BOARD REPORT NO. 17-8-3C

TO: Members of the Board of Trustees
FROM: Ron Galatolo, Chancellor
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SKYLINE FACULTY AND STAFF EQUITY RECOMMENDATIONS

Faculty and staff of Skyline College have met in response to reports of incidents that were racially insensitive to the African American community. These incidents reflect a broader national climate of racial hostility and cultural antagonism that do not reflect the values of District. From these meetings have come a list of recommendations. The recommendations are intended to leverage our profession as educators and our spaces as educational institutions to provide opportunities for our communities to be more informed and create more harmonious human relationships. The list of recommendations are as follows:

- Course on Race Relations required for all SMCCCD graduates
- Flex Day workshop on Race and Racism attended by all faculty and staff (Fall/Spring)
- Development of Districtwide Culturally Proficiency Institute (Participation considered in Tenure Review and Staff Evaluation)
- Establishment of Ethnic Studies Programs on all SMCCCD campuses
- Creation of Multicultural Centers at all SMCCCD campuses

We are aware that these requests require the cooperation of faculty, staff, administration and students. We are confident that our community of colleagues will work collectively with us to bring these recommendations to fruition but it will be imperative that we have the support of the Board of Trustees and the Chancellor.

Our belief is that there is much work to do in our communities, beyond the recommendations, but these five efforts will set us on the correct course toward cultural competency and educational equity.