

Date December 11, 2020 [FIRST READ]
To Thuy
From E&E
Re November 25 version of Foothill's Strategic Equity Plan

As it appears in the November 25 version, Foothill's Strategic Equity Plan (aka Equity 2.0) provides a vision of equity transformation at our college and a blueprint to make it manifest.

The Equity and Education Governance Council affirms both the vision and the blueprint of Equity 2.0. In particular,

- We acknowledge that Equity 2.0 is a living document. It is a seed of change; it requires nurture to flourish. We anticipate change as it takes root and grows.
- We recognize that equity transformation of the college represents an enormous shift in our culture and far-reaching changes to our operations. It impacts every person in the Foothill community. It places on each of us responsibility for the work necessary to bring about equity transformation, and holds us accountable to each other for that work.
- We acknowledge that institutional leadership is indispensable to the equity transformation envisioned in Equity 2.0, beginning with the President. We call on you to embody that vision, so that every official act is deliberately, intentionally, and transparently chosen to manifest equity transformation at Foothill.
- We anticipate that equity leaders will emerge from every corner of our community, showing us all a path of transformation.
- We believe that it is vital to support our emerging equity leaders through institutional recognition and reward. We must develop an ethic of care for our people as they do the hard and necessary work.
- We model this ethic of care by calling attention to your own equity work to date. Equity 2.0 would not exist without your leadership as our President. We are grateful.
- We anticipate setbacks, detours, and resistance. We recommend that you focus on collecting equity receipts, representing results of equity work, and shift focus away from collecting equity checks, representing expressions of intent to do equity work.

We of the Equity and Education Council pledge our support for the vision and blueprint of Equity 2.0.