

Racial Equity Statement

FACE Department feedback on Document.

Here are the comments, anonymously from our Department meeting.

Essentially this **document isn't ready to be accepted.**

Further input is required.

My concern about the Racial Equity Document is that the **College is setting themselves up for further division instead of inclusion of all educational process scenarios.** If I were taking chemistry for the first time and didn't know the symbol for oxygen, I would expand my knowledge. Collective Consciousness Raising or brainwashing, not sure which you are reaching for here. **What happened to "All are Welcome"**. Is collective well being ok if some get left behind **because collectively, we are all better?**

This **"privilege"** language doesn't belong here. **Our students "earn" their degrees at BCFeed**

Shouldn't we want rather to **improved communication on the current plan**, which believe it or not I have seen work in favor of all ethnic groups on campus, even white people.

My concern about the equity document that we are being asked to vote on is that it needs to come with more explanation.

- **Is this replacing the already existing equity statement that BC has?**
- **What will be done with this document?**

Is this only to address racial equity?

Should there be a statement for **all other population groups that need fair treatment IE: LGBTQ, those with disabilities, etc.?**

I am not averse to the renewed commitment document. However, I would like to see it included within the **overall Equity plan.**

I am not sure about how I feel **about "reactive" under the accountability section.** For me this implies without thought but, I also understand that it is about taking action (reacting to..). I like **MAP (mindful, active and proactive)** which implies we are mindful of ourselves and our own accountability, we are mindful of others and their feelings/perception, as well as active and proactive.

I also think they could **reduce the spacing between** diversity and integrity (pg. 1) so the document fits on 3 pages:). This is just a formatting issue which is probably the result of attaching it to the email:)

Totally **agree** with document.

Dismantling is a negative word, (dismantling institutional barriers).
Improving is a far better way to frame this statement.

The whole document is negative.

BC does things right, can we improve at some things, yes.

I choose **not** to comment

I choose **not** to be included in the survey

The FACE Department meeting was held on Friday, November 20, 2020 .

These statements reflect 9 full time faculty.