

**GENERAL INSTITUTION****BP 3000 ANTIRACISM****References:**

Education Code Sections 200 and 201(b)  
Government Code Section 50260 - 50265  
Title V (BOG)  
Title VII of the Civil Rights Act of 1964, 42 U.S.C.A. Section 2000e  
CCCCO document

The Palomar Community College District (PCCD) is committed to taking action against all forms of racism and white supremacy. The District has a responsibility to implement an action-oriented, systemic, antiracist approach to all practices designed to serve our diverse community. This approach should align, at a minimum, with the goals of the Chancellor's Office, mission of the institution, the college's strategic plan, and other institutional planning. We are committed to work towards racial equity and eliminating structural and systemic racism and dismantling any practices or policies that perpetuate inequity. Antiracism includes an action-oriented approach to reducing bias, racism, and discrimination; supporting diversity; representing historically under-represented staff, faculty, and students in all areas of campus life; identifying and eliminating barriers that oppress people, and redesigning policies and systems to enable equity.

The District recognizes that bias, whether conscious or unconscious, and micro-aggressions have a detrimental impact on recruiting, retaining, and supporting Black, Indigenous, and People of Color (BIPOC) including faculty, staff and students. We recognize that language can also be a source of bias, and we commit to interrogating within ourselves, our uses of language, discourse, and representation to create an environment that fosters equity and social justice. The District is committed to identifying and eradicating all such forms of bias, racism, and discrimination.

The District will support Diversity, Equity and Inclusion (DEI). DEI positively impacts student achievement, aids in retention, reduces implicit bias, and positively affects a multicultural pedagogy. The District recognizes that policy and practices should support the intersectionality amongst diverse elements of our community members. To that end, the District commits to producing recognizable improvements and ensuring transparency across all of these efforts.

The District also acknowledges the historic under-representation of BIPOC in Higher Education and specifically at PCCD and will be accountable and committed to redesign obsolete policies and procedures that oppress historically underrepresented groups. The District recognizes the importance of representing the specific racial and ethnic diversity in staff, faculty and administration that parallels the students and communities the institution serves.

This policy applies to all activities and practices of the District. We commit to continued individual and collective antiracist work in ourselves, our classrooms, our campus, and our larger communities. The District is committed to regularly reviewing this policy to understand and adapt to the continuing evolution of DEI.

To this end, the Superintendent/President, in collaboration with all campus groups, shall ensure that procedures are developed that promote DEI by recognizing the existence of institutional and systemic racism and working to dismantle systems of oppression within district programs and activities.