

Whereas, the Foothill College Academic Senate values shared governance not only as an essential mechanism to achieving our vision for equity such that the achievement of student outcomes is not predictable by race, but as prerequisite to creating a campus community where all our diverse members feel welcomed and valued; and

Whereas, enacting our value of shared governance and to facilitating transformative change requires extraordinary leadership skill to create a culture and environment of shared governance in which all constituencies can effectively engage the hard work of critically reflecting on the roles of race and power dynamics within our institution,

Whereas, under President Nguyen's leadership we have a sustained pattern of no consultation at all, or consultation in a manner which effectively renders the voices of faculty, staff, and students to be of no possible consequence or value other than to rubber stamp or validate decisions that have already been made, even in those areas explicitly requiring collegial consultation with faculty called out in Title 5,

WHEREAS, we have attempted continuously to engage President Nguyen for three years in meaningful communication aimed at resolving this well-documented pattern, but to no avail; and which has led to the current environment where faculty have abandoned hope that their perspectives and input will ever be solicited, heard, or valued;

Whereas, the Foothill Academic Senate recognizes itself as a predominantly White body under White leadership attempting to act in solidarity with, and accountable to, our colleagues of color, and thus in need of a multiracial coalition to hold ourselves accountable to examining the role of Whiteness as we criticize the leadership of a woman of color, we have secured the support in this criticism from organizations across campus led by and representing the views of people of color; therefore be it

Resolved that we formally express the faculty of Foothill College have no confidence in Thuy's ability to lead us to achieve our visions of shared governance and racial equity at Foothill College, and,

Resolved, that Foothill College faculty affirm this vote of no confidence in the leadership of President Thuy Nguyen, and hereby transmit this resolution to District Chancellor, Dr. Judy Miner, and all members of the Foothill/De Anza Board of Trustees, and

Resolved, the Foothill College Academic Senate remains firm in our commitment to engage in critical reflection and difficult dialogue around our role in bringing shared governance and racial equity to reality at our college.