

Academic Senate Resolutions for Consideration June 2020

Adopted June 22nd, 2020

Faculty Anti-Racism Leadership at Foothill College

Whereas, Foothill College faculty have long championed student equity and have worked tirelessly to attempt to disrupt the historical systemic racism that cause the persistent, identifiable, predictable, race-based differences in educational access and outcomes for our students (i.e. the "equity gap");

Whereas, the students of Foothill College and California Community College Chancellor Eloy Oakley Ortiz have called on us to act with urgency and intentionality to support the goal of racial equity, and have presented us with specific recommendations for action;

Whereas, we realize that eliminating historical systemic racism in our institution will require change at every level of the college, including curriculum, pedagogy, and classroom culture, and as these that fall solely within faculty purview, we are the only ones with the power to create the essential changes in these areas;

Resolved, we act upon our expressed solidarity with our Black students and community members by committing to engaging in open and frequently uncomfortable dialogue about structural racism at Foothill and our roles as faculty agents within that system;

Resolved, that the Foothill Academic Senate produce a vision of inclusive classrooms and anti-racism curriculum and pedagogy consistent with the suggestions proposed by the students of Foothill College and the CCCC; and,

Resolved, that the Foothill Academic Senate work with administrative leaders to develop an action plan (that will be included as part of our campus' Strategic Equity Plan) to implement our vision.

Creation of Ethnic Studies Department

Humanities, Language and Rationality);

Behavioral Sciences,

Whereas, ethnic studies classes can provide students safe academic spaces to study race, ethnicity, indigeneity with a focus on the experiences and perspectives of people of color within the United States and to practice theories of resistance and liberation to eliminate racism and other forms of oppression;

-educated population is essential to sustaining a democratic and just society, we commit to the work of equity, which is to dismantle

an educational community and ensure that Foothill is an inclusive and safe learning environment; and,
be it further

Resolved, that the Foothill Academic Senate work with other campus leaders to develop and implement new tools to build our educational community and an inclusive and safe learning environment for

cross-campus team, including research, human resources, technology, faculty, support services, classified staff and others to focus on naming the barriers, identifying solutions, and then rallying the full campus to engage in meeting the needs. Equity plans must take into consideration the non-credit and adult education students, who consist of close to a million students in our system and make up some of the most vulnerable and socially disadvantaged groups. We have all seen campuses do what was previously considered impossible as they responded to COVID-19; it is time to channel that same can-do attitude and community resolve towards addressing equity and structural racism. This work must be led system wide in partnership with district trustees, CEO's/Presidents and all campus leaders at all levels.

Campus leaders must host open dialogue and address campus climate. The murder of George Floyd, ongoing violence projected in the news, increased unemployment, poverty and inequality impact every single community. Now more than ever, our students, faculty, staff and administrators need to feel a sense of agency and must have open and honest conversations about how we come together as an educational community to keep building inclusive and safe learning environments. Our campuses already use surveys, focus groups and town halls to address campus climate, but building community virtually requires new strategies and tools. This work must be led by our campus CEO's/Presidents in partnership with district trustees, campus police, chief student service officers, campus student leaders and their community.

- ◁ June 3, 2020 ["Call to Action" Webinar](#) recording from the California Community Colleges Chancellor's Office