



**RESOLUTION NO. 22A**  
BEFORE THE GOVERNING BOARD OF THE  
CONTRA COSTA COMMUNITY COLLEGE DIST  
COUNTY OF CONTRA COSTA, STATE OF CALIFORNIA

**BLACK HISTORY MONTH RESOLUTION**  
**February 2025**

**WHEREAS**, Black History Month was first recognized as Negro History Week in 1926 by historian and author Dr. Carter G. Woodson and the Association for the Study of Negro Life and History, and was expanded in 1976 by President Gerald Ford to a month-long celebration; and

**WHEREAS**, celebrated annually in February, Black History Month provides the country with an opportunity to honor and celebrate the significant contributions and achievements of Black Americans throughout U.S. history, reflect on the ongoing journey toward racial equity and justice, and recognize the resilience and impact of Black Americans on American society and the world, despite persistent racial inequities and systemic racism; and

**WHEREAS**, the 2025 theme, "African Americans and Labor," explores the impact of Black Americans' work and how it has been transformational throughout the U.S., Africa, and the Diaspora. This work includes not only the traditional agricultural labor of enslaved Africans but also debates among Black educators on the importance of vocational training, self-help strategies, and entrepreneurship in Black communities, as well as organized labor's role in fighting both economic and social injustice; and

**WHEREAS**, this work also includes compensated labor in factories, the military, government agencies, office buildings, public service, and private homes, as well as community-building efforts by social justice activists, voluntary workers serving others, and institution-building in churches, community groups, and social organizations. Understanding Black labor and its impact in all these settings is integral to understanding Black people and their histories, lives, and cultures; and

**WHEREAS**, 2025 marks the 100-year anniversary of the creation of the Brotherhood of Sleeping Car Porters and Maids by labor organizer and civil rights activist A. Philip Randolph, which was the first Black union to receive a charter in the American Federation of Labor; and

**WHEREAS**, the achievements of Black Americans in fields such as science, technology, engineering, mathematics (STEM), arts, and literature have advanced intellectual and cultural progress globally; and

**WHEREAS**, American history recognizes Black history and Black people as a pivotal driving force in propelling the nation forward towards a social and racial justice reckoning in exercising and fulfilling our collective civic duty to protect the rights and freedom of all Americans; and

**WHEREAS**, California Education Code Sections 37221 and 37222 stress the importance that our history curriculum of community, state, region, nation, and the world must reflect the experiences of individuals of different racial, religious, and ethnic groups; and

**WHEREAS**, Black History Month encourages society to preserve the civil rights of all citizens and to amplify the voices and experiences of Black communities; and

**WHEREAS**, 4CD is dedicated to providing all students and employees educational and meaningful opportunities to understand and appreciate the richness of Black culture and its impact on the past, present, and future of American society, not only during the month of February but throughout the year; and

**WHEREAS**, the Contra Costa Community College District (4CD) employs 11% of its workforce who identify as Black or African American and serves a student population that includes 9% who identify as Black or African American; and

**WHEREAS**, 4CD is committed to fostering a sense of belonging for all Black employees and students by investing in professional development that encourages a respectful, inclusive, and culturally responsive environment; and

**WHEREAS**, 4CD is dedicated to closing opportunity gaps and celebrating Black excellence to ensure that Black students can achieve their full academic and personal potential through programs like Umoja, Black Student Union, Tembo, Soul Sistaz, African American Male Leadership, Brothers of Excellence, and the Black Student Success Initiative; and

**WHEREAS**, the diversity within Black communities, including women, LGBTQIA+ individuals, and those with disabilities, enriches the broader cultural and social fabric of our district and society; and

**WHEREAS**, Black culture, innovations, and contributions in areas such as music, literature, sports, and the civil rights movement have had a profound influence on global society;

**NOW, THEREFORE BE IT RESOLVED**, that the 4CD Governing Board hereby adopts Resolution No.22A to encourage the celebration of February 2025 as Black History Month and supports and values events and activities that recognize and honor the contributions Black people continue to make within the local and national economy, culture, and identity of our democracy.

**ADOPTED** this 19<sup>th</sup> day of February 2025 by the 4CD Governing Board.

Approved:

A handwritten signature in black ink, appearing to read "Andy Li".

Andy Li, President  
4CD Governing Board

Attested to:

A handwritten signature in blue ink, appearing to read "Fernando Sandoval".

Fernando Sandoval, Secretary  
4CD Governing Board