

LANE COMMUNITY COLLEGE
4000 East 30th Avenue
Eugene, OR 97405

Board of Education
June 17, 2020

**RESOLUTION NO. 646
LANE COMMUNITY COLLEGE RESOLUTION IN SUPPORT OF
BLACK LIVES MATTER**

WHEREAS, George Floyd, Ahmaud Arbery, Breonna Taylor, Tony McDade, David McAtee, and countless other Black community members have been murdered by law enforcement and white supremacists; and

WHEREAS, these murders are only the most recent examples of deaths caused by police brutality and systemic racism; and

WHEREAS, our nation was intentionally built on a foundation of systemic racism and white supremacy, and purposeful structural and systemic barriers were created to prevent Black Americans and communities of color from thriving; and

WHEREAS, Black Minds Matter, Black Students Matter, Black Lives Matter; and

WHEREAS, it is our responsibility as an academic institution to study, teach, and learn from the effects of structural racism and white supremacy on Black Americans, and all people of color; and

WHEREAS, the Lane Community College Board and Executive Leadership team are predominantly made up of white individuals who need to further our individual and collective commitment to antiracist work, antiracist policies, and antiracist decisions; and

WHEREAS it is each of our individual and collective responsibilities to ensure we understand the history of our own privileges, racism, and biases and the impact of our actions, or lack thereof, on the Black community, Native people, and other communities of color.

NOW THEREFORE, the Lane Community College Board of Education hereby resolves that

As per Board Policy 312, in the public's interest we require an annual report from our public safety team on best practices, cultural competency, relationships with neighboring law enforcement agencies; and any and all detentions, investigations, and/or incidents that may or may not lead to arrest broken down by demographic; and

BE IT FURTHER RESOLVED, the Lane Community College Board of Education commits to contributing both individually and collectively to the recently established Lane Community College Foundation's Black Minds Matter Student Assistant Fund; and

BE IT FURTHER RESOLVED, the Lane Community College Board of Education will learn more about how bias and racism has manifested in Board policies and LCC's Mission, Vision, and Values, and will work with the college administration and diversity council to make necessary structural and policy changes that promote an antiracist culture; and

BE IT FURTHER RESOLVED, that the Lane Community College Board of Education commits to completing the *Me and White Supremacy Workbook* by Layla F. Saad at a future board retreat as an exercise in examining and owning our individual and collective responsibility for the ways in which we as a board and as individuals uphold and benefit from white supremacy; and

BE IT FURTHER RESOLVED, that the Lane Community College Board expects a quarterly report on the college's implementation of the cultural competency and diversity awareness education and training requirements under BP 520; and

BE IT FURTHER RESOLVED, that the LCC Board will learn how bias and racism can, even unknowingly, impact hiring processes and campus climate and directs the college administration to engage in the same learning experience to ensure we are recruiting and retaining strong, diverse candidates for all positions; and

BE IT FURTHER RESOLVED, that the LCC Board will hold listening and learning sessions with the college and larger community to determine what further actions the Board should take to ensure we support our Black residents; and

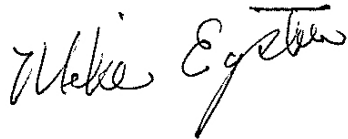
BE IT FURTHER RESOLVED, that the LCC Board will receive a report from the College on how welcoming the physical spaces of the College are to our Black and marginalized communities with recommendations for improvements such as naming our buildings for current or past members of the college community from diverse backgrounds and/or adding new artwork on our campuses that are created by and in recognition of our Black and other underrepresented communities; and

BE IT FURTHER RESOLVED, that the LCC Board will advocate with lawmakers to ensure strong investments are made in education, counseling/mental health, healthcare

and other social services that are critical to the success of our students, ultimately reducing the need for investments in the criminal justice system; and

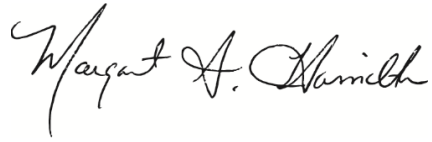
BE IT FURTHER RESOLVED, that we, the LCC Board of Education, stand with and lift up voices from organizations and groups in our community such as the NAACP and the Black Lives Matter movement.

Adopted by the Board of Education on this 17th day of June 2020.

A handwritten signature in black ink, appearing to read "Mike Eyster". The signature is fluid and cursive, with the first name "Mike" written in a larger, more prominent script than the last name "Eyster".

Mike Eyster, Board Chair

ATTEST:

A handwritten signature in black ink, appearing to read "Margaret A. Hamilton". The signature is written in a cursive style, with the first name "Margaret" being the most legible part, followed by "A." and "Hamilton".

Margaret Hamilton, President