

**RESOLUTION
OF THE GOVERNING BOARD
OF THE SANTA BARBARA COMMUNITY COLLEGE DISTRICT**

**RESOLUTION NO. 18
AFFIRMING OUR COMMITMENT FOR AFRICAN AMERICAN, BLACK,
AND AFRICAN DESCENT STUDENTS, FACULTY, AND STAFF**

WHEREAS, Santa Barbara City College (SBCC) is committed to identify and eliminate any and all practices of implicit/explicit bias, discrimination, institutional and systemic racism, and/or implications of oppression contrary to our mission; and to support the fundamental freedoms of people of African American, Black and African descent; and

WHEREAS, SBCC is committed to the lives of all students and will sustainably foster a diverse, equitable, inclusive, accessible, and anti-racism (DEIAA), participatory and supportive educational community dedicated to the success of every student; and

WHEREAS, as defined by the California Community Colleges Diversity, Equity, and Inclusion Workgroup and adopted system-wide on September 21, 2020, “Racism is the intentional or unintentional use of power to isolate, separate and exploit others on the basis of race. Racism refers to a variety of practices, beliefs, social relations, and phenomena that work to reproduce a racial hierarchy and social structure that yield superiority, power, and privilege for some, and discrimination and oppression for others. It can take several forms, including representational, ideological, discursive, interactional, institutional, structural, and systemic. Racism exists when ideas and assumptions about racial categories are used to justify and reproduce a racial hierarchy and racially structured society that unjustly limits access to resources, rights, and privileges on the basis of race” (Cole, 2019; Pacific University, 2019); and

WHEREAS, racism is embedded in the history of the United States and continues to plague our society in innumerable ways. And thus, the ongoing civil unrest we witness after yet another unjust killing of an unarmed Black person will not be legislated away. Rather we commit to concerted actions to combat the stranglehold racism has on our country; and

WHEREAS, after the brutal murder of George Floyd on May 25, 2020, and in response to the local, national, and international demands for justice to end anti-Black racism, SBCC recognizes that African American, Black and African descent people experience daily battles to deflect racism, stereotypes, and discrimination in predominantly white spaces and must always be on guard for the next attack they may face. We understand that persistent anticipation and experiences of racial trauma contribute to weariness, also known as Racial Battle Fatigue; and

WHEREAS, SBCC recognizes that higher education perpetuates persistent opportunity

gaps that impact our African American, Black and African descent students who need and deserve a full and equitable opportunity to graduate, transfer to a four-year institution, pursue a successful career and make a positive contribution to our community and the world.

THEREFORE, BE IT RESOLVED BY THE SANTA BARBARA COMMUNITY COLLEGE DISTRICT BOARD OF TRUSTEES: That the Board does hereby affirm that Black Lives Matter.

BE IT FURTHER RESOLVED: That the Board recognizes diverse viewpoints on this matter and stands in fervent objection to the United States Supreme Court decision overturning affirmative action for college admissions. SBCC welcomes all students and commits to equitable access to the resources within this institution.

BE IT FURTHER RESOLVED: That the Board reaffirms its commitment to improve the educational success of African American, Black and African descent students. The District will work collaboratively with our students, faculty, staff, and administration, and community organizations that reject anti-Black racism in a focused institutional effort to increase educational success of these students.

BE IT FURTHER RESOLVED: That the Board will foster a culturally responsive environment where all students belong, feel respected, and valued while learning through the free exchange of ideas across a diversity of learners (SBCC Core Value).

BE IT FURTHER RESOLVED: That SBCC will implement and continue to operationalize DEIAA education within all programs and pedagogies, and require annual professional development training for staff and faculty.

BE IT FURTHER RESOLVED: That the Board commits to dedicated institutional funding and resources, including but not limited to: a process that advances a diverse and equitable workforce when recruiting, hiring, retaining, and promoting faculty and staff.

BE IT FURTHER RESOLVED: That the Board commits to developing this workforce pipeline with an equity focus and to eradicate anti-Black racism to further the educational success of African American, Black and African descent students.

BE IT FURTHER RESOLVED: That the Board commits to an annual report that responds to the actions of this Resolution, and addressing concerns and goals defined in the 2019 campus climate survey.

BE IT FURTHER RESOLVED: That the Board commits to updating and revising Board Policies and Administrative Procedures to improve and better communicate the campus' timely and effective complaints process and resolution, including complaints for racial discrimination, to prevent future occurrences.

BE IT FURTHER RESOLVED: That the Board will create a 2023 Resolution 18 Advisory Committee that will collaborate with our partners in K-12 and in Higher Education, and The Foundation for SBCC, the Chancellor's Office, state and local governments, businesses, and community partners to eliminate opportunity gaps.

BE IT FURTHER RESOLVED: That the Board commits to an annual strategic discussion, review, and evaluation of this Resolution's impact at Board retreats, including but not limited to: SBCC DEIAA work, the impact of the 2023 Resolution 18 Advisory Committee, and sharing finalized reports on a dedicated SBCC webpage.

BE IT FURTHER RESOLVED: That in partnership with students, faculty, staff, and leadership of African American, Black and African descent, the Board will hold a virtual and/or in person facilitated colloquium every three years highlighting efforts SBCC has made in identifying and dismantling racial inequities and barriers to student success in education. Our campus and wider community will be welcome to participate.

PASSED AND ADOPTED that this Resolution supersedes and voids the Resolution No. 18 (2019-2020), and by the Board of Trustees of the Santa Barbara Community College District adopt the revised 2023 Resolution No. 18 by the Board of Trustees of the Santa Barbara Community this 20th day of July 2023, by the following vote:

Aye: : Trustees Croninger, Abboud, Miller, Everett, Stoddard, and Gullap-Moore

No: None

Absent: None

Abstain: Trustee Gallardo

Advisory: Student Trustee Kofoed



Jonathan Abboud, President
Santa Barbara Community College District Board of Trustees



Kindred Murillo, Ed.D., Interim Superintendent/President
and Secretary/Clerk to the Board of Trustees