

SAN BERNARDINO COMMUNITY COLLEGE DISTRICT
REAFFIRMING OUR COMMITMENT TO
RACIAL EQUITY & JUSTICE

June 11, 2020

WHEREAS, the San Bernardino Community College District mourns the death George Floyd in Minneapolis, Minnesota, Breonna Taylor in Louisville, Kentucky, Ahmaud Arbery in Brunswick, Georgia, Nathaniel Pickett in Barstow, California and countless other unarmed victims, killed at the hands of law enforcement;

WHEREAS, the San Bernardino Community College District is saddened and horrified by the actions of members of the Minneapolis Police Department and other law enforcement entities and officers, for whom individual and structural racism has allowed police brutality, racial profiling, and excessive use of deadly force to victimize people of color and black people specifically for decades; and

WHEREAS, the response of frustration is that these tragedies continue to occur and the lack of systemic action taken to address the structural racism which have allowed these incidents to continue to take place; and

WHEREAS, the unified, diverse outpouring of protest by people of all walks of life, black, white and brown, affirming the value of black life which underscores our shared belief that regardless of the color of our skin, injustice is unacceptable; and

WHEREAS, the San Bernardino Community College District values the sanctity of life and rejects a culture that dehumanizes people; and

WHEREAS, the mission of the San Bernardino Community College District, Crafton Hills College, San Bernardino Valley College and Empire KVCR is to educate and enrich the lives of students and families; and

WHEREAS, our students, faculty and staff reflect the diversity of our community; and

WHEREAS, we provide higher education and career preparation for future police officers and first responders.

THEREFORE, BE IT RESOLVED that the San Bernardino Community College District Board of Trustees reaffirms its public responsibility to promote equity, opportunity and empathy, regardless of race; and

THEREFORE BE IT RESOLVED that the San Bernardino Community College District Board of Trustees reaffirms its Board Policy 7100, stating, "The District commits to equitable treatment and elimination of discrimination in all its forms at all organizational levels and throughout all programs. The District recognizes the rights of all individuals to mutual respect; acceptance of others without biases based on differences of any kind.

The District makes a commitment to individual and organizational efforts to build respect, dignity, fairness, caring, equality, and self-esteem. The District acknowledges and honors the fundamental value of all individuals and pledges to create and maintain an environment that respects diverse traditions, heritages, and experiences;" and

THEREFORE BE IT RESOLVED that the San Bernardino Community College District will promote and encourage all policies that prioritize the health of people of color, and support local, state, regional, and federal initiatives that advance efforts to dismantle systematic racism and trauma as a result of campus climate such as emotional and psychological harm of overexposure to criminalizing practices on campus that disproportionately impact students of color, and racial bias, racial exclusion, and discrimination in campus practices; and

BE IT FURTHER RESOLVED that the San Bernardino Community College District will pursue racial equity, implicit bias, workplace bias training among all personnel as a matter of public urgency; and

BE IT FURTHER RESOLVED that the San Bernardino Community College District will incorporate educational efforts to address and dismantle racism, and expand understanding of racism and how racism affects individual and population health; and

BE IT FURTHER RESOLVED that the San Bernardino Community College District will promote community engagement, actively engaging citizens on issues of racism, and providing tools to engage actively and authentically with communities of color; and

BE IT FURTHER RESOLVED that the San Bernardino Community College District will commit to reviewing all district and campus policies with a racial equity lens, and commit to assigning the staffing and resources required to intentionally study and address operations, policies and procedures that may cause Black and African American students to be disproportionately impacted and fall behind in student success measures as it relates to other ethnic groups; and

BE IT FURTHER RESOLVED that the San Bernardino Community College District Board of Trustees encourages everyone to work together towards greater accountability, justice and a better tomorrow by participating in the 2020 U.S. Census and voting in every local, state and national election.

FINALLY, BE IT RESOLVED that the San Bernardino Community College District will advocate for, and secure adequate resources to successfully accomplish the above activities.