

## Sacramento City College Academic Senate

### Resolution 2021-01: Resolution in Support of Equity-focused Professional Development for Performance Review Team Members

Approved unanimously on March 9, 2021

**Whereas**, the goals of California Community Colleges as stated in Title 5 include eradicating institutional racism, eliminating barriers to student equity, and ensuring “the equal educational opportunity of all students”,<sup>1</sup> and which are supported by Title 5 Job Announcements and Qualifications requiring “a sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students”<sup>2</sup> for faculty and administrative positions and,

**Whereas** these goals have been similarly affirmed through formal positions adopted by the Los Rios Community College District (LRCCD) Board of Trustees (BOT), Los Rios Community College District Academic Senate (LRCCD AS), and Sacramento City College Academic Senate (SCC AS)<sup>3</sup> and,

**Whereas**, Sacramento City College’s New Faculty Academy (NFA), as a college-sponsored and college-funded professional development program, provides mentorship for new faculty through a curriculum focused on “culturally responsive teaching, innovation, and transformation”, equipping faculty to “teach in an inclusive, culturally appropriate, culturally responsive manner so that each student has an equitable opportunity to learn and succeed”<sup>4</sup> and,

**Whereas**, Performance Review Teams have significant influence over the career, pedagogical practices, and working environment of tenure-track faculty,<sup>5</sup> and include members who may or may not have been trained in culturally responsive practices and,

**Whereas**, Sacramento City College’s (SCC) Faculty Statement of Professional Ethics affirms that faculty should “regularly assess for personal biases and remain dedicated to a culture of equity and fair advancement for all,”<sup>6</sup> and this commitment includes an Equity Reflection<sup>7</sup> that is now required of all faculty undergoing performance review as evidence of the importance of equitable faculty practices in the pedagogical assignment and,

**Whereas**, “policies for faculty professional development activities” are a “10+1” issue and are under the Academic Senate purview as a recommending body to our college administration and to our LRCCD Board of Trustees<sup>8</sup> therefore,

**Resolved**, that the Sacramento City College Academic Senate recommends and urges all members of faculty Performance Review Teams to engage in equity and anti-racist professional development offered or sponsored by our SCC Staff Resource Center for this purpose and,

**Resolved**, we urge our College administration to examine and align institutional practices with stated equity commitments in order to ensure a fair and equitable process for all faculty undergoing the performance review process and,

**Resolved**, we urge the Los Rios Colleges Federation of Teachers (LRCFT) to consider how equity and anti-racism efforts may be further supported by future contract negotiations regarding the performance review process and,

**Resolved**, that we as an Academic Senate body will disseminate this resolution widely to constituency groups at Sacramento City College, our District Academic Senate, our College and District administrative personnel, and our Board of Trustees.

## Notes:

<sup>1</sup> CCC Statement on Diversity, Equity, and Inclusion, Title 5 CCR § 51201

<sup>2</sup> CCC Job Announcements and Qualifications, Title 5 CCR § 53022

<sup>3</sup> LRCCD BOT Resolution № 2020-09 Affirming Our Commitment to Student Success for Black and African American Students, Adopted July 14, 2020. LRCCD Academic Senate Call to Action, Approved Tuesday November 17, 2020. SCC Academic Senate Resolution in Support of Equity, Anti-Racism, and the ASCCC and DAS Calls to Action, Approved December 1, 2020

<sup>4</sup> SCC NFA Curriculum Syllabus

<sup>5</sup> LRCFT Contract 2021-2023 Articles 8 <https://employees.losrios.edu/lrccd/employee/doc/hr/cba/lrcft2020-2023.pdf>

<sup>6</sup> SCC Faculty Statement of Professional Ethics <https://inside.scc.losrios.edu/faculty/faculty-ethics-and-performance>

<sup>7</sup> LRCFT Contract 2021-2023 Article 8 and Appendix E1  
<https://employees.losrios.edu/lrccd/employee/doc/hr/cba/lrcft2020-2023.pdf>

<sup>8</sup> LRCCD BOT P-3412 <https://losrios.edu/shared/doc/board/policies/P-3412.pdf>