

**STOP
RACISM**



Infusion of Anti- Racism/ No Hate Education



San Bernardino
Valley College

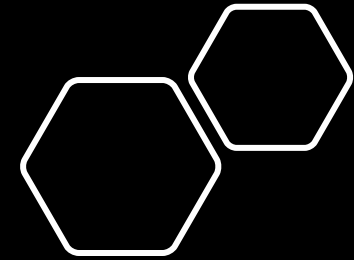
Fall 2020 SBVC Academic Senate
Retreat

Resolution SU20.01

August 11, 2020

"In a racist society, it is not
enough to be non-racist,
we must be anti-racist"

- Angela Y Davis



Resolution SU20.01

- Resolved, That the SBVC Academic Senate will actively infuse the anti-racism/no- hate education by:
 - *Integrating an accurate portrayal of the roles and contributions of all groups throughout history across curricula, particularly groups that have been underrepresented historically,*
 - *Identifying how bias, stereotyping, and discrimination have limited the roles and contributions of individuals and groups and how these limitations have challenged and continue to challenge our society,*
 - *Encouraging all members of the educational community to regularly examine assumptions and prejudices, including but not limited to racism, sexism, and homophobia, that might limit the opportunities and growth of students and employees,*
 - *Coordinating with organizations and concerned agencies which promote the contributions, heritage, culture, history, and health and care needs of diverse population groups, and*





**Being nice is not going
to end racism**

[Resolution SU20.01](#)

- Resolved, professional development opportunities promoting anti-racist practices - specifically addressing anti-blackness - will continue to be offered to faculty, staff, and the campus community;
- Resolved, the SBVC Academic Senate will provide a framework and a plan, partnered with the campus and the District, to take action on the infusion of anti- racism/no-hate education; and
- Resolved, the SBVC Academic Senate recommends that the District continues to actively recruit, hire and promote positive and diverse role models on our campus and in our educational community.

Resolution work

- Inclusive, open, and transparent process that involves the entire campus
- Invested in the process and recognize that culture change may take time
- There are things we may do now!
- Plan to continue developing concrete steps toward an anti-racist institution



A working definition

- What is anti-racism?

Anti-Racist: opposed to racism; opposed to the unfair treatment of people who belong to other races. A person who identifies and challenges the values, structures and behaviors that perpetuate systemic racism.

Ibram X Kendi states: *To be an antiracist is to think nothing is behaviorally wrong or right—inferior or superior—with any of the racial groups. Whenever the antiracist sees individuals behaving positively or negatively, the antiracist sees exactly that: individuals behaving positively or negatively, not representatives of whole races. To be an antiracist is to deracialize behavior, to remove the tattooed stereotype from every racialized body. Behavior is something humans do, not races do.*



If you are neutral in situations
of injustice, you have chosen
the side of the oppressor.

Desmond Tutu



Major Themes

1. **Personal:** Professional development for faculty and staff to learn how to confront our own biases, microaggressions in order to improve what we do and serve our students
2. **Student Equity:** How do our current practices treat students? Are the practices equitable? How do we know? Enrollment practices, financial aid...
3. **Systemic structures:** Are there biases in our hiring practices? Evaluations?



- Curricular Design
- Student Access
- Student Achievement
- Creating Connections for the student to the college
- Developing a workforce that better reflects the diversity of the community served

Student Equity

Anti-Racism

Professional Development

Guided Pathways

- Both individualized and communal engagement is required
- Personal and Professional Growth opportunities for all employees tie these themes together

- Teaching and Learning
- Guided Exploration and Progression
- Academic and Student Support
- Clear Pathways and Programs

Reflection: Think of how you are preparing for the start of the Fall semester. What have you actively done to prepare that is anti-racist? What are some things that we can do now? How can we engage our students?



Break-Out Rooms

- There are facilitators in each break-out room
- Select one individual to report out two lists:
 1. Implementing right now as an individual faculty member
 2. Future discussion for action as the senate or campus



**BLACK
LIVES
MATTER**

Break Out Rooms Questions – 20 minutes



**BLACK
LIVES
MATTER**

1. Determine concrete actions that you can implement this semester that is anti-racist.
2. What are discussion items that we need to address either as the Academic Senate or campus-wide this year to plan the cultural transformation to an anti-racist institution?

Report Out

- Individual actions
- Future dialogue and action



