WHEREAS, the California community colleges are strongly supportive of an inclusive higher education

system that reflects the diversity of California;

WHEREAS, it is critical for our state's economic future to ensure that all Californians have equal access

to higher education regardless of their race, ethnicity, gender or socioeconomic status;

WHEREAS, the ethnic and racial make-up of California's community colleges track relatively closely

with California's demographics;

WHEREAS, elements of Proposition 209 – passed in 1996 –prohibits public entities on making decisions

on awarding contracts, hiring or admissions to higher education institutions to be influenced by race,

ethnicity, gender or other demographic information;

WHEREAS, the passage of this proposition has made it more difficult, increased the length the time and

costs of hiring a diverse pool of faculty and staff;

WHEREAS, this has resulted in a decrease in our college's ability to hire faculty and staff that are

representative of the students and communities we serve;

WHEREAS, research has proven that hiring faculty and staff that reflect the demographics of a student

body increases student success and equity;

WHEREAS, a student is more likely to be academically successful if they have a faculty member who

comes from a similar background and can that they can identify with;

WHEREAS,nearly 25 years after the enactment of Proposition 209, it is clear that the proposition has

hurt, not helped, California by prohibiting time-tested affirmative action programs that bolster education

and job opportunities for underserved communities;

WHEREAS, on the November 2020 ballot Proposition 16 would give California voters a chance to repeal

these provisions that make it more challenging to hire a diverse faculty and staff pool;

RESOLVED, the [DISTRICT NAME] endorses Proposition 16 as it appears on the November 2020

ballot.

RESOLVED FURTHER, that the [DISTRICT NAME] urges all California voters to support and vote for

the passage of Proposition 16 to restore local control to our colleges and other public entities by allowing

them to consider characteristics such as race, ethnicity, and gender when making decisions on how best to support the communities they serve.