

**BOARD RESOLUTION NO. 10  
INCLUSION AND CAMPUS CLIMATE**

**WHEREAS**, the Santa Barbara Community College District (“SBCCD” or “District”) is “a public community college dedicated to the success of each student” and “provides students a diverse learning environment that inspires curiosity and discovery, promotes global responsibility, and fosters opportunity for all” (Mission Statement); and

**WHEREAS**, Board Resolution No. 17 states that the College “has a mission dedicated to the success of each student and is committed to serving all students who can benefit from a postsecondary education, without regard to race, ethnicity, religion, national origin, immigration status, age, gender, language, socio-economic status, gender identity or expression, sexual orientation, medical condition or disability”; and

**WHEREAS**, at the November 19, 2018 Board of Trustees meeting, Trustees heard public comments from some of the campus community regarding specific incidents of racism and bias and an overall campus climate adversely impacting Black/African-American students; and

**WHEREAS**, all incidents of racism alleged at Board Meetings have been investigated and are final with findings that (1) there had been significant delays by the Human Resources Department in conducting and concluding some investigations and (2) none of the alleged incidents of racism were substantiated or in violation of Board policies or legal standards; and

**WHEREAS**, nevertheless, in the ensuing months, the campus community has continued to be adversely affected by a fractured campus climate and the Board continues to hear comments reflecting differing views from some members of the College and the community at its regular meetings; and

**WHEREAS**, efforts to improve the campus climate have begun, including hiring a Title IX Coordinator; and

**WHEREAS**, Board Policy 3430 states “the District is committed to providing an academic and work environment that respects the dignity of individuals and groups” and “the Superintendent/President shall ensure that the institution undertakes education and training activities to counter harassment and to prevent, minimize, and/or eliminate any hostile environment that impairs access to equal education opportunity or impacts the terms and conditions of employment”; and

**WHEREAS**, the District recognizes its responsibility as an educational institution to be responsive to the world at large and seeks to ensure an inclusive, supportive and safe environment where differences are heard, valued and respected; and where all faculty, staff, and students experience a sense of belonging and the freedom to express themselves; and where their rights and experiences are recognized and valued; and

**WHEREAS**, the Board recognizes its duties and responsibilities include “exercising its responsibilities in a collegial manner by supporting and honoring the institution's participatory governance structure, processes, and practices” (BP 2200); and

**WHEREAS**, the Board recognizes part of its Code of Ethics includes “enhancing [their] effectiveness as a Trustee through study of contemporary educational issues, by such means as staying current on relevant publications and attending conferences designed to improve Board member effectiveness” (BP 2715); and

**NOW THEREFORE, BE IT RESOLVED** that the Board recognizes that cultivating a supportive, diverse, equitable and inclusive educational environment is an integral part of the mission of the District; and

**RESOLVED**, that the Board, as elected representatives of the Santa Barbara Community College District, shall continue to further its own professional development and education in accordance with BP 2715 as it relates to advancing an equitable, inclusive, and high-quality educational institution; and

**RESOLVED**, that the Board recognizes that continued dialogue should also address the experiences of disadvantaged groups, issues around gender equity, and reaffirm the Core Principles of Santa Barbara City College, and

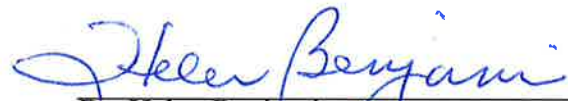
**RESOLVED**, that the Board authorizes and directs the Superintendent/President to take all necessary actions, consistent with existing policies, to improve the campus climate and the educational experience of all students; and

**PASSED AND ADOPTED** by the Board of Trustees of the Santa Barbara Community College District this 11<sup>th</sup> day of April, 2019.

Ayes: Trustee Haslund, Trustee Abboud, Trustee Miller, Trustee Parker, Trustee Croninger

Noes: Trustee Gallardo, Trustee Nielsen

Concur: Student Trustee Igbechi



Dr. Helen Benjamin  
Interim Superintendent/President and  
Secretary/Clerk to the Board of Trustees