

FOOTHILL CLASSIFIED SENATE MINUTES

Thursday February 2, 2026



[Link to Agenda](#)

Other resources:

- [Off Campus Safety & Support flyer](#)
- [EEO Monitor/Representative Training](#)

Name	Position	Attendance
Vanessa Santillan-Nieto	President	present
Pauline Brown	President-Elect	present
Sheherazade Arasnia	Treasurer	present
Trizha Loren Aquino	Secretary	present
Doreen Finkelstein	Past President	present
Adiel Velasquez	Senator	present
Chris Custer	Senator	present
Chris Yang	Senator	present
Danmin Deng	Senator	present
Gera Robredo	Senator	<i>absent</i>
Janie Garcia	Senator	present
Josh Pelletier	Senator	<i>absent</i>
Julie Ceballos	Senator	<i>absent</i>
Mary Vanatta	Senator	present
Michelle Tham	Senator	present
Nadene Torres	Senator	<i>absent</i>
Nannette Regua	Senator	present
Yasmine Malboubi	Senator	<i>absent</i>

Other Classified Staff in attendance: Kelaiah Harris, Nury Akylbekova, Elaine Kuo, Peter Chow, Caroline Park, Chris Chavez, Jacklyn Chau, Liz Leiserson, Melvishia Gaines, Kaitlyn Koo, Christine C Hsu

Other Faculty or Administration in attendance: Tony Brown, Diana Rose

Other guests in attendance:

Welcome and PD Day Update

- RSVP for PD Day:
<https://app.smartsheet.com/b/form/c06b8fc178b74d1581c1694f683402c6>
- The next Classified Community of Learning Series session is Tuesday, Feb. 10. This session titled Career Exploration: Journey to Foothill Panel. This panel is soliciting questions in preparation, you can send you questions here:
<https://forms.office.com/Pages/ResponsePage.aspx?id=n7L3RQCxQUyAT7NBighZSqUYiPx9sIBOqv8cgjVhOlURUZCQkw0N0xFUThYR1dVNjNFTEtPODhHTy4u>

Program Review Revisions Committee – Kelaiah Harris Hill, Human Resources, Equity and Compliance and Elaine Kuo, Director, Research and Planning

The Program Review Revisions Committee focuses on evaluating college processes, initiatives, and institutional priorities. The committee is currently revising the program review process, which was last updated in 2022, and is ensuring alignment with Academic Senate guidance and the Education Code. Under the program review model, units and programs complete a comprehensive review every five years, with interim updates completed between review cycles. The process relies on both writers and readers. While Institutional Research and Planning (IRP) does not provide evaluative feedback, it supports the process by working closely with writers and readers. The committee will also be holding a retreat to work on the Educational Support template.

Equal Employment Opportunity Representative (EEO) Updated Training – Tony Brown, Director, Human Resources, Equity and Compliance

The updated EEO training emphasized that all individuals involved in hiring should receive EEO training. An EEO monitor should be involved throughout the entire hiring process, as research shows that bias can emerge at any stage of recruitment and selection.

Best practices are guided by Chancellor's Office guidelines, which help ensure consistency and fairness across all hiring steps. The EEO representative plays a key role in maintaining equity and accountability in the process.

If individuals are unsure who their EEO representative is or are interested in serving as one, they should first contact Keisha, and if needed, Tony. Importantly, the EEO representative must come from outside the hiring department to ensure neutrality and objectivity.

Blueprint for Success & Classified Senate: [Goal 4.2](#)

There was a discussion between Classified employees on what comes to mind for the Blueprint for Success' Goal 4.2: "Foster a college culture of growth and engagement, providing employees with opportunities to thrive."

Participants emphasized that without sufficient staffing, employees are often unable to attend trainings or conferences because there is no coverage for their duties. While professional development (PD) is widely viewed as valuable and desired, many classified staff shared that they lack the time to participate and would benefit from designated work hours for professional development.

There was strong frustration with feeling institutionally overlooked, particularly in comparison to faculty-focused professional development. Participants expressed a need for greater recognition of what classified staff does and PD opportunities that reflect the work that they do for the college.

A recurring theme was the critical role of supervisors and managers. While some supervisors are personally supportive of PD, structural barriers—especially workload and coverage—often prevent participation. Employees stressed that true support goes beyond permission and requires supervisors to actively adjust workloads and create space for PD, similar to how accommodations are made for urgent situations.

The group also expressed fatigue with new initiatives that lack follow-through, advocating instead for setting clear goals and completing them. Finally, there was recognition that administrators may need additional training to better understand and connect with classified staff, with a top-down approach seen as essential to closing the disconnect and fostering a genuine culture of growth and engagement.

Technology Committee Update – Questionnaire – Nannette Regua, Technology Committee Tri-Chair

- Please fill out this questionnaire for the Technology Committee:
<https://forms.gle/hCuLhWpHS5NStoqb7>

Board of Trustees Resolution No. 2026-06 “Prohibiting the Use of District Facilities for Federal Immigration Enforcement” & Updates – Dr. Kristina Whalen

President Whalen joined to share the resolution that was recently passed by the Board of Trustees this Monday 2/2. The resolution "Prohibiting the use of District Facilities for Federal Immigration Enforcement," includes providing FHDA campuses with signage that directly states the use of our parking lots, buildings, etc. for private and approved use only. There has been signage added to buildings and parking. Although the signage has been now visible at Foothill main campus and De Anza, there has been no signage added to Sunnyvale Center areas, as reported by Sunnyvale Center staff during the meeting. President Whalen took note of this and will be bringing it back to the District as Sunnyvale Center is and should be part of the resolution practices.

Along with signage, there is also a contract with private security that will be coming to our FHDA spaces for additional security support. Sunnyvale Center staff also shared that they had an encounter with a security guard that arrived at their center without any prior notice. Safety concerns were shared as the presence of unmarked and unidentifiable law enforcement has been present around our communities. Moffet Park, which is in the vicinity of Sunnyvale Center, has been reported to be the headquarters of Superbowl security. There is concern about housing federal agencies that may be near that campus area. President Whalen took note of concerns and will be making sure Sunnyvale Center, and main campus are looped in as much as possible with these updates.

Adjournment