Date January 22, 2021 [SECOND READ]

To Thuy Nguyen, President

Advisory Council

Community and Communication Council

Revenue and Resources Council

From Equity and Education Council

Re Foothill's Strategic Equity Plan, November 25, 2020 version

Foothill's Strategic Equity Plan (aka Equity 2.0, Nov 25 version) provides in its Part 1 a vision of equity transformation at our college, and in Part 2 provides a blueprint to make it manifest.

The Equity and Education Governance Council affirms both the vision and the blueprint of Equity 2.0. In particular,

* We acknowledge that Equity 2.0 is a living document. It is a seed of change; it requires nurture to flourish. We anticipate change as it takes root and grows.
* We recognize that equity transformation of the college represents an enormous shift in our culture and far-reaching changes to our operations. It impacts every person in the Foothill community. It places on each of us responsibility for the work necessary to bring about equity transformation, and holds us accountable to each other for that work. It is vital that we help each other see ourselves in this plan and understand how we are part of it. It is only Foothill people who can water the seed of change; through a supportive community, we must help each other learn how.
* We acknowledge that institutional leadership is indispensable to the equity transformation envisioned in Equity 2.0, beginning with the President. We call on you to embody that vision, so that every official act is deliberately, intentionally, and transparently chosen to manifest equity transformation at Foothill.
* We anticipate that equity leaders will emerge from every corner of our community, showing us all a path of transformation.
* We believe that it is vital to support our emerging equity leaders through institutional recognition and reward. We must develop an ethic of care for our people as they do the hard and necessary work.
* We model this ethic of care by calling attention to your own equity work to date. Equity 2.0 would not exist without your leadership as our President. We are grateful.
* We anticipate setbacks, detours, and resistance. We recommend that you continue to incorporate views expressed by all college governance bodies as you more fully develop and implement the Part 2 blueprint, and that you respond forthrightly and transparently when differences arise.
* We recommend that you keep our focus on transformation over performance by centering results of equity work and decentering expressions of intent to do equity work.

We of the Equity and Education Council pledge our support for the vision and blueprint of Equity 2.0.