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**Shared Statement of the President and Vice Presidents of Glendale Community College:
A Commitment to Creating and Upholding an Anti-Bias and Anti-Racist Learning Environment at
GCC Focused on Diversity, Equity, and Inclusion**

July 23, 2020

1. As GCC senior administrative leaders, we recognize that Glendale Community College, as an educational institution and community resource, has a major role to play in ending racism and bias. We commit to rigorously examine GCC policies, procedures, and practices to ensure GCC is advancing racial equity and social justice, and remedying identified systemic racism.
2. As GCC senior administrative leaders, we are aware that state law calls for the shared involvement of faculty, staff, and students in the decision-making processes of Glendale Community College. We commit to work within those valued and legitimate governance processes to advocate for and advance the changes necessary to prevent systemic racism at GCC.
3. As GCC senior administrative leaders, we believe that Black lives matter at Glendale Community College. We commit to work with the Black Student Union and members of the Black community of GCC in ongoing dialogue to learn about college actions and inactions that lead to an unwelcome environment and to change those practices.
4. As GCC senior administrative leaders, we value and respect a diverse group of faculty and staff. We commit to work with GCC governance stakeholders to review, revise, and enhance GCC hiring and employment practices which promote attracting and retaining a diverse workforce.
5. As GCC senior administrative leaders, we understand that the college curriculum, content and syllabi of courses, student learning outcomes, program and degree requirements, and classroom pedagogy shape and influence the critical thinking skills and knowledge base for students. We commit to working with the Academic Senate to direct the Curriculum and Instruction Committee to identify aspects of systemic racism within the curriculum and to develop, with faculty, concrete measures to address those issues in terms of revising and developing curriculum and programs consistent with policy and law with respect to academic freedom.
6. As GCC senior administrative leaders, we know that student support services are essential to student success. We commit to continuing to develop awareness of and access to essential services necessary to support students who are affected by systemic racism.

7. As GCC senior administrative leaders, we have witnessed well-intentioned initiatives for diversity, equity, inclusion, and success not be as successful as intended due to a lack of coordination, sufficient oversight, assessment, and accountability. We commit to establishing a Diversity, Equity, and Inclusion Advisory Committee to focus on coordinating, assessing, and making recommendations to those involved in the college governance process related to diversity, access, inclusion, anti-bias, and anti-racism.
8. As GCC senior administrative leaders, we know that creating and upholding an anti-bias and anti-racist learning environment at GCC is not possible without significant and comprehensive professional development. We commit to requiring professional development offerings focused on creating an anti-bias and anti-racist learning environment and optimizing the remote learning environment.
9. As GCC senior administrative leaders, we value the celebration, remembrance, and honoring of cultures, events, and people that have had positive and/or consequential effect on our students, faculty, staff and community. We commit to working with the California Senator and Assembly member representing GCCD to support Juneteenth as a state holiday.
10. As GCC senior administrative leaders, we recognize the importance of learning communities and opportunities for students to gather with their peers. We commit to establishing an on-campus resource center that provides Black students with a safe, welcoming, and supportive environment and helps create solidarity with others.
11. As GCC senior administrative leaders, we recognize the importance of mental health support as a student basic need. We commit to seek funding and establish partnerships with civic/community-based organizations to expand student access to mental health counseling.
12. As GCC senior administrative leaders, we know that protocols for reporting bias and racism must be in place, easily accessible, and communicated regularly to students and employees. We commit to review college policies and regulations on student grievances and revise and clarify as necessary to assure students can report misconduct in a safe and confidential manner.
13. As GCC senior administrative leaders, we acknowledge the value of open dialogue. We commit to meeting with leaders of the Black Student Union and other student-led organizations to assess actions and progress in fulfillment of our commitments to creating and upholding an anti-bias and anti-racist learning environment at GCC.

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