

Statement from the District Office of Diversity and Compliance

On behalf of the District Office of Diversity and Compliance, and the Diversity and Inclusion Faculty Fellows, we stand in solidarity with the many protests against racism and violence against African Americans/Blacks. Not only do we stand in support, but we are also committed to leading the District in the efforts to promote transformative change as a result of this current social justice movement.

We encourage the District to recognize that “not being racist” is not enough; there should be an acknowledgment of the embedded systems of racism within our educational institutions. To be an anti-racist institution, we must dismantle systemic racism, which include policies and practices that perpetuate inequality and replace them with those that are anti-racist by design. We must oppose racism at all levels. To provide our students with an education that is inclusive and equitable, it must be, by definition, anti-racist. We ask the District and Board of Trustees to take concrete steps that go beyond mere proclamations, training, workshops, or nebulous platitudes about change and work towards the goal of racial equity and social justice.

We recognize the District cannot achieve this goal alone. Our office encourages all constituency groups to adopt an anti-racism platform and actively develop and support initiatives and changes to policies and procedures that further this goal. During these challenging times, we ask that our social justice colleagues work together in unity by building coalitions, not walls, as we work toward the goal of racial equity.

Districtwide, our campus community should consider taking concrete action on the following matters: Increasing the diversity of hiring committees, as well as eliminating the organizational patterns of fit and merit in the review of candidates for faculty and staff positions. Also, innovative strategies for recruitment and retention are needed to increase the numbers of people of color amongst faculty and staff. Furthermore, deans and department chairs should be held accountable if there is no sustained progress in the increase of Black faculty, as well as underrepresented people of color on our campuses. Moreover, Diversity, Equity, and Inclusion (DEI), social justice, and anti-racism should be standard criteria incorporated within performance evaluations, as well as in the tenure review process. Revamping curriculum is a priority and should include content on social justice focused on race, gender, and class with a specific emphasis on Black and Brown communities. The development of a yearlong academy that focuses on Black Lives Matter and other issues of racial justice are essential in creating an anti-racist campus community. We appreciate the District’s support of the P.I.E Series, the Future Instructor Training Program and the Curriculum Transformation Seminar. We hope these programs will not only continue but also be expanded and strengthened. The list is certainly not exhaustive but is illustrative of the range of matters to begin the transformative process of change in our District. We hope to continue our work with the campus communities to develop an interculturally proficient community of students, faculty, and staff.