



August 13, 2020

## FULLERTON COLLEGE ANTI-RACISM STATEMENT

### Fullerton College stands with Black Lives Matter to commit to an anti-racist paradigm.

We acknowledge that systems of higher education were built on tenets of White Supremacy, racism, and associated values. These tenets continue to exist in our society and in our College. For too long this racist ideology has been intricately woven in policies, pedagogy, and common practices for serving students. Further, systems of racism and inequity shape the lived experiences of BIPOC (Black, Indigenous or People Of Color) students, faculty, and staff.

These truths impact our institutional culture and prevent us from actualizing the Fullerton College vision to transform lives and inspire positive change in the world. To fully realize this vision, we must dismantle anti-blackness and systemic racism. It is from this understanding that we pledge the following:

#### We Shall

- **Engage in critical reflection** to identify how anti-blackness and racism are perpetuated in our practices, policies and beliefs
- **Devise a comprehensive strategy** for addressing anti-blackness and racism
- **Lift Black voices** and **provide affirmation, support and resources** for students, faculty and staff
- **Enhance support** for our students, faculty, and staff who are experiencing pain or trauma related to racial injustice
- **Challenge and revise policies and practices** to honor the dignity of each student, faculty and staff
- **Strengthen our efforts to recruit and hire Black, Indigenous and People of Color** in all areas of the college
- **Create a culture** in which Black, Indigenous and People of Color **receive ongoing support to thrive** and advance professionally

**We stand together** in this journey **for equity and justice** and must **continually educate ourselves** on best practices in anti-racism work **to embody the change** we are hoping to enact. We call on our colleagues to endorse this statement, mindful that such an endorsement carries with it the responsibility to engage in anti-racism work every day. Collectively, we believe that our contributions and commitments will ensure that past, current, and future Hornets are all equally proud to call Fullerton College home.