



Eight Point Plan to Address Recent Events Affecting Black Students & Employees at Tacoma Community College

Continued brutality and the murdering of Black people by police prompted me to create and share a [statement](#) with our college. In it, I reiterated the need for each one of us to use our power and voices to create meaningful change. Shortly after, our Board of Trustees also crafted a [statement](#) of commitment and outlined specific actions in support of Black Lives Matter and the Black community. Sadly, the recent shooting of Jacob Blake reminds us that this issue is not improving.

Over the past number of weeks I have worked with Dr. Judy Loveless-Morris (Vice President for Equity, Diversity & Inclusion), the Leadership Team and others to develop a plan for us to do our part in supporting Black students and employees. In creating this plan, we acknowledge that our Black students and employees are not the only ones that experience injustice. Many groups have been promised, but denied equality and their full human rights. The overarching goal of this plan is to begin to create balance in educational outcomes at TCC for everyone, starting with our Black community members.

Several factors inform the current focus of this plan. First, empirical studies¹ show that focusing on everyone at once does not work. By leading our efforts with a deliberate anti-racist lens and emphasis on the Black community, we are also intentionally selecting strategies that seek justice and dismantle inequities for all systemically non-dominant communities². To put it another way, strategies and implementations that improve outcomes for Black people, will also help other groups. Second, our own institutional data³ indicate that a focus on our Black students and employees is warranted. Third, these data, as well as input from over twenty community partners, our Board of Trustees, and campus members in various roles across our institution have resulted in the development of our new [strategic plan, Vision 20/25](#). The strategic plan prioritizes the advancement of equity, diversity, and inclusion and provides indicators that will help us be accountable. Additionally, national collective action, and the recent unjust murders of Black people by police officers demand better treatment of Black people. Taken together, research, our own

¹ Numerous studies exist. For a few examples, see “Race-Based versus Class-Based Affirmative Action in College Admissions” written by Maria Cancian (1998), *When Affirmative Action was White* written by Ira Katznelson (2006), *The Politics of Exclusion* by Leland Saito (2009), and *The Failure of Race Neutral Policies: How Mandatory Terms and Sentencing Enhancements Contribute to Mass Racialized Incarceration* by Traci Schlesinger (2011).

² This term is coined by Dr. Debi Jenkins. To read a fuller explanation of this term, visit <https://documentcloud.adobe.com/link/track?uri=urn:aaid:scds:US:9bbca0c4-f010-4d4b-8a71-aa02710d8338#pageNum=1>

³ Disaggregated data for students can be reviewed in our portal, under “Institutional Research,” “TCC by the Numbers.”

data, collective input, our strategic plan, and recent events informed the development of this plan. Therefore based upon the foregoing, TCC will promptly^{4,5}:

1. Establish a Presidential Task Force to identify, develop, and advise on actions that articulate our college's commitment to access, equity, inclusion, and diversity, for systemically non-dominant populations, especially black students, staff, and faculty.
2. Review and revise all of its institutional policies, using an anti-racist lens within the next five years.
3. Intentionally hire individuals with a history of service and/or teaching, with systemically non-dominant populations.
4. Work to ensure that issues of racism, oppression, social justice, and cultural diversity that impact systemically non-dominant populations, and Black people and their communities (local, national, and global) in particular, are reflected in Instruction.
5. Implement multiple opportunities for professional learning on equity minded hiring, the promotion of racial justice, unpacking implicit biases, Whiteness, anti-Blackness, racism in education, and racial battle fatigue.
6. Offer Affinity Groups to provide a structure for our campus members to affirm and learn about various identities. Affinity Groups will identify and implement actionable change, especially (but not limited to) anti-racism and solidarity among groups, particularly oppressed groups.
7. Intentionally feature and center ideas, scholarship, and works by systemically non-dominant (especially those from Black communities) scholars, students, artists, and communities.
8. Allocate and secure existing and additional resources to ensure this plan's success.

An annual report on the progress of the initiatives listed in this document will be created and shared with the campus and broader community. These reports will ensure transparency and accountability for the implementation of the above efforts.

⁴ Plan was adapted from San Diego State University's 10 Point Plan to Enhance Support for the Black Community

⁵ All actions will be taken within existing legal parameters.