

RESOLUTION

Academic Senate and Student Academic Senate Statement of Support in Service for and with Students of Color

RESOLVED: That the Academic Senate and Student Academic Senate of CSU, Chico strongly support and stand with students of color who are experiencing a racially hostile climate both on and off campus; and be it further

RESOLVED: That the Academic Senate and Student Academic Senate of CSU, Chico denounce hate speech, antagonistic and threatening practices, and covert and overt forms of racist discourse and practices even when such behaviors and speech are protected by the First Amendment and other rights. We acknowledge that language that is protected speech can be abhorrent, violent, hateful, and dehumanizing toward students of color; and be it further

RESOLVED: That the Academic Senate and Student Academic Senate of CSU, Chico strongly support and stand with students of color because they have the human right to experience an equitable, humanizing, and healthy campus culture¹; and we call on administrators, faculty, staff, and students to engage in critically conscious practices that work toward dismantling both overt and covert forms of racism at all levels; and be it further

RESOLVED: That the Academic Senate and Student Academic Senate of CSU, Chico strongly urge our administration to take immediate action and work alongside our university community to develop new policies resulting in an Executive Memorandum(s) that protects students of color from experiencing racially antagonizing and harmful behaviors (e.g. actionable provocation and premeditated provocation, patterns of harmful behavior, bullying, harassment, baiting, etc.) that result in an unhealthy and racially hostile campus climate – subject to and limited by federal and state law; and that the administration be more receptive/conscious to student conduct violation complaints by students of color, build trust through action (e.g. development of critical consciousness, equitable processes and humanizing practices), and pursue sanctions against violations harming students of color.

RATIONALE: We ask for this resolution and urge immediate action because we believe access to quality education is a human right. Experiencing a healthy campus culture as discussed in the

¹ Ledesma, M. (2016). Complicating the Binary: Towards a Discussion of Campus Climate Health. *Journal Committed to Social Change on Race and Ethnicity*, 2(1), 6-35.

Resolution Regarding Equity Gaps³ is necessary for cultivating humanizing relationships and positive educational experiences and outcomes for students of color, and responds to President Hutchinson's call for "making Chico State a place where everyone can thrive."

We take this stance because students of color have expressed that they are experiencing an increasingly hostile racial climate, both on and off campus. It is unjust for students of color to experience overt and/or covert forms of racism ideologically, systemically, and/or in practice. We assert that the U.S. legal system upholds structures that enshrine equality and mandated race-neutral policies and practices, thereby constricting dialogue and policy making concerning racism and equity, therefore systematically preventing the elimination of racism at all levels. Accordingly, U.S. public institutions that participate in these structures create barriers for meaningful transformation toward racial justice, perpetuate the unjust status quo, and ultimately contribute to the expansion of white supremacy.

Furthermore, we assert that race-neutral language (e.g. equality, diversity, inclusion), in the absence of equitable policies and practices, is problematic both in theory and in practice insofar as it normalizes existing power dynamics between people of color and their white counterparts. Such discourse works toward maintaining and/or expanding oppressive ideologies, policies, and practices. As a result, it is troubling for any public university to uphold race-neutral language when the institution serves students of color who are experiencing an expansion of oppressive, dehumanizing, and violent U.S. policies and practices – including, but not limited to: Executive Order 13769: Protecting the Nation from Foreign Terrorists Entering the United States the rescinding of the Deferred Action for Childhood Arrivals (DACA) program, the termination of Temporary Protection Status (TPS), zero tolerance immigration and asylum policies, separation of families seeking asylum, racialized police violence, inequitable access to public education, and Eurocentric curriculum and practices in public schools.

Oppressive ideologies, policies, and practices negatively impact students of color. As a campus community we hold ourselves responsible toward creating policies and practices rooted in racial justice and a healthy campus culture. To this end, it is imperative that administrators, faculty, staff, and students exercise their collective power in service for and with students of color by honoring their humanity, dignity, and human rights. Administrators, faculty, staff, and students of color have the right to experience a healthy campus culture that is equitable, humanizing, and racially just.

³Resolution Regarding Equity Gaps of Underrepresented Minority Student Achievement