



Administrative Council Black Lives Matter Statement

The SFCC Administrative Council wants to acknowledge and address the current and historical race-based tragedies that have been occurring across our nation. To our Black students, employees, and community members, we recognize your pain and fatigue over the injustices you have faced and continue to face every day. We would like to express our grief, sorrow, and outrage as we stand in solidarity with you.

We know that these tragedies reflect a long history of structural and systemic injustice that is deeply rooted in our society, including our academic institutions. As members of this dominant culture, we have individually and collectively maintained institutional racism in many ways, thereby failing our minoritized students and employees. SFCC is committed to addressing anti-Blackness and other forms of systemic oppression, racism, and discrimination. The acts of injustice against Blacks – including George Floyd, Ahmaud Arbery, Breonna Taylor, Christian Cooper, and countless others – have created a call to action for every one of us to do better and to be part of the solution.

While we recognize the groups on our campus that have been working to promote equity, we acknowledge that our college is not yet fully delivering our stated mission and values. Our Black students do not yet succeed equitably. The completion rate for Black students has been becoming increasingly inequitable; the course success rate of 67% for Black students is 12% below the average for all students and 8% below that for students of color. While we have increased our diversity, we do not yet have fully equitable results from our hiring practices. Our Black students, faculty, and staff do not yet consistently experience our campus to be welcoming and inclusive.

While we acknowledge prior Diversity, Equity, and Inclusion (DEI) work by multiple individuals and groups, our work as administrators is incomplete. We must newly examine our thinking, our policies, our priorities. We must newly challenge ourselves to change detrimental practices and transform our college to be truly antiracist. We need to increase our efforts and resources to address this systemic problem. This includes having clear equity goals with tightly aligned interventions, reviewing policies and procedures for unintended bias and inequitable outcomes. As a college, we have begun this work by defining for ourselves the terms diversity, equity, and inclusion. As SFCC's Administrative Council, we commit to these concepts as the guiding principles that must shape every aspect of our work as administrators.

Furthermore, we commit to supporting faculty in reviewing our college curriculum and processes to affirm a representation of multiple voices. We commit to reviewing our hiring process to interrupt systemic bias. We commit to cultural responsiveness training embedded in professional development. We commit to engaging and improving outcomes for minoritized groups.

The legacy of Spokane Falls Community College must be antiracist.