

Date: December 6, 2018
From: The MSJC Academic Senate Office
To: The Academic Senate
Subject: MSJC Academic Senate Resolution: Cultural Competency Training

MSJC Academic Senate Resolution: Cultural Competency Training

WHEREAS, Mt. San Jacinto College serves a diverse ethnic and racial student population (African American 6.6%, Native American 0.5%, Asian 2.6%, Filipino 2.7%, Hispanic 45.1%, Pacific Islander 0.3%, white 27.5%, two or more races 5.4%), as outlined in the *2018 Student Success Scorecard*; and

WHEREAS, Mt. San Jacinto College serves a student population identifying their genders as 59.7% female, 39.3% male, and 0.9% unknown, according to the *2018 Student Success Scorecard*; and

WHEREAS, roughly 84% of the students enter Mt. San Jacinto College unprepared for college with *One Year Transfer Completion Rates* of 17.9% in Math, and 33.9% in English, as outlined in the *2018 Student Success Scorecard*; and

WHEREAS, Mt. San Jacinto's *Educational Master Plan* indicates a median annual income for the college's service area as being roughly \$27,000, with 15.08% of the area living below poverty level; and

WHEREAS, AB 1018, approved by Governor Brown on October 13, 2017, requires Community Colleges to add homeless, lesbian, gay, bisexual, and transgender students to the categories of students required to be addressed in the student equity plans, and our institution has yet to fully comply;

WHEREAS, Mt. San Jacinto College is recognized as a Hispanic Serving Institution (HSI); and

WHEREAS, this broad range of economic, ethnic, racial, sexual, and gender diversity warrants conscious efforts toward cultural proficiency and inclusive excellence at every level of the institution, and applies to all college personnel (volunteers, classified, faculty, administrators, trustees); and

WHEREAS, Mt. San Jacinto College's *Mission Statement* emphasizes a commitment to offering "equitable" and "safe" learning environments for our students; and

WHEREAS, Mt. San Jacinto College's *Values Statement* emphasizes a commitment to "Access – We ensure equitable rights of all students by removing barriers to a quality education and promoting a network of support that improves learning opportunities" and "Diversity – We respect and embrace the power of sharing our differences in thought, opinion, culture and background to optimize our collective strength"; and

WHEREAS, some employees of Mt. San Jacinto College have engaged in culturally insensitive behaviors, in spite of these values, which further marginalizes these student groups, albeit likely unknowingly and unintentionally; and

WHEREAS, colleges, or individual employees, that violate civil rights place the entire institution at risk of financial liability and potential sanctions; and

WHEREAS, microaggressions, implicit bias, non-inclusive, and culturally insensitive environments negatively impact student success and working environments; and

WHEREAS, the Chancellor's *Vision for Success* prioritizes increased completion and transfer rates while closing achievement and equity gaps; and

WHEREAS, the Governor adopted performance-based funding metrics with premiums provided to districts based on the success of high-needs students; and

WHEREAS, recent trends in the California Community College system, including the Chancellor's Guided Pathways Project, have emphasized the importance of examining and redesigning our policies, practices, and programs in order to provide the necessary supports to improve student success; and

WHEREAS, equity intersects every aspect of our institution and is critical to student success, retention, and persistence, particularly for our most vulnerable students as emphasized in the implementation of the new Student Success Equity and Achievement (SEA) Program; and

WHEREAS, the greatest resource within the college is human capital, which requires institutionalized investments of time, training, and assets to cultivate a sensitive and inclusive community.

BE IT RESOLVED that the Mt. San Jacinto College Academic Senate asserts that all institutional affiliates (classified, faculty, administrators, trustees) receive ongoing training

that facilitates inquiry-based assessment, introspection, and self-reflection of implicit bias to produce an authentic examination of ourselves, policies, programs, and practices.

BE IT RESOLVED that the Mt. San Jacinto College Academic Senate asserts that the college should provide timely, ongoing, comprehensive, relevant, and applied district-wide cultural competency and inclusion training to all institutional affiliates (classified, faculty, administrators, trustees) in order to inform our interactions and decisions from a culturally appropriate, equity-minded, and inclusive perspective.

BE IT RESOLVED that the Mt. San Jacinto College Academic Senate asserts that the administration should prioritize the addition of a Chief Diversity Officer and/or a Dean of Equity, Diversity, Title IX, and EEO (Equal Employment Opportunity) to our team, who would be responsible for the ongoing collection of essential equity data from all affiliates, including those from marginalized groups; analyzing our institutional policies and practices through an equity lens; and implementing effective solutions that meet the needs of our diverse campus population; as well as helping the college comply with all state and federal mandates that protect special classes and student equity groups in a timely manner.