



TACOMA COMMUNITY COLLEGE BOARD OF TRUSTEES
**STATEMENT OF COMMITMENT TO BLACK LIVES MATTER AND
THE BLACK COMMUNITY**

June 25, 2020

The Board of Trustees of Tacoma Community College stands in solidarity with Black Lives Matter and the Black community. We are horrified by the many Black people killed by police, yet heartened by the response of people in the US and around the world who are protesting and taking action against police brutality, systemic racism, and racial violence.

TCC serves a diverse student body, faculty and staff. Diversity, equity and inclusion are core values for the college. “Advancing Equity, Diversity and Inclusion” is the first theme of our strategic plan. We are committed to advocate against and eliminate systemic racism wherever we find it. We pledge to intensify our efforts to removing racial inequities, bias in our systems and barriers to equitable access. We know we have work to do. Black students do not complete or transfer at the same rates as white students. Black faculty and staff don’t feel as welcome on campus as their peers. The racial composition of our faculty and staff is not representative of the student body.

Therefore, the Board of Trustees of Tacoma Community College reaffirms our commitment to eliminating systemic racism, and to standing with Black students, faculty, staff, and the Black community. Specifically, we commit to the following actions:

- Actively listen to Black students, faculty, and staff
- Take action to address their concerns and recommendations
- Review systems, policies, and procedures to root out systemic barriers and biases
- Provide professional development that will increase cultural competence and eliminate racism, bias and other forms of discrimination
- Hire racially diverse faculty and staff
- As a governing board, actively monitor progress

We further commit to removing systemic barriers for Black students across the state by working with the community college system, K-12 schools, government, business, and community-based organizations. Collectively, we will work to provide equity-focused policies and programs in support of Black students, from recruitment to enrollment, retention, completion, and transition to further education or employment.

We pledge to create meaningful change for the college, the community, and the nation.

Lois Bernstein

Bob Ryan

Liz Dunbar

Pat Shuman

Dona Ponepinto