

# 4CD Anti-Racism Pledge

CCCCD Joint Academic Senate Resolution in Support of The Academic Senate for California Community Colleges Anti-Racism Pledge

Whereas, The Academic Senate for California Community Colleges adopted at the Fall Plenary of 2019 resolution 3.02 F19, Support Infusing Anti-Racism/No Hate Education in Community Colleges; and

Whereas, The resolution established a commitment for the Academic Senate for California Community Colleges (ASCCC) to “take steps to not only strive for a greater knowledge about and the celebration of diversity, but also to support deeper training that reveals the inherent racism embedded in societal institutions, including the educational system, and asks individuals to examine their personal role in the support of racist structures and the commitment to work to dismantle structural racism”; and

Whereas, The Academic Senate for California Community Colleges adopted at the Fall Plenary of 2020 resolution 3.01 F20, Support the Anti-Racism Pledge, which asked faculty and all other stakeholders to examine their personal role and commit to dismantle structural racism by signing “The Anti-Racism Pledge”; therefore,

Resolved, that the Academic Senates of the Contra Costa Community College District (CCCCD) distribute and advocate for “The Anti-Racism Pledge” as passed during the ASCCC Fall 2020 plenary; and

Resolved, that the Academic Senates of the CCCCC designate the second week of February, 2021, “Anti-Racism Pledge Week”; and

Resolved, that the Academic Senates of the CCCCC encourage all CCCCC employees to examine their personal roles and commit to dismantle structural racism by publically signing “The Anti-Racism Pledge” during Anti-Racism Pledge Week; and

Resolved, that the Academic Senates of the CCCCC encourage all CCCCC employees to commit to professional development, hiring practices, and/or curricular changes that work to dismantle structural racism; and

Resolved, that the Academic Senates of the CCCCC continue to work collaboratively toward ending institutional racism to make our campuses more welcoming and equitable for all CCCCC students, employees, and community members.

\* This form will record your name, please fill your name.

1. At which campus do you work?

- CCC
- LMC
- DVC

2. What is your constituent group?

- Faculty
- Classified Professionals
- Management

3. Make the Pledge by typing your first and last name:

**Pledge and Commitment to Anti-Racism Education**

To eliminate institutional discrimination and racist policies, we strive to integrate an accurate portrayal of the roles and contributions of all groups throughout history across curricula, particularly groups that have been underrepresented historically; identify how racism, bias, stereotyping, and discrimination have limited the roles and contributions of individuals and groups, and how these limitations have challenged and continue to challenge our society; encourage all members of the educational community to examine assumptions and prejudices, including, but not limited to, racism, sexism, and homophobia, that might limit the opportunities and growth of students and employees; offer positive and diverse role models in our society, including the recruitment, hiring, and promotion of diverse employees in community colleges; coordinate with organizations and concerned agencies that promote the contributions, heritage, culture, history, and health and care needs of diverse population groups; promote a safe and inclusive environment for all; actively work to clearly define and redefine as circumstances dictate-key terms and phenomena related to institutional racism; and critically reflect on anti-racism efforts to ensure their relevance and effectiveness.

I pledge my commitment to end institutional discrimination and racism and will support deeper training that reveals the inherent racism embedded in societal institutions, including the educational system; and ask individuals to examine their personal role in the support of racist structures and the commitment to work to dismantle structural racism.

4. Make a personal pledge. I PERSONALLY pledge to :

5. Make a work-related pledge. In my institution (campus), I pledge to :

6. Please share in your own words why committing to the ASCCC Anti-Racism Pledge is important to you.

7. To receive a copy of the anti-racism badge to display proudly, please type your email address