

The Anti-Discrimination Resolution

As the student body of IVC we have a duty to serve all students and all protected classes by promoting our values of Diversity, Equity, Inclusion, and Accessibility (DEIA). This serves as an addition to the Anti-Racism Pledge created in 2021. The resolution uses clauses of the SOCCCD AR3430 Board Policy. IVC has an extremely diverse student body not just in race, but in gender, physical ability, and life experiences. Discrimination is not limited to just one group or issue, but to varying underlying causes that are reflective of our society today. DEIA for one means DEIA for all.

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- Identify how discrimination, based on but not limited to SOCCCD Board Policy AR3430, of national origin, ethnicity, immigration status, race, color, physical appearance, genetic information, religion, age, sex, gender, gender identity, gender expression, medical condition, military and veteran status, ancestry, sexual orientation, marital status, physical or mental disability, and/or pregnancy has affected students on campus and their educational outcomes.
 - Respect the religious values, views, and opinions of all individuals and/or groups on campus.
 - Respect the opinions of everyone on campus to support and encourage freedom of speech that does not violate SOCCCD district policy, federal, or California state law per SOCCCD AR3430
 - Identify how discrimination has limited the roles and contributions of individuals and groups, and how these limitations have challenged, and/or continue to challenge, our IVC campus community
 - Encourage all faculty, staff, and students, when made aware, to advocate on behalf of groups who have been subject to discriminatory actions or remarks with or without malice
 - Encourage the inclusion and representation of all groups to support diversity of thought and experience within IVC
 - Be aware of intersectionality and how different and combined forms of discrimination limit the potential of students
 - Coordinate with organizations and concerned agencies that promote the contributions, heritage, culture, history, health, basic resource needs of diverse population groups, and promote a safe and inclusive environment for all
 - Actively work to clearly define (and redefine as necessary) key terms related to discrimination; routinely and critically reflect on anti-discrimination efforts to ensure their relevance and effectiveness
 - Commit to removing barriers that would inhibit equity, and take active steps to combat against bias and discrimination
 - Participate in Diversity, Equity, Inclusion, and Accessibility (DEIA) and Title IX trainings and summits