



ACCCA's Commitment to Social Justice and Equity

ACCCA strives to uphold the dignity and humanity of every member. We are committed to equity, anti-racism, and social justice through equity-minded practices, transformative leadership, and community engagement. We believe this commitment is essential to achieving our mission and enhancing our community. ACCCA is committed to equity and social justice for its administrators in order to best serve diverse students on the California Community College campuses.

ACCCA defines *social justice* as both a process and a goal. Social justice is a way of seeing and acting aimed at resisting unfairness and inequality while enhancing freedom and possibility for all. It focuses on how people, policies, practices, curricula, and institutions may be used to liberate rather than oppress others, particularly disproportionately impacted persons.

ACCCA practices *equity* by providing professional development opportunities, mentorship, and advocacy that meet the needs of the association and the members within.

ACCCA is committed to shaping transformational leaders that represent the communities that they serve, especially those who are historically underserved, marginalized, and/or disproportionately impacted. These communities include, but may not be limited to:

- Black, Indigenous, and other People of color (BIPOC)
 - *Black and African American, Native American, Middle Eastern and Arab American, Asian and Asian American, Desi and South Asian American, Pacific Islander American, Latina/o/x, multiracial, and other people disadvantaged due to racial and ethnic identity*
- Lesbian, gay, bisexual, transgender, queer and others (LGBTQ+)
- Women-identified and females
- People who are differently abled and/or those with disabilities
- Non-US citizens
- Undocumented, Deferred Action for Childhood Arrivals (DACA), AB540, and mixed-status families
- Refugee and Special Immigrant Visas (SIV)
- Low-income and those facing basic needs insecurities
- Veterans
- First-generation
- Current and former foster youth
- Non-majority religious and spiritual groups
- Those marginalized by age
- People with limited use of the English language
- Justice-impacted students (people who have been impacted by the carceral system)

ACCCA actively acknowledges and analyzes the historical and societal factors, including systemic injustices and oppression, which have shaped our institutional cultures and the experiences of all members of our association. We are committed to removing structural barriers to equity, invest in equity-minded policies, practices, and resources, and foster a culture where all people can fully participate throughout the Association. We commit to collecting and applying relevant data when making decisions that impact our members, and to understanding obstacles and working toward solutions by:

1. Recognizing our members voices and experiences as primary to ACCCA's work to improve administration of the California Community College system. As such, we acknowledge the impact of identity validation, role modeling, and representation in shaping and expanding member's perceptions of their own potential, the value of their diverse skills, and their aspirations.
2. Investing in continuous professional development opportunities for all members of the association, to better understand factors related to diversity, equity, and inclusion, and to identify and remove historic and systemic inequities through professional development, mentorship, advocacy, and policy reform.
3. Being accountable for, and assessing outcomes of diversity, equity, and inclusion efforts.
4. Responding to incidents of bias, discrimination, harassment, retaliation, and hatred.
5. Working collaboratively to recommend and maintain policies, processes, and plans that align with a culture of respect, equity, and inclusion.
6. Challenging assumptions and centering traditionally marginalized voices and perspectives while accepting the discomfort inherent in applying and investigating race-conscious approaches.

Despite how difficult the task, we are committed to holding one another accountable through the necessary cycle of making mistakes, acknowledging our knowledge gaps, practicing humility, embracing teaching moments, and continuing our learning in order to prioritize diversity, equity, and inclusion throughout our organization going forward.

Note: Much of this statement was adapted from American River College and Cerritos College equity initiatives.