

**RESOLUTION BY THE BOARD OF TRUSTEES
OF THE NAPA VALLEY COMMUNITY COLLEGE DISTRICT IN SUPPORT OF
DISMANTLING SYSTEMIC RACISM AND PROVIDING A FOUNDATION THAT
SUPPORTS ALL STUDENTS OF COLOR**

WHEREAS, as a part of the California Community Colleges (CCC) system, Napa Valley College (NVC) represents and serves one of the most diverse populations in the world in terms of race, ethnicity, language, culture, nationality, socio-economic class, age, physical ability, sexual orientation, and religious beliefs; and

WHEREAS, as a part of the California Community Colleges (CCC) system, Napa Valley College's unwavering commitment to diversity and inclusion requires that we advocate and employ our collective voice to identify and eliminate barriers to equity and that we act deliberately to create a safe and inclusive environment where individual and group differences are valued and leveraged for our growth and understanding as an educational community; and

WHEREAS, on May 25, 2020, we collectively witnessed the killing of Mr. George Floyd, an unarmed Black man, by a White, Minnesota law enforcement officer who took an oath to serve and protect; and

WHEREAS, due to the history of systematic violence against Black Americans stemming from bias, discrimination, and racism, this crime became the catalyst for a worldwide movement that calls for justice for the murder of George Floyd and other crimes against people of color that have gone unpunished, unseen, or ignored; and

WHEREAS, to be silent is to be complicit; and

WHEREAS, platitudes without action are no better than silence; and

WHEREAS, from the founding of this country it has been routinely, unjustly, systematically, and deliberately perpetuated that certain groups have no intrinsic human value or worth and are not recognized for who they are as individuals and contributing members of society, and

WHEREAS, it is time to acknowledge that White people have been the architects of a system that unjustly relegates people of color, particularly Black Americans, to the position of second-class citizens. And whether intentionally or unconsciously, in our failure to use our power to do otherwise, white people continue to perpetuate, contribute to, and benefit from this system; and

WHEREAS, the mission of NVC is to prepare students for evolving roles in a diverse, dynamic, and interdependent world, NVC has a responsibility to students, faculty, staff, and the community to actively address institutional racism and systemic oppression and to support the development of culturally aware students with the knowledge, skills, and values that prepare them to be productive members of their local and global communities; and

WHEREAS, NVC offers a well-respected law enforcement academy where future and current law enforcement officers are trained; and

WHEREAS, NVC is committed to a diverse and inclusive workplace that welcomes the employment of qualified individuals from all walks of life and a wide range of experiences and perspectives, and affirms the responsibility to ensure all employees understand their individual role in dismantling institutional racism and bias; and

WHEREAS, we collectively define equity as an investment and commitment to achieving parity in academic outcomes by removing institutional barriers and creating an inclusive and culturally affirming learning environment; and

WHEREAS, as an institution of higher education we are collectively dedicated to challenging perceptions, biases, and racial blind spots through self-reflection and constant inquiry to identify and eliminate equity gaps and reinvest in our communities; and

WHEREAS, as policymakers we should strive to understand how institutional racism shapes educational access, opportunity, and success in the U.S. for people of color and other marginalized groups as we make decisions to address structural inequities by way of policy efforts and advocacy to improve the success of students of color; and

WHEREAS, NVC is committed to standing in solidarity with those within our communities regarding the lack of progress against racism and the continued injustice faced by students, Faculty, Classified Professionals, Administrators, and community members of color.

NOW THEREFORE BE IT RESOLVED, that we, the Board of Napa Valley College, hereby denounce racism for its negative psychological, social, educational, and economic effects on human development and reaffirm our commitment to remove systemic barriers for Black and African-American students and other students of color by working collaboratively with other governing boards and the California Community College system as well as local, state and federal governments, businesses and community-based organizations to provide race-conscious decision-making in support of community college students of color as they complete their academic programs and transition to a four-year college or university, or employment; and be it further

RESOLVED that as the Board of Napa Valley College, we affirm our commitment to foster a culture in which all members of communities of color, (1) feel safe, respected and valued; (2) are invited to participate fully, share their unique gifts, talents and backgrounds; (3) increasingly recognize the value of perspectives that differ from their own; and (4) understand that diversity and inclusion are key priorities of Napa Valley College as stated in our organization's values; and be it further

RESOLVED, that the Board of Napa Valley College will take steps to gain greater knowledge about and to celebrate diversity, and to seek a deeper understanding of inherent institutional and societal discrimination in the United states, including the educational system, in an effort to eliminate systemic racism, and encourages individuals within our communities to support these efforts by examining their personal roles, which may support racist structures, in order to strengthen our collective commitment to dismantling structural racism; and be it further

RESOLVED, the Board of Napa Valley College acknowledges barriers that have historically excluded and prevented equal outcomes of our students and we commit to listen, examine, and fundamentally challenge and change systems that do not serve all students, faculty, staff, and members of the community equitably; and be it further

RESOLVED, we the Board of Napa Valley College will continue to support the Police Academy's goals of teaching with a heavy emphasis on leadership, ethics, and community policing principles including problem-solving and character development, empathy and understanding of racial and cultural differences; and

RESOLVED, to eliminate inequity and institutional discrimination, this Board will actively support efforts to do the following: 1. To integrate across all curricula an accurate portrayal of the roles and contributions of all groups throughout history, particularly groups that have been underrepresented historically, as well as an understanding of how bias, stereotyping, and discrimination have and continue to limit the roles and contributions of these individuals, 2. To encourage all members of the educational community to examine assumptions and prejudices, including but not limited to racism, sexism, and homophobia, that might limit the opportunities and growth of students and employees, 3. To offer positive and diverse role models in our society, including the recruitment, hiring, and promotion of diverse employees in community colleges, 4. To coordinate with organizations and concerned agencies that promote the contributions, heritage, culture, history, and health and care needs of diverse population groups, and 5. To promote a safe and inclusive environment for all; and

RESOLVED, we, the Board of Napa Valley College, will actively encourage and support legislation, federal and/or state, that honestly seeks to redress racial inequity and underscore civil and human rights for all.

PASSED AND ADOPTED by the Governing Board of the Napa Valley Community College District in Napa County, California, this 13th day of August 2020.

Rosaura Segura, President

Ronald Kraft, Secretary