic Studies Program; and

Resolved, That the Academic Senate of Diablo Valley College supports the work that we, Diablo Valley College, must do as a community to achieve the vision of engagement and inclusion exemplified in the EMP as a vital condition for equitable student success.