



## **Feather River College Board Adopts Statement Rejecting Racism and Supporting Diversity**

For Immediate Release  
July 8, 2020

During a special meeting on Tuesday, July 7, 2020, the Feather River College (FRC) Board of Trustees had a single agenda item: to adopt a resolution rejecting racism and supporting diversity. The special action was in response to both national and local events, and to demonstrate the board's resolve for supporting students and employees at FRC. Included in the resolution, the FRC Board endorsed existing policies that support diversity, equity, and freedom to pursue an education.

The Board further reaffirmed their stance on the Code of Ethics and prohibition of harassment and discrimination. "Taking it a step further, I believe that the Board of Trustees wanted to send a clear signal that self-worth, dignity, differing opinions, and respect are all core values at FRC," commented Dr. Kevin Trutna, Superintendent/President. He added, "Included in the statement is the fact that the Board of Trustees affirms and recognizes the right of individuals to freely express their opinions and speech under the First Amendment. FRC purposefully fosters an inclusive environment to support the development, potential, and value of all individuals."

The FRC Board pledged to denounce and combat incidents of racism and hate that occur within the District. They further resolved to create and support a safe environment and community for all students. In closing the resolution, the FRC Board of Trustees vowed to make decisions with a deliberate awareness of impediments to learning faced by students of color and/or diverse cultural, linguistic, or socio-economic backgrounds. Feather River College was recognized in the latest accreditation report for social justice work and creating a culture of openness and inclusivity. Further, FRC was recently awarded an Engaging Excellence Fellowship funded by the Bill & Melinda Gates Foundation for its strength in retaining and graduating underserved student populations. "This is only a starting point for improving inclusivity and promoting equity," commented Dr. Trutna, "The Board gave me very clear direction that hate, racism, and discrimination are not to be part of Feather River College. It is now our collective duty to advance and protect this ideal while FRC operates in a manner that supports our students as they work toward their educational goals."

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**RESOLUTION # 20/21-03**  
**REJECTING RACISM AND SUPPORTING DIVERSITY AT FEATHER RIVER**  
**COLLEGE**

**WHEREAS**, the Feather River Community College District (“FRC” or “District”), through its policies and values as a District, rejects racism and supports diversity within the District;

**WHEREAS**, the FRC Board of Trustees has adopted various policies regarding and supporting diversity at the District, including: Key Principles; Value Statements; Board Policies 3050 (Code of Ethics), 3410 (Nondiscrimination), and 3430 (Prohibition of Harassment); and Administrative Procedures 3050 (Code of Ethics) and 3430 (Prohibition of Harassment);

**WHEREAS**, the FRC Board of Trustees is committed to governing by and enforcing the ideas reflected within its adopted policies;

**WHEREAS**, the FRC Board of Trustees believes that diversity among the District’s community of students, staff, parents/guardians, and community members is integral to the success of the District’s vision, mission, and goals;

**WHEREAS**, the FRC Board of Trustees prohibits unlawful discrimination, including discrimination against an individual or group based on race, color, ancestry, nationality, national origin, immigration status, ethnic group identification, ethnicity, age, religion, marital status, pregnancy, parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, gender expression, or genetic information; a perception of one or more of such characteristics; or association with a person or group with one or more of these actual or perceived characteristics;

**WHEREAS**, the FRC Board of Trustees prohibits harassment based on race, color, national origin, ancestry, religious creed, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation of any person, military and veteran status or the perception that a person has one or more of these characteristics;

**WHEREAS**, the FRC Board of Trustees adopted a Code of Ethics which offers a series of values to collectively serve as a Statement of Ethics, which is meant as the articulation of collective ethics and to guide the ethical deliberations of each member of the FRC community;

