

GENERAL INSTITUTION

AP 3000 ANTIRACISM

References: Education Code section 87100
Title 5 Sections 53000 et seq. and 59300 et seq.

The Palomar Community College District (“District”) is committed to standing against all forms of racism and the perpetuation of white supremacy. The District has a responsibility to implement an action-oriented and antiracist approach to all practices designed to serve our diverse community. We are committed to working towards racial equity by ending structural and systemic racism. We shall implement practices and strategies that support racial equity, cultural inclusivity, and dismantle institutional racism.

1. The District recognizes that policy and practices should support the intersectionality amongst diverse elements of our students, staff, and faculty. District is committed to producing recognizable improvements and ensuring transparency across all these efforts' campus wide. The District is committed for all employees to attend antiracist and equity professional development (PD) training and/or activities each academic year, which will further enhance their knowledge, teaching, and praxis to dismantling systemic and structural racism. Therefore, all members (staff, faculty, and board members) shall attend racial equity trainings or engage in racial equity activities each year. There is a comprehensive and researched-based list of various professional development trainings and activities for staff, faculty, and board members to select from. Faculty will continuously be supported with antiracism and equity PD and resources for the use of instruction and praxis. Professional Development will work with the Vice President of Human Resources to ensure compliance and tracking.
2. The District will work in conjunction with employee groups and in accordance with AP/BP 2510 - Participation in Local Decision Making to align antiracism practices with the District’s Equal Employment Opportunity (EEO) Plan designed to recruit, hire, and retain employees to meet objectives as defined in BP 3000 - Antiracism. The District also acknowledges the historic under-representation of Indigenous-American Indian, Black, African American, Mexican, Latino/a/x, Chicano/a/x, Asian American, Native Hawaiian, Pacific Islanders, and all historically oppressed people of color* in higher education, and we will increase the diverse representation of staff and faculty who are equity-minded and mirror the students and communities we

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serve. The District will provide the Board with the disaggregated hiring data annually to ensure progress.

3. The District is committed to Diversity, Equity, and Inclusion (DEI). The Superintendent/ President, in collaboration with the governance groups responsible for the District's policies and procedures, along with staff and faculty affinity groups shall, as part of the annual review cycle, review policies and procedures to ensure they comply with BP 3000 - Antiracism.
4. The District will ensure student success data is completely disaggregated to represent all racial and ethnic identities by specific categories. District will routinely assess student needs based on disaggregated data with a focus on meaningful sub-groups, race, ethnicity, and socio-economic status of Palomar College students to enable equity-focused policy, planning, and resource development decisions. The District will review quantitative and qualitative data to identify and dismantle barriers for students to increase completion for all students with an emphasis on Indigenous-American Indian, Black, African American, Mexican, Latino/a/x, Chicano/a/x, Asian American, Native Hawaiian, Pacific Islanders, and all historically oppressed people of color.*
5. The District will ensure welcoming and safe meeting spaces exist for Indigenous-American Indian, Black, African American, Mexican, Latino/a/x, Chicano/a/x, Asian American, Native Hawaiian, Pacific Islanders, and all historically oppressed people of color* students, staff, and faculty that will build a positive campus climate that promotes student engagement, inclusion, safety, and academic support for students.
6. The District will also ensure academic programs are prioritizing the needs of the diverse students on campus through implementing practices that include racial-equity and antiracism throughout. Academic program evaluations will focus on equity and antiracism and address the academic outcomes and performance of all students. Academic program evaluations will be conducted by a diverse group of stakeholders and presented to the Board along with recommendations for next steps.
7. The District will allocate financial and human resources in a manner that emphasizes racial equity. The District will ensure students have the resources they need to achieve academic, career, and personal success.
8. The District will provide regular updates, developments, and improvements regarding the college's calls to action to the Board and campus.

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9. Any concerns related to the lack of adherence to antiracist procedures should be reported to Human Resources.

Members charged in leading the planning of these antiracist procedural actions include the President/Superintendent, Faculty Senate President, Palomar Faculty Federation Co-Presidents, Professional Development Coordinator, Palomar College Affinity Groups, Council for Classified Employees President, Administrative Association representative, CAST representative, Vice President for Student Services, Vice President for Instruction, Vice President for Finance, and Vice President for Human Resources.

The Palomar Community College District Governing Board shall regularly audit the intent and impact of District policies, procedures, and decisions related to antiracism. The Board will annually review a dashboard which will present updated data on set outcomes for annual antiracist goals.

In addition, they shall publicly review the District's compliance with applicable sections of Title 5 of the California Code of Regulations, the California Education Code Equal Employment Opportunity standards, the California Community Colleges Chancellor's Office recommended use of multiple methods, focused outreach and publications; and all procedures for addressing diversity throughout all hiring steps and levels. The Board may request to review additional data or increase the requests for reports as needed to support ongoing antiracist work at the institution.

Also see: BP 3000 - Antiracism, BP 3410 - Nondiscrimination, BP 3420 - Equal Employment Opportunity, BP & AP 3430 - Prohibition of Harassment, BP 3433 - Prohibition of Sexual Harassment Under Title IX, AP 3433 - Prohibition of Sexual Harassment Under Title IX, AP 3434 - Responding to Harassment Based on Sex Under Title IX, and BP & AP 3540 - Sexual Assaults on Campus.

Office of Primary Responsibility: Office of the President

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