



The College is a Classroom: Practicing What We Teach.

Greetings Foothill,



L-R: **Kai Chang** (EOPS), me, **Rick Edwards** (Smart Shop), **Melissa Cervantes** (Equity Dean), **Laura Gamez** (Equity Librarian), **Jon-Michael Kowertz** (Outreach), **April Henderson** (EOPS), **Amy Edwards** (Biology), and **Kerri Ryer** (Political Science).

What a whirlwind last week at the National Conference on Race and Ethnicity in Portland with over 5,000 attendees representing over 1,000 colleges/universities! Unlike many conferences, this yearly pilgrimage for equity warriors in higher education makes it a practice to have a plenary session on race relations in the conference city.

At last year's NCORE, Foothill employees gathered in New Orleans and we talked about how professional development lessons are often not brought back to the college and the faculty/staff who need equity training the most are the ones NOT participating. The results:

- Thursday's Thoughts which allows faculty and staff to talk about their "ah-ha" moments from various professional development activities both at the college and outside;
- The all-college discussion (versus breakout sessions) on equity at the last Opening Day led by **Isaac Escoto**, **Adrienne Hypolite**, and **Carolyn Holcroft**; and
- Land acknowledgement statement before meetings which the Advisory Council and the Equity & Education Council did so recently. (Thank you **Karen Erickson** and **Carolyn Holcroft**.)

Why Equity?

Thank you to all those who emailed me several months ago about your "why." Here's my "why": my love for humanity, and the need to live my own humanity so that when I leave this earth, I know I did all I could to ensure that my fellow brothers and sisters were able to live and breathe fully.



As I listened to @ShaktiButler's address tonight at #NCORE19, I was reminded as to why I am doing this work. This quote explains my "WHY." #Love 🙌 @NCOREou



Why Foothill?

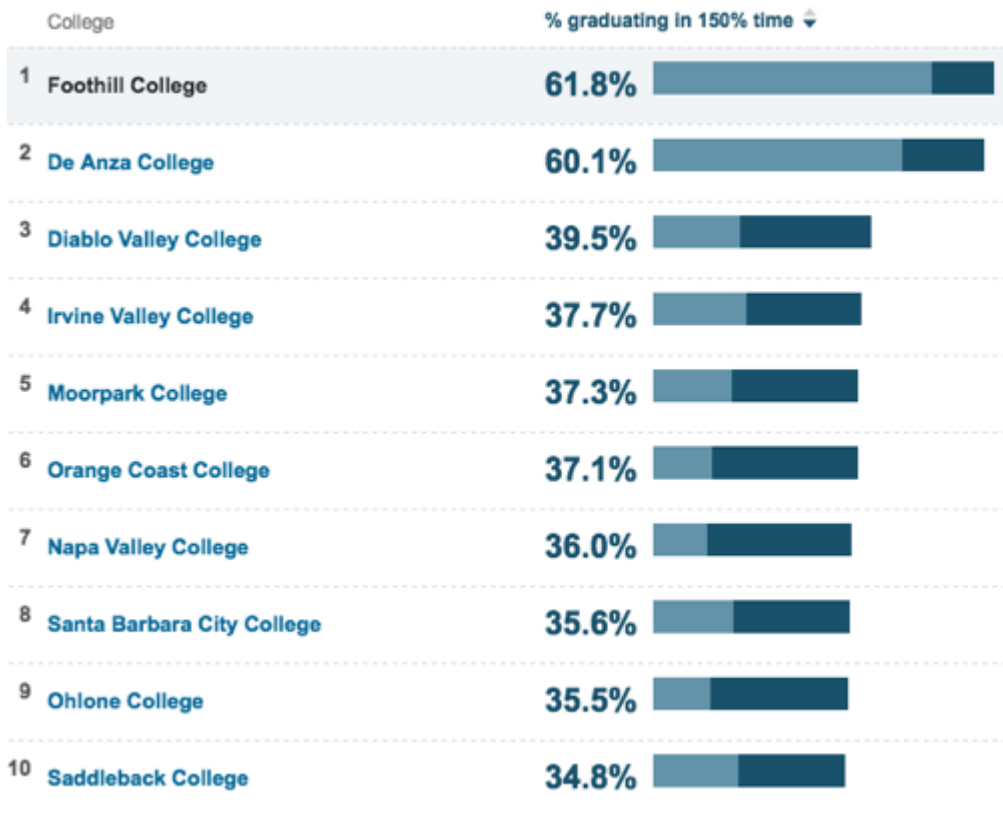
Foothill College is known for its student success. Imagine its extraordinary ability to transform students' lives is strategically leveraged to have a similar impact for students of color. Justice!

I had first heard of Foothill College many years ago when a young Black male student whom I was mentoring for law school said he was going to move to San Jose, share a studio apartment with some friends, and transfer from the Peralta Colleges to Foothill College. When I asked him why Foothill, his response was "Foothill will transfer me." Is that true though? Based on the data we have, his likelihood of transferring is disproportionately not the case. However, his chances of graduating from Foothill is higher than his chances for almost any community college in California.

