



MEMO

To: Thuy Thi Nguyen, President

Cc: Equity and Education Council
Resource and Revenue Council
College Advisory Council
Academic Senate
Classified Senate

Fr: Community and Communication Council

Date: Dec. 11, 2020

Re: C&C Council Response to Open Letter to Foothill College Governance

The C&C Council met on Wednesday, December 2, 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 C&C Council. In addition, we have received and reviewed recommendations made by the R&R Council.

After robust discussion, we would like to make the following recommendations:

Since C&C is charged with providing recommendations about professional development, in concert with R&R, we recommend that President Nguyen negotiate with the unions to support **Student Demand #3, Mandatory Training** specifically addressing “implicit bias, systemic racism, white supremacy, white privilege, and social activism” for all faculty, staff, and administrator.

In addition, given the impact of outreach on BIPOC, and the centrality of financial literacy to our outreach program, we recommend President Nguyen support **Student Demand #5, Outreach to Black and African American Students and Student Demand #9, Financial Literacy** by advocating for training in culturally responsive training for all those who provide outreach to this population.

In regards to **Student Demand #6, Supporting Indigenous & Native Students and Communities**, it is C&C’s understanding that there is currently work being done around building community relationships with local Native nations to engage in the healing process as a perpetrator of colonialism. We believe Foothill plays a major role in shifting the narrative of colonial domination towards one of resistance and reformulation. Therefore, we recommend support be given to those already doing the work including Dr. Michael Wilcox and a formalized group at the college or district level be formed in order to better support our Native Students and Native Community regarding tuition assistance/financial aid.

In concert with the R&R Council, C&C 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. Recognizing campus security is a district wide issue and contract, we recommend the President work with The FHDA District Diversity and Equity Advisory Committee (DDEAC) in order to assess and review current district security policies.

Additionally, since supporting campus community is an essential component of C&C's charge, In concert with R&R, we recommend that President Nguyen meet with the unions to advocate for **Student Demand #11, observing Juneteenth** (June 19th) as a paid holiday, and, in the meantime, in support of the Foothill community, we suggest the holiday be immediately recognized and celebrated at the campus with a series of planned events, and similar to Heritage month activities, that a planning committee be formed through student activities in support of this holiday;

C&C believes all students have the right to engage in nonviolent protest to support social justice movements. Foothill has a historical legacy of student activism, in response to **Demand #12: Student Activism** we recommend this history of student activism be properly archived and made accessible in order to spread awareness of this history to the Foothill College Community. In response to student athletes, we recommend ongoing open dialogue between administration, ASFC, coaches, staff, and student athletes be held.