

**RESOLUTION NO. 670
IN SUPPORT OF ACCT EQUITY ACTION
AGENDA FOR COMMUNITY COLLEGES**

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

WHEREAS ACCT's Equity Action Agenda for Community College Governance is a guide based on the responsibilities of community college trustees and boards of education and the college's leadership to promote policies that support access, affordability, equity and completion for all community college students; and

WHEREAS College diversity, equity and inclusivity policies facilitate academic progress and economic social mobility for all; and

WHEREAS the Lane Board of Education passed Resolution 646 on June 17, 2020 in support of Black Lives Matter, committing to an action plan that is assessed each year; and

WHEREAS the Lane Board of Education has adopted an Equity Lens to review and analyze its policies to ensure they support access, equity, and inclusiveness; and

WHEREAS, the Lane Board of Education is committed to annual and regular professional development in diversity, equity, and inclusion of all new and returning board members, and

WHEREAS, the Lane Board of Education adopted LCC BP520 in 2014, recognizing HB 2864, which required cultural competence training in all employees at the college, and requires quarterly reports to evaluate college compliance, and

WHEREAS the Lane Board of Education is unified in committing to promoting access, diversity, equity, and inclusion in all its hiring practices, including the CEO and president of the college; and

WHEREAS the Lane Board of Education has committed to integrating an equity agenda into the 2022-2027 Strategic Plan and all college plans, and

WHEREAS the Lane Board of Education is committed to accountability and continuous improvement of its outcomes through regular review of disaggregated student outcomes and employee data, and

NOW, THEREFORE, BE IT RESOLVED, per the endorsement of the Diversity, Equity, and Inclusion Committee of the Association of Community College Trustees and the Oregon Community College Association Board and Diversity, Equity, and Inclusion Committee, that the Lane Community College Board of Education supports and will utilize the ACCT Equity Action Agenda for Community College Governance to promote policies that support access, affordability, equity and completion for all community college students;

BE IT FURTHER RESOLVED that the president/CEO search process will be inclusive; outreach should be targeted to broad and diverse publications and outlets; the job description should reflect the college's commitment to equity;

BE IT FURTHER RESOLVED that the college's mission statement will reflect the institutions commitment to equity;

BE IT FURTHER RESOLVED that resources should be devoted to programs and services with demonstrated effectiveness in meeting student, community, and/or workforce needs and promoting equitable opportunities;

BE IT FURTHER RESOLVED that the board will be visibly unified in its commitment to promoting access, success and equity and to assure the best hiring practices for addressing diversity, equity, and inclusion through the college or district are in place;

BE IT FURTHER RESOLVED, the Lane Community College Board of Education commits to integrating an equity agenda into institutional plans, clearly outlining roles, responsibilities, and implementation timelines for initiatives designed to promote accountability, including the college's Strategic plan and departmental plans and to make sure these plans are distributed broadly and often among all staff and administrators;

BE IT FURTHER RESOLVED, the Lane Community College Board of Education will conduct an independent assessment of institutional practices in relation to equity across departments and divisions;

BE IT FURTHER RESOLVED, the Lane Community College Board of Education will identify effective programs/practices such as remediation, guided pathways, and alternative schedules that improve educational outcomes for all students; and monitor effectiveness and adjust as needed;

BE IT FURTHER RESOLVED, the Lane Community College Board of Education commits to assessing the diversity and equity of college leadership, including the board of education;

BE IT FURTHER RESOLVED, the Lane Community College Board of Education will develop a plan that addresses CEO and board transitions;

BE IT FURTHER RESOLVED, the Lane Community College Board of Education commits to monitor the progress being made on the institutions strategic priorities, including diversity, equity and inclusion;

BE IT FURTHER RESOLVED, the Lane Community College Board of Education will regularly review disaggregated data on enrollment, retention, persistences, completion , and other indicators of student success, equity and institutional effectiveness;

BE IT FURTHER RESOLVED, the Lane Community College Board of Education will develop accountability measures and monitor and assess progress toward strategic priorities and goals of the college;

BE IT FURTHER RESOLVED, the Lane Community College Board of Education will conduct regular periodic reviews of labor market data and other economic indicators to identify workforce needs;

BE IT FURTHER RESOLVED, the Lane Community College Board of Education will assess current and projected demographic characteristics of the community and determine if they are aligned and what gaps exist, if any;

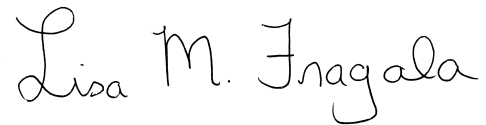
BE IT FURTHER RESOLVED, the Lane Community College Board of Education will engage with federal, state, and local labor departments and other agencies to advocate support fo the college's equity goals;

BE IT FURTHER RESOLVED, the Lane Community College Board of Education commits to partner with local funders and business and industry leaders to tap sources of support to support the colleges equity goals;

BE IT FURTHER RESOLVED, the Lane Community College Board of Education will incorporate diverse student, faculty and community voices in public statement, media and advertisements;

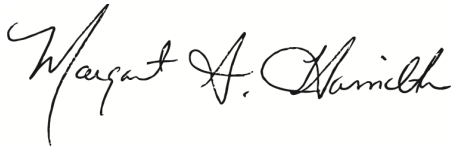
BE IT FURTHER RESOLVED, the Lane Community College Board of Education charges the president to implement and report out on the college's progress to the board annually.

Adopted by the Lane Community College Board of Education this 4th day of May, 2022.



Lisa Fragala, Board Chair

ATTEST:



Margaret Hamilton, President