



FOOTHILL COLLEGE

**GOVERNANCE** | **EQUITY & EDUCATION**

To: Equity and Education Committee

Cc: Administrative Council  
Facilitation Corps

Fr: Thuy Thi Nguyen, President *TTN*

Date: September 12, 2018

Re: Equity Training on October 11 & 12

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Thank you for serving on the Equity and Education Committee. Your commitment to equity is evident with your membership on this critical committee.

In preparation for the development of a student Equity Plan 2.0, I write to request your participation in a college-wide training:



**Thursday, October 11, 2018 at 8:00 AM -to- Friday, October 12, 2018 at 4:30 PM**

**Foothill College Toyon Room**

Register here:

<http://events.r20.constantcontact.com/register/event?oeidk=a07efmcit7tb37486ac&llr=pje5aedab>

There is limited seating (first come, first serve), although priority will be given to members of the Equity and Education Committee along with members of the Administrative Council.

Foothill's current student Equity Plan identifies three "targeted groups" (or rather, focused groups / communities of focus): African American, Latinx, and Low-Income. Two of these focused groups are race/ethnicity specific.

Discussions related to race and ethnicity is one of the most challenging ones to have, as research has shown that people's unconscious bias is one of the most disconnected from their stated views. Furthermore, many people are not equipped to talk about race and ethnicity without feeling judged or exposed – making it even more difficult in a working environment with colleagues, supervisors, and supervisees.

The Beyond Diversity training (which I have personally attended) will provide a mechanism for us to speak honestly, courageously, and respectfully about race and ethnicity. Only through this deeper level of discussion would we be able to build the foundation necessary to make our Equity Plan 2.0 a better reflection of our values and committed strategies.

There are many possible frameworks to prepare for an equity discussion. This Beyond Diversity framework is one that has the most Foothill employees participating in – with the college providing such trainings three years ago. Some of you may have attended the trainings at Foothill (or at offsite locations). We still recommend that you attend this one in October to refresh your memory, especially now that there is a task with the development of Equity Plan 2.0. We are purposely not scheduling any governance committee meetings on those days to maximize attendance.

Again, thank you for your commitment to student equity through your service on the committee. Your participation in this training will enable you to have the tools and common framework to deliberate during your committee meetings.