

The State of Washington



Proclamation

WHEREAS, despite efforts to diversify hiring and recruiting practices at community and technical colleges, faculty of color are underrepresented, experience isolation and professional barriers in higher education, and experience systemic challenges that remain unaddressed; and

WHEREAS, the rate of full-time faculty of color across the Washington State community and technical college system has remained between 14 and 16 percent since 2010, suggesting a need for both strong mentorship and more transparent support systems; and

WHEREAS, increasing collaboration and networking opportunities across institutions creates an inclusive community impacting the success and the retention of faculty of color at their respective institutions; and

WHEREAS, offering professional learning opportunities targeted towards making the link between student success and faculty development explicit improves instructional quality and developing individual and collective professional capacity results in effective cross-cultural communication; and

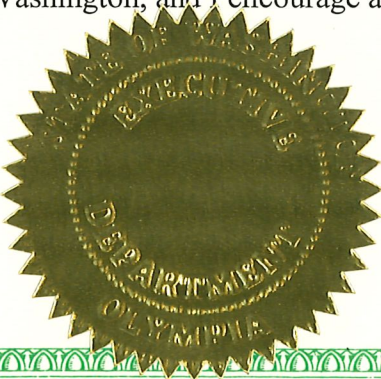
WHEREAS, faculty are completing ongoing professional development, individual mentoring, and group mentoring throughout the college year, which is integral to the growth and longevity of our faculty of color in our community and technical colleges; and

WHEREAS, this year, 83 faculty of color mentors and mentees from 24 Washington State community and technical colleges are volunteering their time and talent to support faculty of color throughout the Washington State college system;

NOW, THEREFORE, I, Jay Inslee, Governor of the state of Washington, do hereby proclaim October, 2018, as

Faculty of Color Cross-Institutional Mentorship Program Month

in Washington, and I encourage all people in our state to join me in this special observance.



Signed this 3rd day of July, 2018

Governor Jay Inslee