

## **Resolution of Commitment and Support**

### **The Northern Virginia Community College Board**

**June 22, 2020**

**WHEREAS**, the members of the Northern Virginia Community College Board, as recently as our last meeting, recommitted the College to an educational mission based on the principles of access, opportunity, student success and excellence and to the strategic goals of ensuring Every Student Succeeds, Every Program Achieves and Every Community Prospers on the pathway to the American Dream; and

**WHEREAS**, diverse, equitable, and inclusive environments are necessary for all students to succeed, and NOVA's success requires a focus on all three dimensions in order to foster an effective and supportive learning and working environment;

**WHEREAS**, NOVA's shared values include promoting equality for all who seek to improve their lives and a unifying belief in the worth, dignity and human potential of each individual who participates in the programs and services of the College; and

**WHEREAS**, these College values also include a recognition of a shared responsibility to build and maintain a college environment that encourages all individuals to realize their potential and to provide the diverse learning support and growth opportunities each person needs to be successful in a caring environment for students, faculty, staff and the community in general; and

**WHEREAS**, these values are a promise to our students, faculty and staff, that none of them will have to wait for equity in opportunity at NOVA and that this Board and our College leadership have a shared responsibility to make this promise real in a culture that finds and draws strength in diversity; and

**WHEREAS**, despite having been a majority-minority institution for fourteen years, since Fall 2006, we recognize that NOVA can and must do more to face and systematically address the impact of inequality and structural racism that harm our College community and, in turn, our service region; and

**WHEREAS**, as Board Members, community leaders, and advisors to the College President, we recognize that our words must be followed by administrative actions and that these actions must be equity-minded and ultimately deliver in removing barriers to the College's mission; now, therefore,

**BE IT RESOLVED BY THE NORTHERN VIRGINIA COMMUNITY COLLEGE BOARD**, that we hereby call upon NOVA's leadership, faculty and staff to seize this opportunity to act on the institution's shared values with renewed purpose and integrity, to embody – in the words of the Reverend Dr. Martin Luther King, Jr., the “inescapable network of mutuality” in achieving and sustaining our educational commitments to the region.

**BE IT FURTHER RESOLVED**, that we ask our leadership, faculty, staff and students to identify specific, measurable, visible actions that can improve diversity, equity, and inclusion in our college's practices and outcomes and to do everything possible, within their roles, to eliminate implicit bias in policies and practices while improving NOVA's climate and culture for the full and ever-expanding diversity of our college community.

**BE IT FURTHER RESOLVED**, that the suggested improvements take the form of commitments for the upcoming year that can be tracked to measure NOVA's progress in removing inequality and structural racism. For as is so clearly memorialized in our values statement, "We believe our worth as a community college is measured by the quality and timeliness of our response and service to the community." The college understands and acknowledges that it is part of a larger community and we are strengthened by our resolve to dismantle structural racism and to transform lives and communities. These are times that can and should test NOVA. To quote James Baldwin, "Not everything that is faced can be changed, but nothing can be changed until it is faced." We must collectively rise up to the occasion and we will.