

**THE SINCLAIR COLLEGE BOARD OF TRUSTEES  
ESTABLISHES AN ANTI-RACISM POLICY AND PROVIDES  
ADDITIONAL FUNDING FOR STRATEGIC  
DIVERSITY, EQUITY, AND INCLUSION INITIATIVES  
(RESOLUTION #2020-16)  
JUNE 23, 2020**

***With this resolution, the Sinclair Community College Board of Trustees declares that systemic racism broadly diminishes the students, colleagues, and community of Sinclair Community College and calls for all affiliated with Sinclair Community College to not only “not be racist,” but to be actively and functionally anti-racist. The established Sinclair College Strategic Priority of Diversity, Equity, and Inclusion will be provided additional funding through a \$1 million dollar allocated reserve fund to be expended over the next three to four years.***

WHEREAS, recent examples of violent deaths of African Americans bring to the forefront the systemic racism, continuing harassment, and violence towards African Americans; and

WHEREAS, the larger issues raised include the longstanding patterns of racism ranging from covert to aggressive, spanning from cradle to grave, effectively working to erode and misshape the lives and life outcomes of too many Americans; and

WHEREAS, as we work through the challenges of the pandemic coronavirus and as we work to rebuild the economy from the grips of recession and high levels of unemployment, we must now also face the fact that racial inequality within the foundation of our society continues to result in too many Americans left behind in health, education, family, economically, and civic participation; and

WHEREAS, several area organizations of import to Sinclair Community College, including the Montgomery County Commissioners, have declared racism a severe health crisis across our community; and

WHEREAS, Sinclair has a top strategic priority of being an educational organization that is socially and racially just, inclusive, and equitable; and

WHEREAS, Sinclair believes that to a great degree the pathway to true social justice and economic equity is enabled through education, with Sinclair being an open access college providing education for the most vulnerable members of our community; and

WHEREAS, the direct and indirect effects of racism have numerous intersections within and across Sinclair, as the college is:

1. Among the largest employers in the region
2. Educating the largest number of undergraduate college students in the region
3. Among the largest workforce training organizations in the region
4. The college of choice for a large number of African American students
5. Supporting and catalyzing a significant number of community development initiatives

6. Maintaining a police and public safety department
7. Maintaining a police training academy
8. Headquartered in Dayton, Ohio on property that physically centers on the intersection of diverse communities

NOW, THEREFORE, BE IT RESOLVED by the Sinclair Community College Board of Trustees that

1. Racism and injustice in all its functions and forms is condemned; and
2. A stance of being “not be racist” is not enough for Sinclair Community College. Working actively to be systemically anti-racist is the expected attitude and work of those within the Sinclair community; and
3. The Sinclair Strategic Priority of Diversity, Equity and Inclusion shall be promptly amplified and intensified through new and increased strategic college resources, including the creation of a new \$1 million-dollar allocated reserve to be expended over the next three to four fiscal years in support of this strategic priority; and
4. As the future unfolds, all employees (including all faculty, staff, administrators), shall increasingly have a recurring record of training and professional development that includes the history, structures, and effects of institutional and systemic racism in America (and how racism can manifest within Sinclair); and
5. All employee hires, rehires, promotions and those whose employment continues by Sinclair shall, in carrying out their job duties, act and speak in ways that clearly demonstrate that they are overtly aligned with Sinclair’s strategic priorities of Diversity, Equity and Inclusion; and
6. The Sinclair Police Department, and the separate Sinclair Police Training Academy, both shall have a special consistent attention from college leadership to ensure that community policing values are promoted and operationalized in a manner consistent with the best practices in anti-racism law enforcement reform; and
7. Working with departments across the college, the Sinclair Department of Research, Analytics and Reporting shall develop, maintain, and provide upon request a portfolio of robust analyses and reporting of holistic Diversity, Equity and Inclusion measures of Sinclair employment, compensation, student enrollment, student outcomes, employee satisfaction and attitudes, student satisfaction and attitudes and any other best practice measure that allows tracking and understanding of progress in this area; and

BE IT FURTHER RESOLVED that the Sinclair President will periodically report to the Board of Trustees a summary of that which is being accomplished to operationalize, enforce and reward these values and policy priorities.

**BOARD ACTION:** A motion was made to approve the resolution by Chairman Dan Sadlier and seconded by Trustee Jonathan Hollingsworth. The motion carried unanimously.