

**A RESOLUTION of the Grossmont College Academic Senate to denounce Anti-Asian American Pacific Islander (AAPI) racism;**

**Whereas**, the Academic Senate of Grossmont College supports the Academic Senate for California Community College Anti-Racism Resolution, which identifies the following core goals:

1. To integrate an accurate portrayal of the roles and contributions of all groups throughout history across curricula, 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.

**Resolved**, that the Academic Senate of Grossmont College has unequivocally affirmed that Black Lives Matter, and in their 400-year-long-struggle against systemic racism, “Black violence, oppression, and discrimination in this country are indicative of racial and economic oppression that threatens the current and future well-being of the Black people within our shared community” and that the AAPI community is in solidarity.

**Resolved**, that the Academic 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.

**Resolved**, that the Academic 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 Academic Senate urges the acknowledgement of gaslighting, and the related “racelighting,” and its connection to lack of understanding and aid.

**Resolved**, that the Academic Senate of Grossmont College strongly encourages ongoing critical reflections, conversations, and intentional efforts – such as educating from culturally appropriate curriculum – 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.

**Resolved**, that the Academic 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.

**Resolved**, that the Academic 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.

**Resolved**, that the Academic 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.

**Resolved**, that the Academic 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.

**Resolved**, that the Academic 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.