Remember the [graduation completion data from The Chronicle of Higher Education](#) that I mentioned earlier?

Highest graduation rates			
Flagship public universities		Community colleges	For-profit colleges
Colleges	6-year rate	with more than 500 freshmen 150% rate	with more than 500 freshmen 6-year rate
1 University of Virginia	93.1%	1 Lake Area Technical Institute	1 Computer Career Center
2 University of California at Berkeley	91.0%	2 Foothill College	2 Empire College School of Business
3 University of Michigan at Ann Arbor	90.0%	3 De Anza College	3 Concorde Career College at Portland
4 University of North Carolina at Chapel Hill	90.0%	4 Alexandria Technical and Community College	4 Concorde Career College - Garden Grove
5 University of Florida	86.5%	5 Rend Lake College	5 Concorde Career Institute at Miramar

If you look closer, the graduation rates for Black and Latinx students are higher than the other community colleges, including De Anza's. And (get this), the Black and Latinx graduation rates (37.8% and 42.2%, respectively) at Foothill are even higher than most California community colleges' graduation rates for their general population! If you are a Black or Latinx student, your chances of graduating are higher at Foothill.



This is why our ability to close the gap would be so impactful for the region and the state in racial justice, social mobility.

At NCORE, one of the speakers **Shakti Butler** talked about “Radical Imagination” – an ability to envision our college in such a radical way that we create a new reality for students and faculty/staff. That is my hope with Equity Plan 2.0 – that as a college, we collectively imagine our college in such a radical way that we become that place where all students, including students of color, come to Foothill College and know that it is a college for them. What would that radical college look like, feel like, act like, and think like?

At NCORE, we witnessed so many disciplines coming together to unpack the issues of race and ethnicity in higher education. Every other presentation title seemingly had a “colon” in it (as is the case for many academic endeavors), so I am having a colon in my President’s Communique title here.

My own senior thesis in college was a comparison of Socrates and Confucius, two philosophers who lived only several years apart, yet their civilizations did not know each other existed. Without going into details of my philosophy pursuits, my conclusion was that the truth, the solution was within us. With that very same theme, I firmly believe that our ability to close the equity gap and create an equitable college is within us.

Look at all the disciplinary threads at this race and ethnicity conference:

- Psychology
- Anthropology
- Sociology
- Biology
- Communications
- History
- Humanities
- Language Arts

- Counseling
- Economics
- Political Science

The science and art of these respective disciplines (and many others) could guide our college in Equity Plan 2.0. Imagine our college as one big, multi-disciplinary classroom.

Faculty:

- Do you teach equity and racial justice? If so, would you share how your approach, discipline would benefit our college's Equity Plan 2.0? Heads up: your department will be receiving such a request from the Office of Equity.
- Do you also teach or utilize the science of implicit bias, validation theory, and stereotype threat?
- Also, we are looking for student voices on racial diversity, inclusion, and equity to guide Equity Plan 2.0. Do you have recent student written materials and oral presentations that you could share with the Office of Equity? Contact me and Dr. **Melissa Cervantes**.

Come to the Thursday's Thoughts finale this Thursday (extended time: 12 pm – 1:30 pm) with lunch and desserts.

I was on cloud nine after Thursday's Thoughts in April and May. **April Henderson** and **Josh Pelletier** spoke so eloquently about the impact of the classified training two and half years ago on the neuroscience of decision-making (i.e., implicit bias). Professor **Ben Stefonik** explained stereotype threat, noting that the greater the desire for students of color in his Honors class wanted to succeed, the greater the effect of stereotype threat. Professor **Hilda Fernandez** connected stereotype threat to her PDL work right now, and Professor **Baba Kofi Weusijan** shared how he conducted an exercise on stereotype threat in his computer science classes.



April Thursday's Thoughts with Chancellor **Judy Miner**

The Thursday's Thoughts last month, I could not stop thinking about how the faculty who attend USC's CUE program were deeply affected: Professor **Hiliary Gomes** said it has revolutionized how she teaches, and Professor **Jeff Anderson** has changed how he sees himself as a teacher and his entire approach to his class, including testing and grading which makes me think of that concept "radical imagination" I learned at NCORE. Librarian **Micaela Agyare** talked

about Critical Race Theory and its intersection with the Library (e.g., even how books are categorized perpetuates white culture), and Professor **Cara Miyasaki** talked about how the program has made her observe more closely at how she approaches her dental assisting classes. Puente's Professor Susie Huerta, Professor Maritza Jackson Sandoval, and Adrienne Hypolite spoke about how their annual state conference is both informative and inclusive.

I also had a chance to attend one of the sessions (Culturally Responsive Teaching & the Brain) facilitated by Professor **Carolyn Holcroft**. During that session, we talked about how the brain biologically looks for threat, including students naturally looking for threats in their classes, and how faculty could help lower such threats (whether real or perceived). This made me think of "stereotype threat" that our Opening Day keynote speaker, Dr. **Claude Steele** addressed a couple of years ago.

As I mentioned at the April Thursday's Thoughts, I anticipate Equity Plan 2.0 would be anchored in three frameworks:

- Stereotype threat,
- Validation theory, and
- Implicit bias.

