

Sierra College Faculty Association Resolution In Support of Black Lives and Racial Justice

July 2, 2020

Whereas, foundational to the work of the Sierra College Faculty Association (SCFA) is the belief in justice for all, and that the fight for fairness, justice, dignity, inclusivity, and equity must encompass everyone; and

Whereas, SCFA represents more than 800 faculty from diverse racial and ethnic backgrounds, including Black faculty who, as a result of systemic racism, experience anti-Black racism and unconscious biases on a regular basis; and

Whereas, a vital duty of the elected SCFA Leadership, both Executive Board Members (Officers) and Representative Council Members, is to protect and support professionalism in the careers of higher education faculty; and

Whereas, Sierra College faculty serve many thousands of students from diverse racial and ethnic backgrounds, including Black students who, as a result of systemic racism, experience anti-Black racism and unconscious biases on a regular basis; and

Whereas, SCFA condemns the anti-Black racism and unconscious biases that provide the structural support for the United States' historical foundation of systemic racism; and

Whereas, SCFA acknowledges that little has changed with regard to the United States' progress toward ending the systemic racism that exists, that such racism has engendered far too many killings of Black lives, and that much more must be done to ensure the protection of the rights, liberties, and overall value of Black lives; and

Whereas, an education system can be strong only when all students have an opportunity to be positively influenced by a racially diverse group of educators, classified professionals, and managers; and

Whereas, SCFA supports a work environment that is free of discrimination and harassment, that is positive and respectful of each individual's race, ethnicity, religious creed, color, sex, age, national origin, sexual orientation, physical disability, mental disability, medical condition, genetic information, gender identity or expression, ancestry, pregnancy, marital status, veteran status, or any other characteristic; and

Whereas, SCFA recognizes that Black employees are far more represented among classified professionals and part-time faculty than full-time faculty and managers at Sierra College and throughout higher education due to systemic and institutional racism; and

Whereas, SCFA supports and advocates for equitable pay of part-time faculty and equitable employment in all positions at all levels of Sierra College; and

Whereas, Black students at Sierra College, as the result of systemic and institutional racism, experience the largest equity gaps in nearly every measure of access, retention, success, transfer, and goal attainment:

Therefore, be it resolved, that SCFA states emphatically its position against systemic and institutional racism in all of its forms and ardently states that **Black Lives Matter**, including the lives of all Black colleagues, all Black students, all Black men, all Black women, all Black folx along the entire gender spectrum, all Black trans folx, all Black queer folx, all Black folx with different abilities, all undocumented Black folx, Black folx from all spiritual and religious identities, Black folx of all ages, Black folx from all national origins, Black folx of all sexual orientations, all Black Veterans, and all Black folx with records; and

Be it further resolved, that SCFA commits to ending systemic and institutional racism, which has been long known to erect barriers between the advancement and freedoms of Black lives, with specific attention to barriers that impact Black students, faculty, classified professionals, and managers, while simultaneously intensifying our efforts to seek out, listen to, and amplify the voices of our Black members and all who support them; and

Be it further resolved, that SCFA commits to actively working with the Sierra College administration to address systemic and institutional racism and develop anti-racist District policies and practices; and

Be it further resolved, that SCFA commits to actively lobby against any potential budget cuts that would result in layoffs, program cuts, or other reductions that would disproportionately impact Black students, faculty, classified professionals, or administrators; and

Be it further resolved, that SCFA commits to advocating for compensated, ongoing, and required Equity and Inclusion Professional Development for all faculty, classified professionals, managers, and Board of Trustees members; and

Be it further resolved, that SCFA commits to advocating for efforts of the labor movement that further the cause of racial, economic, and social justice; and

Be it finally resolved, that SCFA commence action on this resolution with regard to the issues mentioned herein immediately upon its passage including, but not limited to:

- Creating the position, duties, and responsibilities of an SCFA Equity, Inclusion, and Social Justice Officer, an elected Executive Board position, prior to the next SCFA election to ensure SCFA's commitments to equity, inclusion, and social justice are fulfilled in an ongoing way,
- Creating requirements regarding Equity and Inclusion training for all SCFA elected Officers, Representative Council members, and SCFA appointees to Negotiations and Dispute Resolutions to be implemented no later than the Fall 2020 semester, and

- Creating an SCFA Equity and Inclusion Code of Conduct to prevent and prohibit discriminatory, harassing, or otherwise unacceptable behavior within SCFA or at any SCFA activity, event, or meeting, even if conduct does not rise to the level of legal violation, to be implemented no later than the Fall 2020 semester.