

To: Chancellor Judy Miner
President Thuy Nguyen
Vice-Chancellor Dorene Novotny
Foothill College Academic Senate & Classified Senate
Foothill College Equity & Education Committee

From: Asian Pacific American Network (APAN) members

Date: June 28, 2020

Re: Resolution: Call to Action to Dismantle System Oppression and Institutionalized Racism at Foothill College and FHDA District

Whereas we in the Foothill Asian Pasifika Islander Desi American (APIDA) community recognize that we exist in a stratified racial hierarchy based on white and colonial hegemony – a stratification that both marginalizes us and privileges us;

Whereas we recognize that there are many groups in the APIDA community and that the dominant culture has created the “model minority” narrative for some of these groups as evidence that systemic racism does not exist in America;

Whereas the APIDA community recognizes that racial bias, and specifically anti-blackness, exists within our own cultures and communities;

Whereas the APIDA community recognizes that there is a racial stratification even among APIDA groups;

Whereas we recognize that the FH APIDA community must take responsibility for providing a strong support network and safe spaces for difficult conversations about race within our affinity group;

Whereas we recognize that the FH APIDA community must take responsibility for providing a strong support network for professional development for all constituencies (staff, faculty, administrators, and students) in our affinity group;

Be it resolved that the FH APIDA community, through the Asian Pacific American Network (APAN):

- Will actively engage in ongoing professional development opportunities led by people of color for people of color;
- Will actively engage in difficult discussions within our affinity group about race and anti-blackness in our communities;
- Will reach out to our colleagues in other affinity groups on campus to provide professional development support networks and safe spaces for complex discussions about race.

Furthermore:

Whereas we believe strongly that the activities described above cannot be undertaken in a vacuum, but must be strongly supported by the institution at large;

Be it resolved that the FH APIDA community ask that the district and college demonstrate commitment to the following structural and cultural changes:

- Hiring and Retention: Challenge the white racial frame that pervades our district/institutional culture, a paradigm that accepts a racial hierarchy and translates into anti-black attitudes and action, by hiring and retaining faculty of color, including providing support structures during the tenure process; supporting the promotion/advancement of classified professionals of color; and supporting the professional development of student workers of color
 - Evaluate outreach and recruitment processes, exploring partnerships that build meaningful pipelines of qualified employees of color.
 - Formation of an EO Rep Core, comprised of employees who represent and can speak to non-dominant cultural perspectives; individuals who are provided additional training and support; and individuals appointed to a term of service;
 - Appointment of students as part of the hiring process, either serving on the hiring committee and/or as part of the teaching module of the instructor interview process (faculty hires);
 - Redaction of first and last names of job applicants during the initial review of candidates;
 - Professional development for faculty and classified professionals that is by people of color for people of color, identifying and compensating individuals based on expertise;
 - Provide support networks for new employees of color, create a clear pathway for promotion and implement a system of exit interviews to identify the factors impacting employee departures.
- Decision-making: Acknowledgment that the existing organizational/institutional structure is inherently unequal, favoring those in decision-making roles, and the absence of dissenting voices does not imply agreement nor consent.
 - Ensure that people of color are present, or their expertise and opinion are sought, when decisions are discussed and made related to budgeting, hiring, retention, and curriculum;
 - Ensure that people of color are present in Governance committees;
 - Appoint the Director, Equity, Employee Relations & Professional Development as a permanent member of Chancellor's Cabinet;
- Curriculum: Institutional support of the development of curriculum that includes multicultural and anti-racist content and equity-minded pedagogical practices.

- Support the creation of an Ethnic Studies department that recognizes the field as a distinct discipline for research, theory, and practice.
- Support faculty in the revision of CORs to include multicultural and anti-racist content and methods of evaluation
- Investigate and advocate for policy and regulation that removes obstacles to multi-cultural content and equity-minded pedagogical practices
- Commit resources to offering classes, including ethnic studies classes
- Commit resources (human and financial) that support innovative opportunities for cross-disciplinary collaboration (e.g, learning communities, co-teaching)

APAN Members:

Valerie Fong, Dean/Instructor of Language Arts
 Debbie Lee, Acting Dean of Fine Arts/Communication Studies and Kinesiology/Athletics
 Teresa Ong, Associate Vice-President, Workforce and CTE Programs
 Ram Subramaniam, Dean of STEM
 David Marasco, Physics Instructor
 Voltaire Villanueva, Counselor
 Elaine Kuo, College Researcher, Institutional Researcher
 Stephanie Chan, English Instructor
 Romeo Paule, Director of Campus Bookstore
 Fatima Jinnah, Counselor
 Jue Thao, Counselor
 Kella Svetich, English Instructor
 Sophia Kim, Director, Science Learning Institute
 Clifton Der Bing, Counselor, Psychological Services
 Katherine Lee, Program Coordinator II, Teaching & Learning Center
 Michael Chang, Business Instructor
 Eta Lin, Psychology Instructor
 Keith Lee, Photography Instructor
 Bubba Gong, Dance Instructor
 Matthew Litrus, Mathematics Instructor
 Pauline Brown, Supervisor, Family and Engagement Institute
 Jackie Lauese, Administrative Assistant, Disability Resource Center
 Tilly Wu, Counselor