

RESOLUTION NO. 20/20-21
AFFIRMING OHLONE COMMUNITY COLLEGE DISTRICT
COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

WHEREAS, Ohlone Community College’s Mission Statement asserts that Ohlone Community College District is a welcoming and inclusive equity-minded learning environment where diverse students are supported to pursue and attain student success. Ohlone College 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 Ohlone Community College District is one of its greatest assets and closely reflects the diverse population of California, as 22% of its students are Latinx, 14% are White, 37.3% are Asian, 3% are Black, 9% are Filipino, 0.2% are Native American, 0.9% are Pacific Islander, 6.6% are multiracial, and 7% are unknown; 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, Ohlone Community College District has adopted local Vision for Success goals centered on improving student success, including:

- Increasing degree and certificate completers by 20%
- Increasing CSU/UC transfers by 35%
- Decreasing average number of units by 10%
- Increasing Career Technical Education students’ employment by 15%
- Decreasing achievement gaps for underrepresented groups by 40%
- Reducing regional achievement gaps for all measures; and

WHEREAS, faculty and staff diversity is a driver 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; and

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

- Students: commit to efforts to ensure the inclusion of student voices to inform Board policies and actions related to faculty and staff diversity.
- Commit to efforts to maintain and enhance the teaching of Ethnic Studies, so students learn and examine the history of marginalized ethnicities and their contemporary experiences.
- Board Policies: commit to reviewing statements by the board in support of diversity, equity and inclusion
- Human Resources: identify actions to address underrepresentation in current staffing
- Equal Employment Opportunity Plan: support and encourage actions related to faculty and staff diversity supported by national, state and local data
- Equity Plans: review and update annually the Equity Plans with the goal of infusing actions to uplift the most vulnerable and socially disadvantaged students in our system
- Professional development: encourage efforts to support increased cultural competencies among the Board, staff and faculty and to understand implicit bias
- Campus climate and curriculum: support, encourage and participate in campus dialogue, audit of classroom climate and action plans to create inclusive classrooms and anti-racist curriculum

NOW, **THEREFORE BE IT RESOLVED**, that we, the Ohlone 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 Ohlone Community College District community, through their roles and responsibilities, to implement the District's diversity initiatives and maintain a climate of respect, civility, and inclusion as part of the institution's commitment to educational excellence;

AND BE IT FURTHER RESOLVED that Ohlone 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 that the Ohlone 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 screening 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 screening committees.

PASSED AND ADOPTED on this 10th day of February, 2021.

Secretary of the Board of Trustees
Ohlone Community College District
County of Alameda, State of California