

## **Inclusion, Diversity, Equity, and Antiracist Action Statement**

### **Relationships, Responsibilities, and Accountability**

Berkeley City College has a commitment to inclusion, diversity, equity and antiracist action. We recognize the persistence of historical and structural systems of inequality, and we seek redress that is comprehensive and engaged. We are implementing measurable steps towards equity and justice. We affirm our intent to act upon these values and to hold ourselves accountable to the land and its people: our students, our communities, and one another.

#### **Accountability and Actions:**

#### **What we have done, what we are doing, and what we are going to do**

In conversation with students, faculty, and community, we share these measurable steps towards equity and justice, as a foundation for further efforts.

Thematic clusters (we can also organize these differently. For example: Assessment, Curriculum, Strategic Planning, People, Student Services)

- Student
  - UMOJA and other learning communities
  - Undocumented Student Resource Center
  - Mental health and wellness resources
  - COVID-19 assistance, including wifi access and laptops
  - Free tuition
  -
- Faculty
  - President's Task Force for Equity and Racial Justice
  - Unconscious Bias Training and workshops for faculty
  - Land Acknowledgment & DEI statement
  -
- Community
  - Food bank/meal distribution
  - Job fairs