

**West Valley–Mission Community College District**

**RESOLUTION #20070703**

**AFFIRMING OUR COMMITMENT TO STUDENT SUCCESS FOR AFRICAN AMERICAN STUDENTS AND OUR COMMITMENT TO AN EQUITABLE WORKPLACE FOR AFRICAN AMERICAN EMPLOYEES**

**WHEREAS**, on April 22, 2020, the African American Virtual Townhall was convened with over 1,000 California community college practitioners, policymakers, and national scholars to discuss financial aid reform, housing, food, technology and transportation insecurities, impacts of COVID-19 on African American students, and policy recommendations to support this student population; and

**WHEREAS**, on April 27, 2020, African American Success Week was held, with an average of 300 participants participating in daily workshops covering recommendations for black student success, housing insecurity, COVID-19, and listening to Black student voices; and

**WHEREAS**, on May 25, 2020, Mr. George Floyd, a black man in Minnesota, died, face down, under the knee of a white police officer; and

**WHEREAS**, the California community colleges represent and serve one of the most diverse populations in the world in terms of race, ethnicity, language, culture, national origin, socio-economic class, age, physical ability, sexual orientation, and religious beliefs;

**WHEREAS**, the California community colleges' unwavering commitment to diversity and inclusion requires that we advocate and use a collective voice to identify and eliminate barriers to equity and that we act deliberately to create a safe and inclusive environment where individual and group differences are valued and leveraged for our growth and understanding as an educational community; and

**WHEREAS**, 72% of Black undergraduates who are enrolled in a public college or university in California are enrolled in a California community college compared to 9% and 3% who are enrolled in a California State University (CSU) and University of California (UC) institution, respectively; and

**WHEREAS**, most Black community college students are adult learners who work full-time while attending college part-time, have family commitments/responsibilities, and struggle with basic needs insecurities. The students who need the most get the least financial support; and

**WHEREAS**, California community colleges receive the least amount of per-student funding in comparison to the public educational sectors, University of California: \$33,569; California State University: \$18,445, California Community Colleges: \$8,306; K-12: \$12,018.

**WHEREAS**, 27% of Black families live below the poverty line (less \$24,399 per year) compared to 16% for all California families. 48% of Black families earn less than \$48,678 per year compared to 36% for all California families; and

**WHEREAS**, the ratio of Black students to tenured Black professors is 1:131 in California's community colleges (CCC), 1:46 in the CSU, and 1:32 in the UC. Comparatively, the ratios for White students are 1:4 in the CCC, 1:16 in the CSU, and 1:8 in the UC; and

**WHEREAS**, practitioners and policymakers will utilize race-conscious perspectives in making decisions to improve the success of Black students; and

**WHEREAS**, 37% of Black community college students earn a degree, certificate, or transfer within six years; and only 3% of Black students in California Community Colleges (CCC) transfer within two years; and only 35% of Black students transfer to a public university within six years; and

**WHEREAS**, the state of California and the California Community College system need to address structural inequities of Black student success by way of policy efforts and advocacy; and

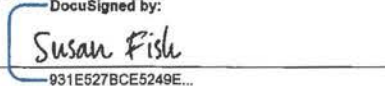
**WHEREAS**, the state of California and the California Community College system need to address structural barriers to recruitment, hiring and retention practices which would allow each college to have a representative staff, faculty and administration which reflects their student body;

**NOW THEREFORE BE IT RESOLVED**, that we, the West Valley-Mission Community College District hereby reaffirm our commitment to remove systemic barriers for Black California community college students by working collaboratively with our governing boards, the California community college system as well as local, state and federal governments, businesses and community-based organizations to provide race-conscious decision making in support of Black community college students as they complete their academic programs and as Black students transition to a four-year college or university, or employment; and be further

**RESOLVED** that we, the West Valley-Mission Community College District hereby reaffirm our commitment to implement recruitment, hiring and retention practices to ensure our professional staff, faculty and administrative employees represent the demographic of the students we serve to the greatest degree possible and to hold ourselves accountable for achieving that goal; and be it further

**RESOLVED** that we, the West Valley-Mission Community College District, affirm our commitment to foster a culture in which all members of the Black and African American community 1) feel safe, respected and valued; 2) are invited to participate fully, share their unique gifts, talents and backgrounds; 3) are celebrated for the richness of their perspectives and ideas; and 4) understand that diversity and inclusion are key priorities of the West Valley-Mission Community College District as stated in its mission and that we endeavor to be the change our communities deserve to end systematic racism.

Dated: 8/19/2020

Signed: 931E527BCE5249E...

Susan Fish, Board President, WVMCCD