



## Research for the Washington's Community and Technical Colleges 2020-21

### ***WA STATE RESEARCH ACTION PLAN TO DISMANTLE SYSTEMATIC INJUSTICES & RACISM***

WHEREAS, recent state wide movements & efforts of Black Indigenous People of Color lead faculty, staff, trustees & administrators serve the state's mission of serving a diverse student body;

WHEREAS, the State Board for Community and Technical College Board has committed to leading with racial equity and advancing racial, social and economic justice in service to our diverse communities;

WHEREAS the June 5<sup>th</sup>, 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, the WA CTC Presidents are concerned for our students and colleagues who are at risk of being targeted in this environment in our communities and in their daily lives;

WHEREAS, the WA CTC affirms its commitment to the safety and well-being of Asian Americans and Pacific Islanders and in combating acts of aggression and hate crimes targeting these communities;

WHEREAS, the WA CTCs build upon the research and planning of 30 years of the 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), Admirs of Color Leadership Program, Cross-Institutional Faculty of Color Mentorship Program and the Men of Color Academy (MOCA).

WHEREAS, the June 5<sup>th</sup>, 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 State House Bill 1783, signed into law by Governor Inslee (on April 3, 2020) that mandates every state agency create or expand funding for an office of equity;

THEREFORE BE IT RECOMMENDED, THAT Washington Community and Technical Colleges, **expand funding** (possibly from \$44 million of CARES relief), **research & full time staffing for Black, Indigenous and People of Color learning communities & student led organizations** (BSU, First Nations, LSU, MSA, PISU, Umoja, Puente, Indigenous & Pacific Studies & AANAPISI models);

THAT, the SBCTC & human resources management commission **adopt the 17 Steps to Diversity & Equity in Hiring & Professional Development** to combat racism, disrupt intolerance & discrimination on the basis of race, color, national origin, religion, sex, disability, honorably-discharged veteran or military status, sexual orientation, or age in the administration of its programs and activities;

THAT, Washington's Community and Technical Colleges & each of the 31 commissions & councils **complete an annual D2S2 Departmental Diversity Self Study** to dismantle systematic injustices against historically marginalized groups;

THAT, each of the Washington's Community and Technical Colleges (34), commissions and councils (31), **complete the Racial Equity Inventory Tool** (Richardson & Davis-Jones 2019) to advance racial, social and economic justice in service to our diverse communities.

THAT, the SBCTC student services commission **implement and fund the annual work plan** (Martinez, Almusawi et. al. 2020) of the Multicultural Student Services Directors Council.

THAT, the Washington CTC presidents council **empower & support the work plan of the newly formed WA equity diversity inclusion council** (Strickland Hunt et. At. 2020).

Research Action Plan submitted August 31, 2020 by  
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