

Resolution to Support Anti-Racism/No-Hate Education

Support Infusing Anti-Racism/No-Hate Education at Citrus College, Approved June 10, 2020 by Acclamation.

[T]o eliminate institutional discrimination, Citrus College Academic Senate strives to do the following:

- 1. To integrate an accurate portrayal of the roles and contributions of all groups throughout history across curricula, particularly groups that have been underrepresented historically,*
- 2. To identify how 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. To encourage all members of the 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. To offer positive and diverse role models in our society, including the recruitment, hiring, and promotion of diverse employees in community colleges,*
- 5. To coordinate with organizations and concerned agencies that promote the contributions, heritage, culture, history, and health and care needs of diverse population groups, and*
- 6. To promote a safe and inclusive environment for all; and*

Whereas, Racism and racial discrimination 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 racism, racial discrimination, xenophobia, and related intolerance have been shown to be attitudes and behaviors that are learned;

Resolved, That the Citrus College Academic Senate denounce racism for its negative psychological, social, educational, and economic effects on human development throughout the lifespan;

Resolved, That the Citrus College Academic Senate, 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

Resolved, That the Citrus College Academic Senate infuse Anti- Racism/No Hate Education in all its activities and professional development opportunities to the degree that doing so is feasible.