

**RESOLUTION #20-6-1  
AFFIRMING OUR COMMITMENT TO STUDENT SUCCESS  
FOR BLACK STUDENTS**

**WHEREAS**, on May 25, 2020, Mr. George Floyd, a Black man in Minnesota, was killed by a White police officer who held his knee on his neck for 8 minutes and 46 seconds; and

**WHEREAS**, reactions to the unjust killing of Mr. Floyd and other Black people have ignited a national and global response, prompting thousands to protest and take action against police brutality, systemic racism and racial violence; and

**WHEREAS**, Edmonds College stands in solidarity with Black Lives Matters and the Black community; and

**WHEREAS**, Edmonds College represents and serves a diverse population in terms of race, ethnicity, gender identity, language, culture, national origin, socio-economic class, age, physical ability, sexual orientation, and religious beliefs; and

**WHEREAS**, Edmonds Colleges' commitment to diversity, equity, and inclusion requires that we advocate and use a collective voice to identify and eliminate systemic racism and those barriers that deny equitable access and impact the success of our Black students and other underserved groups; and

**WHEREAS**, Edmonds College will take action to work toward removing racial inequities, and to deliberately create a safe and inclusive environment where individuals and groups feel valued and understood; and

**WHEREAS**, nationally 28.8%<sup>[1]</sup> of Black community college students earn a degree, certificate, or transfer within six years (compared to 49.8% of White students); and

**WHEREAS**, nationally only 9.9% of Black students who started at a community college complete a degree at a 4-year institution within 6 years (compared to 21.6% of White students); and

**WHEREAS**, 71.2%<sup>[2]</sup> of Black undergraduates who are enrolled in a public college or university in Washington are enrolled in a Washington community college, while 28.8% are enrolled in a 4-year public university. By comparison, 62.4% of White students are enrolled in community colleges, while 37.6% attend a 4-year public university; and

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[1] [Community College FAQs](#)

[2] [WSAC DIVERSITY REPORT](#), pg. 12

[3] [SBCTC First Time Entering Student Outcomes](#)

[4] [SBCTC AYR Enrollments](#); [SBCTC Personnel Data](#)

**WHEREAS**, only 28%<sup>[3]</sup> of Black students in Washington’s community colleges (CCC) transfer within four years (compared to 36% of White students); and only 34% of Black students transfer to a public university within six years (compared to 41% of White students); and

**WHEREAS**, the ratio of Black students to Black faculty is 1:99<sup>[4]</sup> at Edmonds College and 1:52 in Washington’s community colleges; and

**WHEREAS**, the state of Washington, Edmonds College and other colleges in the the Washington community college system need to address structural inequities of Black student success by way of policy change and advocacy;

**NOW THEREFORE BE IT RESOLVED**, that we Edmonds College hereby reaffirm our commitment to removing systemic barriers for Black community college students in our state by working collaboratively with the Washington community college system as well as local, state, and federal governments, K-12 schools, businesses, and community-based organizations to provide equity-minded and race-conscious decision-making in support of Black community college students as they complete their academic programs and as Black students transition to a four-year college or university, or employment;

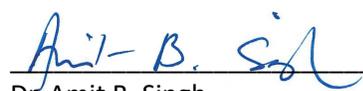
**AND BE IT FURTHER RESOLVED**, that Edmonds College affirms its commitment to taking action to eliminate systemic racism, stand in solidarity with Black students and the Black community, and to intentionally:

- (1) Listen to the concerns expressed by Black students, staff, faculty, and community members;
- (2) Take steps that address their concerns and recommendations;
- (3) Look at our policies and procedures to eliminate barriers;
- (4) Address microaggressions and other biases;
- (5) Provide professional development focused on eliminating racism, bias, and other forms of discrimination;
- (6) Hire racially diverse faculty and staff; and
- (7) Create spaces for feedback and accountability.

  
Emily Yim, Chair

Date Approved June 11, 2020

ATTEST:

  
Dr. Amit B. Singh

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