



Foothill College Academic Senate
Resolution in Support of the Equity Strategic Plan (a.k.a. Equity 2.0)
February 2021

Whereas, we recognize that Foothill College faculty have long championed student equity and have worked tirelessly in an attempt to disrupt the historical, systemic racism that causes the persistent, identifiable, predictable, race-based differences in educational access and outcomes for our students (i.e. the “equity gap”), and formally expressed this commitment to equity work in our “Equity Resolutions” of June 2020 that passed unanimously, including [“Faculty Leadership in Foothill College’s Strategic Equity Plan,”](#) [“Anti-Racism Leadership at Foothill College,”](#) and [“Faculty Leadership around Foothill Campus Climate;”](#) and,

Whereas, we also recognize [the students of Foothill College](#) and [California Community College Chancellor Eloy Oakley Ortiz](#) have called on us to act with urgency and intentionality to actively strategize and take action against structural racism, and have presented us with specific recommendations for action; and

Whereas, consistent with the Chancellor's Office Call to Action's suggestion to focus on outcomes over compliance, we recognize the importance of publicizing our deliberate and race-conscious intentions for equity transformation through a Strategic Equity Plan to form a common vision of equity and map out a 5-year strategic process to guide our collective actions and prioritization of resources in our college community; and,

Whereas, after 18 months of careful and deliberate work, capturing the voices of students, staff, faculty and administrators, the Foothill College Office of Equity recently published the Equity Strategic Plan (a.k.a. “Equity 2.0”), and presented it to the Academic Senate, Classified Senate, ASFC, campus governance councils, and administrative offices and areas, and intends to present this iteration of the Plan to the FHDA Board of Trustees on February 1, 2021 while also acknowledging that it is living document, requiring an iterative process of ongoing review and modification; and,

Whereas, we recognize that Equity 2.0 seeks to illuminate a shared *vision* of equity for the college and is not intended to propose specific individual, cultural, or institutional actions to reach that vision, but rather that those actions will be guided by Equity 2.0 and created by the appropriate departments, programs, and service areas in collaboration with the Office of Equity; and,

Whereas, we recognize that as faculty we are the only ones with the power to create essential changes in areas of faculty purview such as curriculum, pedagogy, and classroom culture, and in our Equity Resolutions of June 2020 we resolved to produce a

vision of inclusive classrooms and anti-racist curriculum and pedagogy and work with administrative leaders to develop an action plan to implement our vision; therefore be it

Resolved, that we support the Office of Equity in the adoption of this current version of Foothill's Strategic Equity Plan ("Equity 2.0"), and

Resolved, that we confirm our commitment to engaging in the process of implementing this current version of Foothill's Strategic Equity Plan, and

Resolved that we collaborate with administration and staff colleagues to determine the process to be used to identify and allocate resources to implement Strategic Equity Plan-inspired action plans, and

Resolved, that we confirm our commitment to engaging in the process of iteratively reviewing and modifying Foothill's Strategic Equity Plan moving forward.

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