

Revised June 9, 2020

Lake Tahoe Community College District

Resolution Number 12 — 2019-2020

**CONDEMNING THE DEATH OF MR. GEORGE FLOYD AND AFFIRMING
COMMITMENT TO STAND TOGETHER AGAINST INSTITUTIONAL
RACISM AND SYSTEMIC OPPRESSION**

WHEREAS, on May 25, 2020, Mr. George Floyd, an unarmed black man, died under the knee of a white Minnesota police officer; and

WHEREAS, this tragic event is not isolated, but one incident in a long history of violence against black Americans stemming from bias, discrimination, and racism; and

WHEREAS, the Proceedings of the National Academy of Sciences published in 2019 that black men and boys were 2.5 times more likely than white men and boys to die during an encounter with police; and

WHEREAS, worldwide anger, frustration, and sadness has resulted in thousands of protests showing solidarity for the black community and demands for drastic cultural change; and

WHEREAS, to be silent is to be complicit, and Lake Tahoe Community College (LTCC) has a duty to students, faculty, staff, and the community to speak out against institutional racism and systemic oppression; and

WHEREAS, the mission of LTCC is to provide its diverse student population with high-quality, comprehensive instructional programs and support services through clear, equity-minded pathways to their educational goals; and

WHEREAS, in doing so, the college has a responsibility to actively address institutional racism and to support the development of culturally competent students with the knowledge, skills, and values that prepare them to be productive members of their local and global communities; and

WHEREAS, LTCC is committed to a diverse and inclusive workplace that welcomes the employment of qualified individuals from all walks of life and a wide range of

experiences and perspectives, and affirms the responsibility to ensure all employees understand their individual role in dismantling institutional racism and bias.

THEREFORE, BE IT RESOLVED, LTCC will listen, examine and fundamentally challenge and change systems that do not serve all students, faculty, staff, and members of the community equitably; and be it further

RESOLVED, LTCC will expand staff training, recruitment, and retention efforts to create a safe and inclusive environment and ensure LTCC employees reflect the rich diversity of LTCC students; and be it further

RESOLVED, LTCC will work across the college so that all aspects of student instruction and support reflect a commitment to diversity, inclusion, and anti-racism, particularly in public safety training to ensure future generations of officers understand historic racism and bias, the benefits of diversity and inclusion, and the power of strong relationships with all members of the community.

PASSED AND ADOPTED by the Board of Trustees for Lake Tahoe Community College District of California on this 9th day of June, 2020, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Nancy Dalton
Board of Trustees President

Jeff DeFranco,
Superintendent/President
Board of Trustees Secretary
