

Policy Information

Number: 1C.6

Name: Racial Equity Policy

Author: Policy Committee

Effective Date: February 27, 2020

Next Review Date: AY 2023–2024

Part 1. Policy Background.

North Hennepin Community College is dedicated to upholding anti-racist and inclusive work practices and moving toward systems that benefit us all. We acknowledge that we are on Indigenous land, the traditional territories of the Dakota people. We recognize that human diversity is a fundamental strength of our community and that racism and oppression have caused the long lasting and grievous harm or historical trauma. North Hennepin Community College, together with historically marginalized communities, is committed to advancing racial equity, closing the opportunity gap, and improving college access to communities that experience racial inequities. North Hennepin Community College will incorporate racial equity as a standard part of decision-making processes as we strive for a complete state of physical, mental, and social wellbeing across the student and employee experience.

In order to reduce racial inequities, it is necessary to address broad social, economic, and political factors that result in systemic disadvantages as well as the needs, assets, and challenges of communities experiencing racial inequities. The college acknowledges and embraces the role it can play in developing policies, investments, and procedures that advance equity.

Part 2. Definitions.

Subpart A. Anti-Racist

Anti-racist refers to active opposition to racism and promoting racial tolerance, in action and communication.

Subpart B. Indigenous

Indigenous is referring to the original inhabitants of the land that is now recognized as the United States of America.

Subpart C. Racism

Intentional or unintentional prejudice, discrimination, or antagonism that contributes to a system of oppression based on race.

Subpart D. Historical Trauma

The cumulative emotional harm of an individual or generation caused by a traumatic experience or event.

Subpart E. Historically Marginalized Communities

Communities who have been relegated to unimportant or powerless positions within a society or group.

Subpart F. Systemic Disadvantages

The systemic patterns of behavior, policies, or practices that are part of a structure which create or perpetuate disadvantage for racialized persons.

Part 3. Campus Commitment.

North Hennepin Community College will provide resources to make racial equity an integral part of all programs, policies, and procedures it implements. This policy requires that considerations of racial equity, that is, fairness and justice, are embedded in decisions at all levels of the college, including leadership, operations, classrooms, pedagogy, programming, investments, facilities, and policy development. The goal of this policy is to institutionalize an approach to decision-making, pedagogy, program and policy development, implementation, and evaluation, which improves outcomes and reduces educational racial disparities and inequities for the people we serve.

Part 4. Campus Review.

Review Action

Date(s)

Diversity, Equity, and Inclusion Committee Review:

March 11, 2019

Campus Community Review Period:

March 27, 2019–April 11, 2019

AFSCME Review:

November 5, 2019

MAPE Review:

November 5, 2019

MMA Review:

November 5, 2019

Shared Governance Council Review:

December 22, 2019

Student Senate Review:

November 1, 2019

Interim President Jeffrey Williamson Approval:

February 27, 2020

Campus Community Dissemination:

September 22, 2020

History

- New policy created Spring 2019; approved by Jesse Mason by proxy for Interim President Jeffery Williamson.