

Resolution in Support of Black Lives Matter Week of Action
Passed by Representative Council of the Faculty and Staff Federation on January 23, 2018

Whereas, the Faculty and Staff Federation of CCP stands for racial justice and human dignity for all our students and colleagues, and;

Whereas, there are far too few Black educators and educators of color in proportion to the number of students of color in at Community College of Philadelphia;

Whereas, African American students at CCP make up more than half of the student body, and approximately 75% of the student body are students of color;

Whereas, zero tolerance discipline, in which students receive harsh punishments for all disciplinary infractions, including minor issues, and over-policing of youth in Philadelphia has proven to be ineffective in the reduction of disciplinary problems, and Restorative Practices has proven to be a powerful tool in the reduction of disproportionate discipline;

Whereas, the vast majority of CCP students attended public school in Philadelphia prior to attending CCP;

Whereas, zero tolerance discipline and the school-to-prison pipeline in Philadelphia public schools negatively impacts the educational opportunities of future CCP students;

Whereas, CCP's own Student Code of Conduct relies on punishing students for violations rather than a Restorative Practices framework;

Whereas, unconscious bias and institutional racism are deep-rooted in individuals and organizations and require ongoing education, reflection and action;

Whereas, we acknowledge the racist funding practices from the City of Philadelphia and the State of Pennsylvania that have resulted in CCP students shouldering 60% of the operating costs of the College in the form of tuition;

Whereas, we recognize the toxic impact on our Black students and their families who disproportionately experience higher rates of police brutality and racial profiling;

Whereas, public school teachers in Seattle and Philadelphia have initiated a national call to action to participate in weeklong Educators for Black Lives Matter Week highlighting the Black Lives Matter's 13 Guiding Principles (Restorative Justice, Empathy, Loving Engagement, Diversity, Globalism, Transgender Affirming, Queer Affirming, Collective Value, Intergenerational, Black Families, Black Villages, Unapologetically Black) therefore be it

Resolved, that the Faculty and Staff Federation of Community College of Philadelphia supports the national Black Lives Matter at School Week from February 5th to February 11th, 2018 and

encourages its members teach lessons that address the School-to-Prison pipeline, Black women empowerment, Black LGBTQ community and Black History;

Resolved, that the Faculty and Staff Federation of CCP recommends that members attend two additional events related to the BLM Week of Action: “How to Make Black Lives Matter in Our Classrooms, Teaching Practice and Institution,” on January 30th; and “Roundtable on Colorism: Women of the African Diaspora,” on February 6th; and

Resolved, in solidarity with the national demands of the Black Lives Matter Week of Action, the Faculty and Staff Federation of CCP commits to working to align our union with the 13 guiding principles year-round and support restorative justice practices, anti-racism and diversity training for faculty and staff, and position our union at the forefront of initiatives to increase recruitment and retention of Black faculty and staff.