Resolution FA20 12.8.2020

# Resolution Affirming the Anti-racism, Anti-sexism, Anti-oppression Charge of the Santa Ana College Academic Senate

Resolution submitted by Reyna Cummings, Susan Hoang, Rebecca Ortiz, Cathryn Pierce, Maria Aguilar Beltran, Maria “Lupe” Estrada, Stephanie Clark, with the guidance of the Academic Senate Executive Board.

**Whereas,**

1. Whereas, The Academic Senate of Santa Ana College acknowledges, through behavior witnessed on our campus and within professional settings, that there is a systemic problem with racism, sexism, and intersectionality that not only affects students but the entirety of our campus community; and
2. Whereas, These issues are often perpetuated through actions of silencing, retaliation, and bullying;
3. Whereas, The Academic Senate’s purview of academic and professional matters requires that we address the issues of positionality, privilege, and power directly through Academic Senate recommendations and support.

**Potential Language (Additional ‘Whereas’)**

* Whereas, Antiracism includes an action-oriented approach to reducing bias, racism, sexism, and discrimination; supporting diversity; advocating with and for historically under-represented staff, faculty, and students in all areas of campus life; and furthering knowledge to improve policies and systems over time.
* Whereas, In light of the history of injustice towards People of Color, woman, and other marginalized voices, and in light of more recent developments raising awareness of systemic/institutional racism, including testimonials of students, colleagues, and community partners, the Faculty Senate of Santa Ana College, within its scope of academic and professional matters, affirms that BILPOC lives and voices matter.
* Whereas, Systemic/institutional racism is policies, procedures, and norms that may have a disproportionately negative impact on Black, Indigenous, Latinx, and People of Color (BILPOC).

**Resolved**

1. Resolved, The Academic Senate denounces the silencing of voices and is committed to dismantling sexism, racism, and any other forms of oppression;
2. Resolved, The Academic Senate will immediately establish a workgroup that will provide short-term and long-term recommendations for dismantling sexism, racism, and any other forms of oppression and will establish diverse and inclusive spaces for systemically marginalized voices; and
3. Be it resolved that, the Academic Senate will provide training, conversations, and establish practices that support an inclusive culture of leadership that holds this community accountable to the charge of dismantling sexism, racism, and any other forms of oppression and create diverse and inclusive spaces for systemically marginalized voices.