

**Grossmont College Classified Senate
RESOLUTION 21-001**

CONDEMNATION OF VIOLENCE AGAINST AAPI AMERICANS AND A COMMITMENT TO FIGHT AGAINST ALL RACISM AND WORK TO CORRECT SYSTEMIC INEQUITIES

On motion of Member _____, seconded by Member _____, the following resolution is adopted:

WHEREAS, the Classified Senate of Grossmont College supports Academic Senate in a joint resolution to denounce Anti-Asian American Pacific Islander (AAPI) racism, which identifies the following core goals:

1. To integrate an accurate portrayal of the roles and contributions of all groups throughout history to educate and inform classified professionals of the accurate portrayal of roles and contributions of all groups throughout history, particularly groups that have been underrepresented historically;
2. To identify how bias, stereotyping, and discrimination have limited the roles and contributions of individuals and groups and how these limitations have challenged and continue to challenge our society;
3. To encourage all members of the educational community to examine assumptions and prejudices, including but not limited to racism, sexism, and homophobia, that might limit the opportunities and growth of students and employees;
4. To offer positive and diverse role models in our society, including the recruitment, hiring, and promotion of diverse employees in community colleges;
5. To coordinate with organizations and concerned agencies that promote the contributions, heritage, culture, history, and health and care needs of diverse population groups;
6. To promote a safe and inclusive environment for all; and

WHEREAS, Grossmont College is located in San Diego County, which is home to 440,660 Asians, Native Hawaiian and Pacific Islanders, who represent one out of every seven residents and is the fastest-growing racial group in the County; and

WHEREAS, higher education at colleges within San Diego should be places where all faculty and staff members, administrators, and students have the right to study and work in a safe environment free of racism, discrimination, intolerance, and violence; and

WHEREAS, the outbreak of SARS-Cov2 has been referred to as “Wuhan Virus,” “Kung Flu,” and “Chinese Virus” in public discourse, and this inflammatory rhetoric has stigmatized members of

the AAPI communities, exacerbating the microaggressions and violence towards persons of AAPI ancestry; and

WHEREAS, the number of hate crimes and incidents – physical assault, vandalism, coughing/spitting, verbal harassment, shunning or avoidance, and refusal of service – against AAPI persons has increased nationwide. Between March and December 2020, 44 percent of nationally reported incidents took place in California as documented by Stop AAPI Hate’s press released dated February 09, 2021; and

WHEREAS, the “Model Minority Myth” by which AAPI persons are deemed self-sufficient and as such requiring neither assistance nor attention, and the resultant widespread gaslighting of Anti AAPI racism – ranging from incidents to violent hate crimes, occurring nationally – is a real threat at Grossmont College.

NOW, THEREFORE, BE IT RESOLVED, that the Classified Senate of Grossmont College “will partner with the 4CS and seek out opportunities that support personal growth and develop a better knowledge base to support our Black students, colleagues, and neighbors”; and that the AAPI community is in solidarity.

BE IT FURTHER RESOLVED, that the Classified Senate of Grossmont College unconditionally condemns the aforementioned oppressive forces, and we further denounce xenophobia and anti-AAPI sentiment – the harmful rhetoric and racist actions arising because of fears of the COVID-19 pandemic – therefore, we urge the documentation and investigation of all reported incidents in order to promote respect and protection of the AAPI community.

BE IT FURTHER RESOLVED, that the Classified Senate of Grossmont College affirms that the “Model Minority Myth” facilitates the interrelated phenomena of gaslighting and “racelighting,” by which those who are victims of anti-AAPI hate crimes are denied the seriousness of their criminal complaints, and those who are victimized remain unassisted under duress; therefore, the Classified Senate urges the acknowledgement of gaslighting, and the related “racelighting,” and its connection to lack of understanding and aid.

BE IT FURTHER RESOLVED, that the Classified Senate of Grossmont College strongly encourages ongoing critical reflections, conversations, and intentional efforts in addressing racial, social, and economic injustices and inequities, especially within the AAPI communities, thereby further humanizing our AAPI students, faculty, staff members, and administrative colleagues.

BE IT FURTHER RESOLVED, that the Classified Senate of Grossmont College strongly encourages ongoing efforts to improve employment practices – such as in advertising, applicant screening, hiring committee appointments, and interview processes – to recruit, hire, train, and retain AAPI faculty, both full-time and part-time.

BE IT FURTHER RESOLVED, that the Classified Senate of Grossmont College recognizes AAPI stories and experiences at Grossmont College as related through our local AAPI committee as it

calls upon municipalities, nations, and states across the United States to adopt similar commitments to combat anti-AAPI racism and facilitate AAPI inclusion.

BE IT FURTHER RESOLVED, that the Classified Senate of Grossmont College concurs with the spirit and findings within: (1) the organization Stop AAPI Hate; (2) the City Council of the City of San Diego Resolution Number 313068, dated June 04, 2020; and (3) the Presidential Memorandum Condemning and Combating Racism, Xenophobia, and Intolerance Against Asian Americans and Pacific Islanders in the United States, issued January 26, 2021.

BE IT FURTHER RESOLVED, that the Classified Senate of Grossmont College encourages advocacy and collaborative efforts to protect AAPI residents and victims of discrimination and to curb hate acts related to COVID-19 for other groups, including, but not limited to, Black, Latinx, Indigenous, Muslim, Jewish, and LGBTQIA communities, and people with accessibility needs.

BE IT FURTHER RESOLVED, that the Classified Senate of Grossmont College calls upon other units within Grossmont College across campus to adopt similar commitments and to stand in solidarity with our AAPI students, faculty, staff members, and administrative colleagues.

DRAFT