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Date: December 6, 2018  
From: The MSJC Academic Senate Office  
To: The Academic Senate  
Subject: MSJC Academic Senate Resolution: Cultural Competency Training

### MSJC Academic Senate Resolution: Cultural Competency Training

WHEREAS, Mt. San Jacinto College serves a diverse ethnic and racial student population (African American 6.6%, Native American 0.5%, Asian 2.6%, Filipino 2.7%, Hispanic 45.1%, Pacific Islander 0.3%, white 27.5%, two or more races 5.4%), as outlined in the 2018 Student Success Scorecard; and

WHEREAS, Mt. San Jacinto College serves a student population identifying their genders as 59.7% female, 39.3% male, and 0.9% unknown, according to the 2018 Student Success Scorecard; and

WHEREAS, roughly 84% of the students enter Mt. San Jacinto College prepared for college with One Year Transfer Completion Rates 47.9% in Math, and 33.9% in English, as outlined in the 2018 Student Success Scorecard; and

WHEREAS, Mt. San Jacinto Educational Master Plan indicates a median annual income for the college's service area as being roughly \$27,000, with 15.08% of the area living below poverty level; and

WHEREAS, AB 1018, approved by Governor Brown on October 13, 2017, requires Community Colleges to add homeless, lesbian, gay, bisexual, and transgender students to the categories of conscious efforts toward cultural proficiency and inclusive

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WHEREAS, Mt. San Jacinto College's Mission Statement emphasizes a commitment to offering "equitable" and "safe" learning environments for our students; and

WHEREAS, Mt. San Jacinto College's Values Statement emphasizes a commitment to Access-

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that facilitates inquiry-based assessment, introspection, and reflection of implicit bias to produce an authentic examination of ourselves, policies, programs, and practices.

BE IT RESOLVED that the Mt. San Jacinto College Academic Senate asserts that the college should provide timely, ongoing, comprehensive, relevant, and applied district-wide cultural competency and inclusion training to all institutional affiliates (classified faculty, administrators, trustees) in order to inform our interactions and decisions from a culturally appropriate, equity-minded, and inclusive perspective.

BE IT RESOLVED that the Mt. San Jacinto College Academic Senate asserts that the administration should prioritize the addition of a Chief Diversity Officer and/or a Dean of Equity, Diversity, Title IX, and EEO (Equal Employment Opportunity) to our team, who would be responsible for the ongoing collection of essential equity data from all affiliates, including those from marginalized groups; analyzing our institutional policies and practices through an equity lens; and implementing effective solutions that meet the needs of our diverse campus population; as well as helping the college comply with all state and federal mandates that protect special classes and student equity groups in a timely manner.

Adopted by the MSJC Site Councils on 12/4/2018