

**LANSING COMMUNITY COLLEGE
STATE OF MICHIGAN**

**A Resolution Addressing RACIAL INJUSTICE through
DIVERSITY, EQUITY, AND INCLUSION**

A regular meeting of the Board of Trustees of Lansing Community College was held in the Board Room of the College, Administration Building, 610 North Capitol Avenue, Lansing, Michigan 48933, in the Community College district, on June 15, 2020 at 5:30 p.m., prevailing Eastern Standard Time.

The following preamble and resolution were offered by Trustee Ryan Buck and supported by Trustee Angela Mathews.

The Board of Trustees of Lansing Community College resolves as follows:

Whereas, the mission of Lansing Community College is to provide high-quality education ensuring all students successfully complete their educational goals while developing life skills necessary for them to enrich and support themselves, their families, and their community as engaged global citizens; and

Whereas, the policies, procedures and daily actions of Lansing Community College encompass inclusivity, equity and respect; and

Whereas, Lansing Community College strongly rejects and condemns all forms of discrimination and inequities, and stands firm against all who would use violence and ethnic intimidation, whether in law enforcement or otherwise; and

Whereas, there exists a chronic system of racism and injustice in the United States of America; and

Whereas, the tragic deaths of George Floyd, Ahmaud Arbery, Breonna Taylor, and so many others demonstrate clear evidence that racism is perverse, endemic and chronic in the United States of America; and

Whereas, Lansing Community College continues to work to eradicate systematic oppression through its students, employees, policies and procedures; support its Public Safety Division by ensuring it continues to serve and protect with empathy and compassion, free of implicit bias and racist undertones; and to enhance LCC's partnerships and agreements with law enforcement agencies in the communities it operates so as to mutually advance inclusive justice for all people; and

Whereas, Lansing Community College continues to empower its campus community through nurturing, mentoring and compassionate education, demonstrated by such events as the 2019 year-long acknowledgement of the 400-year anniversary of African Americans in the United

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States, to bring about needed dialogue that addresses discrimination and inequality and demonstrate a commitment to continue this vital work long term; and

Whereas, Lansing Community College Office of Diversity and Inclusion exists to empower individuals with the knowledge, tools and trainings that promote global citizenship and embrace an inclusive community that brings together cultural experiences of students, faculty and staff of different racial and multi-racial, ethnic and multi-ethnic, gender and sexually diverse, economic, religious, generational and national identities; and

Whereas, Lansing Community College shall not just offer soothing words, but rather also re-commit itself not just for today but for tomorrow and all the days to come to work toward economic and social equity with an unwavering and intentional commitment to diversity, kindness, respect, collaboration, accountability and inclusion; and

Whereas, Lansing Community College is committed to addressing racial disparities in achievement gaps among students of color, diversifying faculty and staff, and ensuring effective cultural competence training and implicit bias education for all students, faculty and staff; and

Whereas, the Ingham County Board of Commissioners declared on June 9, 2020 in Resolution #20-254 that racism is a public health crisis in Ingham county.

Now, Therefore, be it Resolved that the Lansing Community College Board of Trustees directs the President to ensure equity in law enforcement procedures, policies and behaviors in the Public Safety Division and to ensure diversity, equity and inclusion training is embedded in all student and employee orientation processes.

Be it Further Resolved that the Lansing Community College Board of Trustees directs the President to create and implement a college wide Equity Action Plan that shall address racial injustice, diversify faculty and enhance workplace policies, and establish processes that prevent behaviors that impede on racial and social equities. The Equity Action Plan shall also:

- Embed diversity, equity and inclusion into the academic curriculum/program designs, thus increasing career readiness and placement for all;
- Combat inequities in student achievement and close equity gaps through increased retention and completion rates, particularly for students of color and those who are low-income, first-generation, adult learners or from marginalized populations;
- Create guided expectations around student and employee orientations in diversity, equity and inclusion as well as increase cultural awareness and understanding of students with disabilities; and
- Establish systemic changes in the hiring and recruitment processes, particularly for faculty, thus incorporating diversity, equity and inclusion in our workforce.

Be it Further Resolved, the Lansing Community College Board of Trustees directs the President to cause a report to be submitted to the Board of Trustees within six months of the adoption of this resolution to update the Board Of Trustees on progress made with respect to the directives

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described herein, including the creation and implementation of the Equity Action Plan, and recommend next steps as necessary.

Be it Further Resolved, the Lansing Community College Board of Trustees supports the Ingham County Board of Commissioners resolution to declare racism as a public health crisis in Ingham County and recommends to all other appropriate governmental bodies that they declare the same.

RESOLUTION DECLARED ADOPTED.

I hereby certify that the foregoing is a true and complete copy of a resolution adopted by the Board of Trustees of Lansing Community College, State of Michigan, at a regular meeting held on June 15, 2020 and that public notice of said meeting was given pursuant to and in full compliance with the Open Meeting Act No. 267, Public Acts of Michigan, 1976, and that minutes of the meeting were kept and will be or have been made available as required by said Act 267.