**WHEREAS**, pursuant to the adopted Code of Ethics, the FRC Board of Trustees values: a respect for persons; collegiality and individual responsibility; commitment to doing no harm and promoting increased individual self-worth, dignity and safety; the right to learn and work in a safe environment free of discrimination; honesty and openness; respect of differing opinions; supporting decisions made by the majority while respecting the rules of democracy and providing constructive analysis free of personal prejudices and biases; freedom which includes

investigating and describing their values and beliefs, exploring and discussing controversial points of view, and advocating what they believe is in the best interest of the college; students right to be free from indoctrination and other forms of miseducation that fail to respect the autonomy of the student; and a sense of place;

**WHEREAS**, the FRC Board of Trustees is also committed to celebrating individuals, including the uniqueness of the individual by affirming that personal identity and cultural heritage are the base from which each person may aspire to any height;

**WHEREAS**, the FRC Board of Trustees affirms and recognizes the right of individuals to freely express their opinions and speech under the First Amendment;

**WHEREAS**, the FRC Board of Trustees intends for these policies to support the District's goal of rejecting racism and supporting diversity;

**WHEREAS**, the FRC Board of Trustees desires to continue to advance its goals and policies to support diversity;

**WHEREAS**, the FRC Board of Trustees affirms its responsibilities under The Accrediting Commission for Community and Junior Colleges standards, specifically to act in a manner consistent with its policies and bylaws, and to regularly assess its policies and bylaws for their effectiveness in fulfilling the college/district/system mission and revises them as necessary and to uphold a code of ethics and conflict of interest policy, and individual board members adhere to the code.

**NOW THEREFORE, BE IT RESOLVED** that, to meet the FRC beliefs and commitments, the Board will implement the following actions:

- Continue to denounce and combat incidents of racism and hate that occur within the District;
- Continue to promote and support diversity amongst students and District staff;
- Continue to create and support a safe environment and community for all students;
- Engage students and District staff to learn how the District can further advance these goals;
- Continue to adopt policies that are consistent with the District's goal of supporting diversity; and
- Continue to protect and recognize the rights of students and District staff.

**BE IT FURTHER RESOLVED**, the FRC Board of Trustees vows to reflect upon its policies values and goals to ensure its commitments to all members of the District's community.

**BE IT FURTHER RESOLVED**, the FRC Board of Trustees vows to make decisions with a deliberate awareness of impediments to learning faced by students of color and/or diverse cultural, linguistic, or socio-economic backgrounds.

**PASSED AND ADOPTED** by the Board of Trustees of the Feather River Community College District, Quincy, California at a public meeting thereof duly called and held on July 7, 2020, by the following vote:

AYES: Elliott, McNett, Sheehan, Ware, Student Trustee Wilson  
NAYS: N/A  
ABSENT: Saxton  
ABSTAIN: N/A

I, Dr. Dana Ware, Board President of the Board of Trustees of the Feather River Community College District, do hereby certify that the foregoing is a full and correct copy of a Resolution adopted by the Board at a duly called and conducted meeting held on July 7, 2020.

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### **About Feather River College**

Feather River Community College District, located in Quincy, California, is a small, rural public community college offering courses in transfer programs, career and technical training, basic skills education and celebrated its 50<sup>th</sup> Anniversary during the 2018-19 academic year. In May 2018, FRC awarded California's first community college bachelor's degree in Equine and Ranch Management as one of only 15 community colleges statewide authorized to offer a bachelor's degree. FRC offers small classes where students receive individual attention from faculty and staff in its location known as "the million acre classroom." Unique programs in equine studies, outdoor recreation leadership, fish and wildlife hatchery, and environmental studies enhance traditional transfer programs and technical training. Student dormitory housing is available. FRC boasts an accomplished athletic program with several men's and women's championship sports supported by the local community. The Board of Trustees recently adopted an ambitious plan ensuring that FRC is a leader in environmentally sustainable practices. Academically, FRC ranks at the top for transfer, graduation, and retention rates amongst small California community colleges. For further information, contact (530) 283-0202 or visit [www.frc.edu](http://www.frc.edu).