The study of the brain and how it perpetuates bias and discrimination is well worth the time. Right before NCORE started, I actually took the [Implicit Association Test](#) in my hotel room. It took me less than 15 minutes for the race IAT. I highly recommend everyone take at least the race IAT, although there are other categories too. It is a well-known, anonymous test. Please do not share your results; this test is for your own edification. (**Classified professionals**: if you need time to take the race IAT, please ask your supervisor to provide you time to do so. You are not required to report your results.)



Do you have an innovative idea related to these three frameworks and other equity frameworks? We are extending the deadline for the Innovation Grant to June 28, 2019.



FOOTHILL COLLEGE STUDENT SUCCESS AND EQUITY INNOVATION GRANT

Race relations is the most urgent societal issue. Many believe that the current travel ban on certain countries is racially motivated. This was particularly noted at the Ramadan observation last week.

↳ You Retweeted



Chris Funk @chrisfunsupt · 5/25/19
Community!

Foothill College Presid... · 5/24/19

#Ramadan 🌙 - a Muslim student sharing how her non-Muslim Foothill friends fasted in solidarity w/ her - one shared what her #hijab means to her - many talked about how they don't want to leave Foothill...great turnout, beautiful observance by Foothill College's Muslim Student Club



Dr. **Chris Funk** is the Superintendent of East Side Union High School District.

Speaking of community, special shout-out to members of the Asian Pacific American Network for creating a supportive community on campus and raising funds for student scholarships:

Voltaire Villanueva- Counseling

Danmin Deng- Administration Building

Nancy Chao- District Payroll Office

Lilly Luu- EOPS Office

Henry Jung- Admissions and Records Office

Romy Paule- Bookstore

Ru Yu Chen- Physical Science, Math and Engineering

Debbie Lee- Honors Program

Julie Brown- Veteran's Office

Pauline Brown- Disabled Students Resource Center and Veteran's Office

Ladonna Yumori-Kaku- De Anza College

Two new faces at Foothill College:



Luis Carrillo is excited to join the Foothill community as the program counselor for our new Math Performance Success (MPS) program – made possible through a Governor’s Innovation Grant. He is an alumnus from Andrew Hill High School in San Jose, and was also a transfer student from De Anza College to San Francisco State University where he earned a BA in International Relations. In 2015, completed his MA in Education Counseling from San Jose State University. As a participant and current counselor for the MPS program at De Anza, he found it rewarding in helping students reach their academic goals in transferring, earning an Associate’s degree, or certificate. As the MPS counselor at Foothill, Luis is looking forward in bringing the same commitment to student success and helping ALL students reach their own academic and career goals. A First-Gen, Luis writes: “[T]hank you for welcoming me to your community, and I’m confident that we will work together as a community to help students reach their academic and career goals for many years to come.”



Chris Allen is our new Dean of Apprenticeship. Chris has over 10 years of experience as an administrator in one of the most established job training and career education programs within the U.S. Department of Labor. As the Deputy Center Director of San Jose Job Corps, Chris developed a passion for working with students from diverse backgrounds and for providing

students with career opportunities, specifically in apprenticeships. He was instrumental in establishing the first registered apprenticeship program at the San Jose Job Corps Center and built fruitful partnerships with community leaders and employers during his tenure. Chris received a Bachelor of Arts from San Francisco State University and a Master's in Education Counseling from San Jose State University. In 2011, Chris was selected for a Department of Labor Job Corps Executive Management Fellowship and completed his Master's of Science in Management from Minot State University. Chris is also a First-Gen!



Motivating message from The Psychology Club at the Mental Health Awareness Fair. Thank you to all those involved in coordinating the Awareness Day, especially Professors **Tiffany Rideaux**, **Eta Lin**, and **Clifton Der Bing** whom I saw at the fair.

Two events on Wednesday:

- [Foothill Human Library](#): What's Your Story?
- Classic Car Show

What's Your Story?

Unjudge someone. Spring 2019

Wednesday, June 5 • 9 a.m.–3 p.m. • Library Quad

Since 2016, each spring we ask students, faculty, staff, and community members to share their stories with the Foothill campus.

At the Human Library, instead of checking out books, you check out people, read them, and chat with them about their stories, one to one, breaking down prejudice and stereotypes.

For the event to succeed, we need readers. But, more importantly, we need "books" to share their stories.





Foothill College
@Foothillnews



Why is Foothill College a great option for you? Our Promise program covers the first year of tuition AND all required textbooks for first-time, full-time students! Learn more at foothill.edu/promise. #iamfoothill



And thanks to my discussion with the Revenue & Resource Council, there is a new College Promise set of benefits. Make sure to spread the news on this one: tuition AND books (no monetary cap) – no matter student income level!

Of Service,

A handwritten signature in black ink, appearing to read "Thuy".

Thuy

Thuy Thi Nguyen
President
Foothill College

650.949.7200

Twitter: @FoothillPrez

pronounced: <https://name-coach.com/thuythinguyen>

12345 El Monte Road
Los Altos Hills, CA 94022