

MEMO

To: Thuy Thi Nguyen, President

Fr: Revenue and Resources Council

Date: December 1, 2020

Re: Recommendations related to October Student Letter

Attachment: R&R Council Response to Student Letter - Nov 2020

The R&R Council met on Friday, November 13, 2020 in an ad-hoc meeting to discuss the October 2020 Open Letter to Foothill College Governance by students and to determine which of the 12 demands could be addressed by the R&R Council.

What emerged is that two of the demands involved negotiation with classified staff and faculty unions, and the R&R Council would like to recommend that President Nguyen approach the unions with specific proposals related to the demands by the students to initiate a discussion and negotiation:

- **Demand 3 – Mandatory Training** – requiring training for all faculty, staff, and administration topics such as “implicit bias, systemic racism, white supremacy, white privilege, and social activism.”
- **Demand 11 – Observing Juneteenth** – advocating for Juneteenth (June 19th) as a paid holiday.

Additionally, the R&R Council recommends that the President prioritize and initiate a campus-wide series of discussions on **Demand 10: Reimagining Campus Safety** to engage the Foothill College community in a discussion of what we can reimagine to ensure all members of our community feel safe.

As a council, we voted to support these recommendations and bring it to the President’s table. We hope you can take action based on these recommendations to support our student voice and demands.

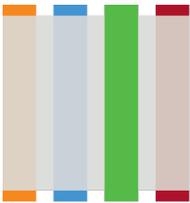
Prepared by:
R&R tri-chairs
Cara Miyasaki (on leave)
Sara Cooper (substituting for Cara Miyasaki)
Denise Perez
Mike Teijeiro

November 23, 2020

Dear student leaders,

Thank you for your work on the Open Letter to Foothill College Governance from October 2020. The R&R Council met on Friday, 11/13/20 to discuss what role the R&R Council can play in helping to address your 12 demands. On the whole, we agree with and support your demands.

| Demand | In R&R purview? | Discussion | Action |
|---|----------------------------|--|---|
| 1. Ethnic Studies | No | Demand is being worked on. R&R is ready to receive proposals around resources to hire and create new programs. | None at this moment. |
| 2. Diversifying Curriculum | No | R&R is ready to receive proposals around resources to hire and create new programs. | None at this moment. |
| 3. Mandatory Training | Partial | We would recommend the President propose a plan to the unions to mandate training on topics proposed by this letter. We will also bring this into the conversation on carryover funds, keeping in mind that this is a one-time carryover and sustainability of funding will also need to be taken into consideration | Governance memo to President; carryover fund conversation |
| 4. Faculty Diversity | No | R&R is ready to receive proposals around resources to hire and create new positions. | None at this moment. |
| 5. Outreach to Black and African American Students | Yes | Carryover fund conversation | Include in carryover fund conversation |
| 6. Supporting Indigenous and Native Students and Communities | Yes | Carryover fund conversation | Include in carryover fund conversation |
| 7. Mental Health | Partial | Carryover fund conversation for partial addressing of this demand. | Include in carryover fund conversation |
| 8. Basic Needs | Yes | Carryover fund conversation | Include in carryover fund conversation |
| 9. Financial Literacy | Yes | Carryover fund conversation | Include in carryover fund conversation |
| 10. Reimagining Campus Safety | No | We would recommend to the President that this larger conversation needs to happen with a wide range of voices at the table. | Governance memo to President |
| 11. Observing Juneteenth | No | We would recommend to the President propose a plan to the unions to consider this demand. | Governance memo to President |
| 12. Student Activism | No | The only place we thought R&R Council | |



| | | | |
|--|--|--|--|
| | | may have a role is in any proposals brought regarding athletics' uniform budget. | |
|--|--|--|--|

We discussed these suggestions at the 12/4/20 R&R Council meeting and voted to move forward with them as proposed here.

Next steps for R&R Council will involve:

- Incorporating the demands into the ongoing carryover conversation.
- Creating Governance Memos to the President to make our recommendations.

We hope to continue to engage in dialogue about these demands as part of the larger efforts of the college around the singular strategic goal of equity.

We also hope you continue to do broad outreach among students to ensure their voices are included in the demands you have put forth.

In Solidarity,

The R&R Tri-Chairs
Cara Miyasaki
Denise Perez
Mike Teijeiro