

Equity Leadership at Ohlone College

Whereas, while numerous Ohlone College faculty have long championed student equity and have worked tirelessly to attempt to disrupt historical, systemic racism that causes the persistent, identifiable, predictable, race-based differences in educational access and outcomes for our students (i.e. the “equity gap”), the institution has unintentionally created barriers to student access and success that impede the paths of disproportionately impacted (DI) student populations, including, but not limited to our black and Latinx students;

Whereas, California Community College Chancellor Eloy Oakley Ortiz has issued a “Call to Action” with urgency and intentionality to support the goal of racial equity, and have presented us with specific recommendations for action;

Whereas, we realize that eliminating historical, systemic racism in our institution will require change at every level of the college, including numerous areas that fall within faculty purview as part of shared governance under Title V (“10+1) and thus, require faculty to make essential changes in these areas;

Whereas, the Ohlone College Faculty Senate is committed to working in partnership with the Ohlone College Board of Trustees, the administration, staff, and the Associated Students of Ohlone College;

Resolved, that the Ohlone College Faculty Senate work with administrative leaders to develop an action plan to be added as part of our college’s strategic plan to implement our vision; and,

Resolved, that the Ohlone College Faculty Senate form a cross-campus team, including research, human resources, technology, faculty, support services, classified staff and others to focus on naming the barriers, identifying solutions, and then rally the entire college community to engage in meeting the needs of students; and,

Resolved, that the Ohlone College Faculty Senate support initiatives that forward a vision of inclusive classrooms and anti-racism curriculum and pedagogy consistent with the suggestions proposed by the CCCCCO; and,

Resolved, that the Ohlone College Faculty Senate will develop a series of resolutions during the 2020-2021 academic year that will: call for the rapid implementation of all components of the Ohlone College Student Equity Plan; craft a plan to eliminate structural and institutional barriers within the Student Services Division that hinder access and success for DI student populations; call for the creation an ethnic studies department, re-evaluate curriculum with an equity lens; and express solidarity with students and community members of color by committing to open and honest dialogues about structural racism and campus climate at Ohlone, with a focus on how faculty can support dismantling systems of oppression on campus.