

**AFFIRMING MARIN COMMUNITY COLLEGE DISTRICT'S
COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION
RESOLUTION 2021-12**

WHEREAS, the Marin Community College District's Mission Statement asserts that the Marin Community College District is a welcoming and inclusive equity-minded, anti-racist learning environment where students with multiple and intersecting identities are supported to pursue and attain student success. Recognizing higher education's roots are tied to White supremacy and intentional exclusion of certain groups, the Marin Community College District centers equity when providing solutions to challenges, preparing the workforce and providing clear pathways for completion of programs of study. The Marin 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 student population of the Marin Community College District is one of its greatest assets and closely reflects the diverse population of California, as 38% of its students are Latinx, 41% are White, 7% are Asian, 3% are Black, 0.3% are Native American, 0.3% are Native Hawaiian/Pacific Islander, and 4% are Multi-racial; and

WHEREAS, diversity enriches the educational experience through the exchange of different ideas, beliefs, experiences, and perspectives; promotes personal growth because it brings light to inequity, privilege, and oppression, and 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 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 by bringing together individuals from varied 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 California Community Colleges' system to integrate equity and anti-racist policies and practices throughout all efforts to increase student success and to eliminate equity gaps by the year 2026-27; and

WHEREAS, the Marin Community College District has adopted local *Vision for Success* goals centered on improving students' success to reduce disproportionate impact in student success rates and be a leader in promoting equity to: 1) Decrease toward elimination of existing racial equity gaps at the College, with the goal of eliminating gaps by the conclusion of the Educational Master Plan in 2025; 2) Hire, support, and retain equity-minded employees reflective of the diversity of the student body and expect all College employees to approach

their work with equity-mindedness; and 3) Given that Marin County's stark racial inequities are intertwined with the College's ability to achieve its mission, be a leader in promoting equity throughout the County, and

WHEREAS, faculty and staff diversity is a driver for the educational achievement and the social mobility of students, as documented by 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 diversity as a key driver 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, the Marin Community College District is a public California Community College District, and accepts the responsibility to address and dismantle White supremacy and oppressive policies and practices in higher education to meet the needs of the diverse institutions and populations within its service area; and

WHEREAS, the Marin Community College District has taken the following actions to support diversity, equity and inclusion at our College:

- Students: Include student voices to inform Board policies and actions related to faculty and staff diversity and other institutional policies and procedures; launch the Umoja Equity Institute; adopt a nine-point plan addressing institutional racism; formulate the Faculty Diversity Internship Program (FDIP); continue collaboration with the Marin Promise Partnership; and be a member of the California Community College Equity Leadership Alliance.
- Board Policies: Identify actions to address underrepresentation of staff and faculty of color in current staffing by reviewing equitable incentives such as flexible or remote work hours, education subsidies, transportation subsidies, career development opportunities, professional learning, mentoring, childcare assistance, outreach, job shadowing, attending job fairs, sponsoring career panels, clustering new hires, housing assistance, and other support for candidates and employees of color.
- Equal Employment Opportunity Plan: Based on national, state, and local data, seek to increase faculty and staff diversity by actions such as posting full-time and part-time job vacancy announcements on websites designed to reach a more diverse applicant pool;

directing recruitment/outreach to community-based and professional organizations; training screening committees on the elimination of bias in hiring and employment; screening for adverse impact throughout the recruitment process; reviewing the locally established required, desired, or preferred job qualifications to eliminate barriers; and publishing recruitment data. The District will ensure employment activities create diverse applicant pools with qualified individuals making hiring decisions.

- Equity Plans: Board of Trustees reviews and updates the Equity Plan with the goal of infusing actions to uplift the most vulnerable and socially disadvantaged students to attain their goals for success.
- Professional development: Increase staff and faculty's cultural competencies and understanding of implicit bias, including by offering as a standard practice flex week presentations on equity-related topics and by highlighting programs and practices cultivating a safe, equitable, and inclusive environment for all students and employees; hold the COM Equity Summit, where various committees, groups, and offices present on the progress toward anti-racism, equity, and inclusive initiatives in all facets of the College; and provide the IDEA Community in Practice Affinity Groups, which meet to center unlearning White supremacist, anti-Blackness, and oppressive behaviors through dialogue, readings, video, and practice.
- Campus climate and curriculum: Engage in ongoing campus dialogue, audit the classroom climate, and take other concrete actions embedded within the Educational Master Plan and Strategic Plan to create inclusive classrooms and anti-racist curriculum.

NOW THEREFORE BE IT RESOLVED, that we, the Marin Community College District Board of Trustees, hereby reaffirm strongly our commitment to and support for hiring faculty and staff reflective of our students of color and additional marginalized identities; diversity among faculty, students, staff and programs; and expect everyone in the Marin Community College District community, through their roles and responsibilities, to implement the District's equity initiatives to strive for 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 the Marin 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, anti-racism, and critical consciousness training; and be it further

RESOLVED, the Marin 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 anti-racism and enhance diversity and equity, 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.

Aye: 7

Nay: 0

Absent: 0

Passed and Adopted on this 8th Day of June, 2021.

STATE OF CALIFORNIA)
COUNTY OF MARIN)

I, David Wain Coon, Ed.D., Secretary to the Board of Trustees of the Marin Community College District of Marin County, California, do hereby certify that the Board of Trustees adopted the foregoing resolution at a regular meeting at the time and by the vote above stated.



David Wain Coon, Ed.D.
Secretary to the Board of Trustees