

Faculty Association statement of support for undocumented and international students and employees

The Faculty Association is committed to supporting diversity, equity and inclusion efforts, particularly as they involve Foothill-De Anza students and employees. The looming threat posed to undocumented and international students and employees by the election and inauguration of Donald J. Trump gives us cause for concern that our College and District leaders must do everything within their power to prevent the removal of any protected status these individuals possess and their deportation from our shores. We recognize that the Governor and state legislators have been working on a series of legal mandates which will potentially provide some such protection, but we feel that the District itself must also make a firm commitment to providing sanctuary for our people.

While we realize that senior administration and the Board of Trustees must follow legal guidelines and education regulations in conducting the business of our institution, we feel strongly that they should not *voluntarily* participate in any raids, arrests, deportations or other such harassments performed by Immigration and Customs Enforcement, the National Guard and other federal or state agencies, including actions initiated by unsanctioned vigilante citizen groups. Nor should they willingly share information about such students, their educational activities or known whereabouts and contact info--except as required by law.

For its part, the Faculty Association believes there should be training made available District wide for all instructors related to undocumented and international students and how to best protect and support them and their interests in pursuing an education at Foothill-De Anza. This should include directing potentially impacted individuals towards fiscal, legal and other resources and educating faculty on how to conduct themselves should an ICE, National Guard or other federal or state directed raid occur on our campuses.

Although we wish to comply with existing statutes and regulations, we also will avail ourselves of our rights as union members to protest actions harmful to the employees we represent, including, to the extent necessary, legal and work actions. Should the law itself take a prescriptive turn against these at-risk students and employees, faculty reserve our first amendment rights as individuals to protest such actions and, for those of us willing to accept the risks of such activity, may even engage in civil disobedience. We expect the District not to challenge such actions, and hope that it may even join us in solidarity.

We also implore the Board of Trustees to demonstrate the District's commitment to the safety, welfare and education of these students and employees by adopting a written statement of principles that makes clear its stance and enumerates specific standards by which it will demonstrate support. From freezing non-resident tuition to extending AB 540 protections to all eligible students in the District, and other such measures, there are many ways the Board can walk the talk. We hope that we can work together in the common interest of protecting our most vulnerable.