

**HOLYOKE COMMUNITY COLLEGE
BOARD OF TRUSTEES
Equity Committee**

Minutes of October 20, 2020

MEMBERS PRESENT	Yolanda Johnson, Chair Charles Epstein Robert W. Gilbert, Jr. Suzanne Parker
MEMBERS ABSENT	Joyananda Gi
ALSO PRESENT	Christina Royal, Karen Desjeans, and Clara Elliott
CALLED TO ORDER	Chair Johnson called the meeting to order at 3:06 pm. This meeting was conducted remotely via Zoom.
	<p>President Royal discussed the proposed draft Board Equity Statement for consideration by the Committee, specifically talking about the Black Lives Matter statement, and HCC being a anti-racism institution. The hope for today’s discussion is to have consensus and put forth to the full Board of Trustees either at October’s meeting or November’s meeting. The proposed statement is below:</p> <p style="text-align: center;"><i>The Board of Trustees of Holyoke Community College has struggled, individually and collectively, to process the horrific murders of George Floyd, Breonna Taylor, and Ahmaud Arbery, as well as the way in which they have laid bare the long history of violence and abuses of power against Black Americans.</i></p> <p style="text-align: center;"><i>As the fiduciaries of this college, we are uniquely charged with fulfilling the promise of equity at HCC. At this time of national reckoning, we must acknowledge the racial injustice that is deeply embedded in the fabric of our country. It is the responsibility of each one of us to use this moment to educate ourselves and others, engage in difficult conversations, listen to our Black friends and neighbors, and join with others to forge a truly just and equitable society.</i></p> <p style="text-align: center;"><i>Toward that end, our Board is committed to:</i></p> <ul style="list-style-type: none"> • <i>Examining the changes needed to ensure fair and equitable access to education for Black students and students of color</i> • <i>Diversifying our faculty and staff to better reflect the students we serve</i> • <i>Providing culturally responsive, anti-racist professional development for faculty and staff</i>

**HOLYOKE COMMUNITY COLLEGE
BOARD OF TRUSTEES
Equity Committee**

Minutes of October 20, 2020

- *Engaging in implicit bias training*
- *Participating in ongoing reflection, education and action*
- *Affirming HCC as an anti-racist institution*

To our Black students, faculty, staff, and alumni: We hear you, we support you, and we are united in our determination to end violence and racism.

To all members of our community: We hope you will join us in listening, learning and working together to uproot institutional racism. It will take all of us to bring about the change that is so desperately needed.

We cannot say this strongly enough: Black lives matter.

There was a discussion about whether the Committee would like to move forward with such a statement or gather feedback from the community before moving forward. After further discussion, it was agreed to provide a broader statement at this time that includes diversity, equity and inclusion.

Chair Johnson stated that the Board needs to make this courageous step to stand in solidarity for all marginalized communities. She believes the Committee needs to specifically address the systemic racism and how it affects all communities.

After further discussion, the Committee agreed to the proposed statement below as a more broadly systematic, and intentional statement to bring to the Board of Trustees' meeting on Tuesday, October 27, 2020.

As the fiduciaries of this college, the Board of Trustees of Holyoke Community College are uniquely charged with fulfilling the promise of equity at HCC. At this time of national reckoning, we must acknowledge the racial injustice that is deeply embedded in the fabric of our country. It is the responsibility of each one of us to use this moment to educate ourselves and others, engage in difficult conversations, listen to our Black students, faculty, and staff, as well as students, faculty, and staff of color, and join with others to forge a truly just and equitable society.

Toward that end, our Board is committed to:

- *Affirming HCC as an anti-racist institution*
- *Examining the changes needed to ensure fair and equitable access to education for Black students and students of color*

**HOLYOKE COMMUNITY COLLEGE
BOARD OF TRUSTEES
Equity Committee**

Minutes of October 20, 2020

	<ul style="list-style-type: none"> • <i>Diversifying our faculty and staff to better reflect the students we serve</i> • <i>Providing culturally responsive, anti-racist professional development for faculty and staff</i> • <i>Engaging in implicit bias training</i> • <i>Participating in ongoing reflection, education and action</i> • <i>Engaging in Board training and professional development to support the work of the institution</i> <p><i>To all members of our community: We hope you will join us in listening, learning and working together to uproot institutional racism. It will take all of us to bring about the change that is so desperately needed.</i></p> <p>The Community will continue its work on an equity statement at the next meeting. The Committee will also provide the College with what specific training is needed.</p>
ADJOURNMENT	The meeting adjourned at 4:02 pm.

Respectfully submitted,

Karen Desjeans,
Board Liaison to Chair Johnson