

Advancing Justice for the Clark College Community

Racial Equity Statement: Clark College leads with racial equity as a holistic approach to identify barriers and best practices relating to the retention, enrollment, and completion of historically underrepresented racial and ethnic groups. Using data to guide us, we proactively seek out best practices and eliminate barriers to ensure equitable outcomes for students and employees. We accomplish this through abolishing practices that do not effectively serve students or employees, dismantling White Supremacy Culture, and by adopting principles of anti-racism, disability justice, and universal design.

Abolitionist Framework An abolitionist framework prompts us to critically examine policies, practices, procedures, and systems at the **Abolitionist** college that do not serve everyone effectively. When **Collective Care** Framework data shows that there are inequitable and disparate We are a part of a whole community Collective outcomes for systemically non-dominant (Jenkins, that is accountable to each other and 1995-present) groups (employees, students, Care demonstrate a collective care for or community members), Clark College will each other through relationships re-envision a new process using anti-racist, **Advancing** and interactions. We will use the disability justice, and universal design practices. **Social Justice Shared Governance framework** to create an equitable and just **Inclusive** environment. **Practices Transformative Inclusive Practices** Mindset Applying the Equitable Decision-Making Tool as a guide to ensure all voices at all levels are included in decision-making and policymaking. - 📥 -**Transformative Mindset** Inclusive practices incorporate individuals' unique As a college and department, we will lean perspectives in the critical work of the college and ensure into equity competencies around diversity, that individuals' needs are met equitably. inclusion, equity, and justice to expand our social justice knowledge and further advance equity. We will provide opportunities for

students, staff, and faculty to build capacity in these areas and apply them to their work to create equitable interactions and engagements with each other.