

## **RESOLUTION # 21-37**

### **A Resolution of the Board of Trustees of Coast Community College District**

#### **AFFIRMING COAST COMMUNITY COLLEGE DISTRICT'S COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION**

**WHEREAS**, Coast Community College District's Mission Statement asserts that Coast Community College District is a welcoming and inclusive equity-minded, anti-racist learning environment where diverse students are supported to pursue and attain student success. Coast Community College District provides solutions to challenges, utilizes the latest techniques for preparing the workforce and provides clear pathways for completion of programs of study, transition to a university, and securing living-wage employment; and

**WHEREAS**, the diverse student population of the Coast Community College District is one of its greatest assets and closely reflects the diverse population of California, as 32% of its students are Latinx, 29% are White, 28% are Asian/Filipino/Pacific Islander, 2.6% are Black, and 0.7% are Native American; and

**WHEREAS**, diversity enriches the educational experience through the exchange of different ideas, beliefs, experiences, and perspectives; promotes personal growth because it challenges stereotypes, preconceptions, and bias; encourages critical thinking; and helps people learn to communicate effectively with others of varied backgrounds; and

**WHEREAS**, diversity strengthens communities; prepares students to become globally responsible citizens in an increasingly complex, global society; fosters mutual respect and teamwork; helps build communities whose members are judged by the quality of their character and contributions; enhances the nation's and the state's economic competitiveness because it brings together individuals from varied and different backgrounds and cultures into the workplace; and

**WHEREAS**, there are significant equity gaps in completion rates among student populations, and the *Vision for Success* calls on the system to integrate equity throughout all efforts to increase student success and to eliminate those equity gaps by the year 2026-27; and

**WHEREAS**, Coast Community College District has adopted local *Vision for Success* goals centered on improving students' success, including increasing completion and transfer, decreasing the number of units accumulated by students earning associate degrees, and reducing equity gaps in completion and transfer for Hispanic American and African American students;

**WHEREAS**, faculty and staff diversity are drivers for the educational achievement and the social mobility of students; documented by established peer reviewed literature that affirms that students who benefit from a racial and ethnic diverse faculty are better prepared for leadership, citizenship, and professional competitiveness; and

**WHEREAS**, recognizing the importance of faculty and staff as key drivers of student success, the Board of Governors of the California Community Colleges has adopted the Diversity, Equity and Inclusion Integration Plan, consisting of 68 hiring, recruitment and retention strategies to address the lack of diversity among full-time and part time faculty, classified staff and educational administrators. The Board of Governors also adopted title 5 regulation changes acknowledging that racism, discrimination, and biases exist and the goal is to eradicate them from our system and embrace diversity; and

**WHEREAS**, Coast Community College District is a public California Community College District, and accepts the responsibility to address the needs of the diverse institutions and populations within its service area; and

**WHEREAS**, Coast Community College District has taken the following actions to support diversity, equity and inclusion at our college(s):

- Students: efforts to include the student voice to inform Board policies and actions related to faculty and staff diversity
- Board Actions: Passage of Resolutions:
  - 21-23 Declaring April to be Diversity, Equity, and Inclusion Awareness Month,
  - 21-18 Support of Equal Pay in California Community Colleges,
  - 21-19 to Condemn Anti-Asian Racism and Commit to Action
  - 20-28 Denouncing Xenophobia and the rise of the Anti-Asian Sentiment
  - 20-45 to Condemn Racial Injustice and Commit to Action
- Trustee Actions: Coast participated in the California Community College Trustee Fellowship on Diversity, Equity, and Inclusion.
- Human Resources: identified actions to address underrepresentation in current staffing through the actions of the Equal Employment Opportunity Task Force and approved the 2021-2024 Equal Employment Opportunity Plan in April of 2021
- Equity Plans: district board reviewed and updated the Equity Plans at their July 2021 meeting with the goal of infusing actions to uplift the most vulnerable and socially disadvantaged students in our system
- Professional development: efforts to support increased cultural competencies among staff and faculty and understand implicit bias through the efforts of district wide climate surveys through the Higher Education Data Sharing Consortium and concentrated directed dialogue moderated by the Center for Research on Educational Access and Leadership

**NOW THEREFORE BE IT RESOLVED**, that we, the Coast Community College District Board of Trustees, hereby reaffirm strongly our support for diversity in faculty and staff hiring; diversity among faculty, students, staff and programs; and expect everyone in the Coast Community College District community, through their roles and responsibilities, to implement the District's diversity initiatives and maintain a climate of respect, civility, anti-racism, and inclusion as part of the institution's commitment to educational excellence; and be it further

**RESOLVED** that Coast Community College District Board of Trustees will support and implement the recommendations from the California Community Colleges Chancellor's Office Vision for Success Diversity, Equity and Inclusion Task Force Report dated April 24, 2020, and biannually participate in implicit bias and cultural competency training; and be it further

**RESOLVED**, the Coast Community College District Board of Trustees shall publicly review, on an annual basis, the District's compliance with the California Education Code Equal Employment Opportunity standards and Chancellor's Office Certification Form that incorporates multiple methods to address diversity, including, but not limited to, board policies and adopted resolutions; incentives for hard-to-hire areas/disciplines; focused outreach and publications; procedures for addressing diversity throughout hiring steps and levels; consistent and ongoing training for hiring committees; professional development focused on diversity; diversity incorporated into criteria for employee evaluation and tenure review; grow-your-own programs; an analysis of why staff leave the district; and the make-up of hiring committees.

I, Jane Burton, Secretary of the Board of Trustees of Coast Community College District, hereby certify that on this day, the fourth of August in the year two thousand and twenty-one, this Resolution was adopted by the Board by a vote of:

Ayes: Trustees Grant, Hornbuckle, Moreno, Patterson and Prinsky  
Noes: None  
Abstain: None  
Absent: None



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Jane Burton  
Board Secretary