



CTC HUMAN RESOURCES GUIDED PATHWAYS “DREAM”

WHEREAS, there are approximately **4,763 Black Indigenous People of Color** serving as faculty, staff, trustees & administrators in racial harmony with our diverse region of more than **100,000 students of color in Washington state**;

WHEREAS, the 2020 WA State legislature “finds that inequities based on race, ethnicity, gender, and other characteristics continue to be deep, pervasive, and persistent, and they come at a great economic and social cost.”

WHEREAS, the June 5th, 2020 WA Assoc. of CTC Board of Presidents *Resolution Denounces Violence against Blacks in America In support of Black Students, Faculty, Staff, and Communities*;

WHEREAS, the WA CTCs build upon the research and planning of three decades of the nationally renowned SOCC (Students of Color Conference), FSOCC (Faculty & Staff of Color Conference), MSSDC (Multicultural Student Services Directors Council), SJLI (Social Justice Leadership Institute), DEHPD (Diversity & Equity in Hiring & Professional Development), Admins of Color Leadership Program, Cross-Institutional Faculty of Color Mentorship Program and the Men of Culture Academy (MOCA).

WHEREAS the June 5th, 2020 Washington Assoc. of CTCs Board of Presidents *Resolution Anti-Asian Discrimination Caused by COVID-19 Pandemic in support of Asian American and Pacific Islander Students, Faculty, Staff, and Communities*

WHEREAS, **Washington State House Bill 1783** compels every state agency to create or expand funding for an office of equity;

2020 Research Findings by Michael Tuncap, Faculty & Consultant, WA CTCS, 2005-present
WA State Faculty and Staff of Color Conference FSOCC 2015-present
Diversity & Equity in Hiring & Professional Development, 2013-present,
Center for Guided Pathways 2019-present
Multicultural Services Directors Council 2012-16,
*research drafted 8-31-20, *debated fall quarter 2020, *final research findings report 12-18-20

WHEREAS, Dr. Martin Luther King Jr.’s *Dream* reminds us that “Now is the time to rise from the dark and desolate valley of segregation to the sunlit path of racial justice.”

THEREFORE BE IT RECOMMENDED, THAT ALL 34 Washington Community and Technical Colleges, invest & ensure funding of year round Ethnic Studies courses to address the Guided Pathways urgency for radical, equity-minded, transformational organization change.

THAT, all 34 colleges create & or expand funding for an Office of Diversity, Equity & Inclusion to fully engage the voices of students, faculty, staff, and community members with strategic plans that lead to meaningful action & real systemic change.

THAT all 34 colleges fund a permanent Executive level DEI administrator to combat and disrupt instances of racism & intolerance with a focus on learning & outcomes aligned with community values & industry needs;

That, all 34 colleges fund a permanent full time tenured non-teaching faculty member (Instruction) to ensure intentional collaborative learning through professional development, partnerships, and resource development;

THAT, all 34 colleges establish measurable equity outcomes to increase equal employment opportunities & **college wide tenure track** faculty diversity on an annual basis.