

Gavilan College Academic Senate  
Fall 2020 Resolution Draft 3.0  
Commitment to Educational Equity at Gavilan College

Whereas, Gavilan College serves and values a diverse student body that is inclusive of different races, ethnicities, gender identification, sexual orientation, immigration statuses, abilities, religious beliefs and, collectively, cultural capital;

Whereas, we live in a time rife with hatred and systemic discrimination; including racism, sexism, ethnocentrism, homophobia, transantagonism, and ableism, that threaten **our** students' livelihoods and pursuits of happiness;

Whereas, the Gavilan Community College District Board of Trustees has affirmed its support of the district's **diverse** student body and its commitment to social justice in its "Affirming Our Commitment to Student Success for Black and African American Students";

Whereas, educational equity is the practice both of recognizing that students encounter identity-based stereotypes which introduce obstacles in education and of creating opportunities and access for students based on their unique needs and experiences;

Whereas, a commitment to educational equity requires us to recognize that many of our students have come to Gavilan after years of academic trauma and being excluded from academic resources;

Whereas, a commitment to educational equity requires that all Gavilan faculty, staff, and administrators acknowledge that not all students have equal access to college resources or culturally responsive **teaching** and learning; and,

Whereas, data demonstrates significant opportunity gaps, the differences in success between minoritized and hegemonic groups, exist at Gavilan, including the lower success and transfer rates for African American, Latinx, and Pacific Islander students and Native American students;

Resolved, the Gavilan College Academic Senate urges all Gavilan in the spirit of equity to commit to creating a quality working and learning community for every student, faculty member, classified professional and administrator;

Resolved, the Gavilan College Academic Senate adopt the concepts of Educational Equity\*, Social Justice\*, **Ethnic** Studies\* and Anti-Racism\* to guide our practices;

**Resolved**, the Gavilan College Academic Senate invites the entire campus community to join us in a commitment to supporting the gifts and uniqueness each person brings to our institution and to eliminating systemic obstacles that exist at Gavilan by utilizing the collective intelligence of the shared governance process, equity and student success trainings, research, and critical analysis to inform actions directed at supporting students and eliminating these obstacles.

Resolved, the Gavilan College Academic Senate ask for the re-instatement of its Educational Equity Committee and for this group to identify equity issues under the 10+1 purview to create and recommend to the Academic Senate policies and procedures that address Gavilan's opportunity gaps; and,

Resolved, the Gavilan Academic Senate urges the Gavilan College Board of Trustees to direct the review and, if necessary, the creation of policies that address educational inequities; and make accessible and transparent the spending of Student Equity and Achievement Funds (SEA) and to create processes for faculty to access SEA and other funding sources to support faculty equity training and faculty-led equity initiatives and programs.

Resolved, the Gavilan College Academic Senate urges the Gavilan College Administration, Board of Trustees and Guided Pathways Guidance team to support and fund the immediate hire of an institutional researcher dedicated to collecting student voices, needs, and perspective through focus groups, interview, surveys and other methods to inform the creation and improvement of programs for equity.

\*Educational Equity is predicated on the intentional and systematical creation of a positive, nutritive educational atmosphere wherein all students are empowered and encouraged to succeed academically precisely because they have been afforded rigorous and rich educational opportunities that equip them to work towards the realization of their full academic and human potential. (Sims, Forthcoming)

\*Social justice is the virtue that guides us in creating those organized human interactions we call institutions. In turn, social institutions, when justly organized, provide us with access to what is good for the person, both individually and in our associations with others. Social justice also imposes on each of us a personal responsibility to work with others to design and continually perfect our institutions as tools for personal and social development. Social justice encompasses economic justice. (Center for Economic & Social Justice)

\*An Ethnic Studies framework aims to productively merge and engage topics of race and power to create a transformative, equitable, and social justice-oriented future. Through examining the ways race and ethnicity intersect with factors such as socioeconomics, gender, and sexual orientation, Ethnic Studies creates a deep, contextual understanding of the unique experiences of BIPOC through analysis of history, sociology, politics, and intellectual contributions such as art and literature.

\*Anti-racism is actively fighting against racism rather than simply disavowing it; based on an understanding of how historic, institutionalized racism has impacted communities and students of color, anti-racist educators acknowledge our position in a racist society and commit to identifying and dismantling racist practices and policies.