



Foothill College Academic Senate
Resolution on Supporting the Mental Health of Black Students
May 2021

Whereas, the murder of George Floyd and continued police-involved killings of black lives has reopened a psychological wound for black students and revealed unique challenges within mental health services;

Whereas, the experience of racism – both direct and indirect in the form of microaggressions or exposure to racism through course content – can have a devastating effect on the mental health of black students;

Whereas, predetermined consequences such as expulsions, suspensions, and referrals to law enforcement for specific offenses disproportionately affect black students and often can lead to depression, anxiety or addiction as a result of zero-tolerance discipline policies; **therefore be it**

Resolved, the Foothill College Academic Senate commits itself to the psychological well-being of black students by recognizing that a trauma-informed practice recognizing signs, symptoms, and risks will better support the mental health needs of our black students, and, be it further

Resolved, the Foothill College Academic Senate creates conditions that strengthen anti-racism awareness by promoting on-going professional development for faculty in unconscious bias, racial trauma, and racial diversity, and, be it further

Resolved, that the Foothill Academic Senate work with administration and student groups to develop a responsible student conduct and disciplinary framework centered on restorative justice principles based on Inclusive Decision-making, Active Accountability, Repairing Harm, and Rebuilding Trust.¹

¹ Karp, D. R., & Armour, M. (2019). *The Little Book of Restorative Justice for Colleges and Universities*.