

# **Approve the Racially Inclusive Group as a Formal Advisory Group Under Academic Senate**

## **Resolution FA21 11.23.2021**

Whereas, The California Community Colleges system has prioritized inclusion, diversity, equity and anti-racism (IDEA) work—including through the CCCCCO Call to Action<sup>1</sup>, the DEI Task Force Recommendations<sup>2</sup>, and the Vision for Success goals<sup>3</sup>—to eliminate equity gaps; and Whereas, The state academic senate has acknowledged that local academic senates have an integral role in advancing inclusion, diversity, equity, and anti-racism through academic and professional matters; and

Whereas, The Santa Ana College Racially Inclusive Advisory Group was formed from the adoption of SAC AS Resolution FA20 12.8.2020 with the charge of providing short term and long-term recommendations to the Academic Senate body for dismantling and denouncing sexism, racism, and other forms of oppression impacting faculty at SAC;

Resolved, that the Santa Ana College Academic Senate officially includes and approves the Racially Inclusive Advisory Group under the participatory governance structure that directly reports to the Academic Senate; and

Resolved, that the Santa Ana College Academic Senate regularly receive reports from the Advisory Group and that the Academic Senate leadership work with College Council to update the Participatory Governance Handbook to add the Racially Inclusive Advisory Group.

<sup>1</sup> <https://www.cccco.edu/-/media/CCCCO-Website/Files/calltoactionjune2021-a11y.pdf?la=en&hash=BD57D4A9AB1A2FF6E466855C692EB070AF248916>

<sup>2</sup> [https://www.cccco.edu/-/media/CCCCO-Website/Reports/CCCCO\\_DEI\\_Report.pdf?la=en&hash=69E11E4DAB1DEBA3181E053BEE89E7BC3A709BEE](https://www.cccco.edu/-/media/CCCCO-Website/Reports/CCCCO_DEI_Report.pdf?la=en&hash=69E11E4DAB1DEBA3181E053BEE89E7BC3A709BEE)

<sup>3</sup> <https://www.cccco.edu/-/media/CCCCO-Website/Files/Communications/101920-ccc-vision-onepager-accessible-final.pdf>

# **Participatory Governance Handbook**

## **Draft Language**

### **Purpose:**

The purpose of the Racially Inclusive Advisory Group is to provide leadership and recommendations on practices, policies and procedures that support Diversity, Equity, and Inclusion (DEI) and anti-racism initiatives. In collaboration with all community stakeholders, this advisory group strives to proactively create and support DEI and anti-racism change impacting faculty.

The following goals outline this commitment:

- Discover and learn to operate and lead in ways that promote a campus climate that aligns with our anti-oppression resolution. This includes examining not only the individual/collective behaviors but also faculty structures, bylaws, and culture.
- Increase faculty self-awareness in order to understand experiences of colleagues and address past instances of offensive behavior within leadership structures and how to proceed moving forward. Specifically, this includes the need to name and identify examples of sexist, racist, and other forms of offensive/oppressive behavior and put into place best practices to eliminate, prevent, eradicate them moving forward.
- Demonstrate the skills and knowledge to be able to facilitate inclusive/safe meetings including facilitating difficult conversations, identifying the nuances, managing emotion, observing verbal and non-verbal communication, with the goal to eradicate racism, sexism, and other forms of oppression from our meeting spaces and institution.

### **Meetings:**

The advisory group generally meets monthly during the primary academic semesters.

### **Membership:**

Faculty members are appointed by the Academic-Senate and ideally have experience and/or a personal commitment/investment in DEI and anti-racism work.