

# Poll: This emoji best reflects my emotion about the past (COVID) 19 months.









# Strategic Objective for 2021-22

# Return to Community Safely, Equitably, and Innovatively

### Strategic Objective for 2021-22

# Return to Community Safely



Visited our college's Dental Hygiene program today & was greeted by two students who PPE-ed me up. Amazing baccalaureate program! Their class is graduating this year, and they have 100% national board exam passage!

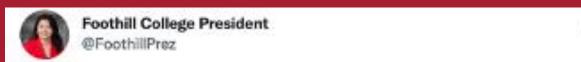


6:32 PM · Jun 3, 2021 · Twitter for iPhone

2nd day of outdoor conditioning classes! Owl strong with the @OwlFootball\_ team. When I asked them how I can support them more...Response: get all the students vaccinated. #GoOwls



8:48 PM - May 4, 2021 - Twitter for iPhone



@OwlFootball\_ students & coaching team @FoothillFB @RaivioMatt @GregKragen @KenoSwayz @MccantsMark @mschukraft et al!!



Foothill College Football @OwlFootball\_ · Sep 11
So nice to be back! Great Road Win to start the season!!! #owlera



## Health & Safety



#### **Poll Results**

A. (\*\*\*)

B. (:)

C.

D.

E. (\*)

### Strategic Objective for 2021-22

- Wellness Student Ambassador
- Psychological Services
- Employee Services
- Activities

# Re-Opening Day "Return to Community"

#### **SEPTEMBER 17, 2021**

10AM - 1PM (LUNCH PROVIDED)
IN-PERSON @ THE LIBRARY QUAD

Join us to celebrate retirees, tenured faculty, and new colleagues hired during the last two years!

- . EVENT WILL BE HELD OUTDOORS.
- ALL CDC GUIDELINES PUT IN PLACE AT THE TIME WILL BE ENFORCED.
- EVENT WILL BE LIVESTREAMED FOR THOSE WHO PREFER TO JOIN VIRTUALLY.



**FOOTHILL COLLEGE** 

# **Stop Asian Hate**









# COVID-19 VACCINE EDUCATION SERIES

Learn about the vaccine
Get your questions answered
Take action to protect yourself and your family

#### MONDAYS 4 - 5PM, APRIL - MAY 2021

- Mon 4/19/21: The Biology of COVID-19: The Virus and Vaccines
  - Dr. Sara Cooper, Foothill College
- Mon 4/26/21: Public Health and COVID-19
  - Dr. Rebecca Ryan, Foothill College
- Mon 5/3/21: Debunking Vaccine Myths
  - Dr. Peter Hotez, Baylor College of Medicine
- Mon 5/10/21: Taking Action to Protect Myself and Others
  - Dr. Elsa Villarino, Santa Clara County Department of Public Health

#### FOR MORE INFORMATION

Zoom links are at the website below visit https://foothill.edu/sli/events/covid-series.html contact sli@foothill.edu Foothill College President
@FoothillPrez

So proud of our college, particularly Foothill's Allied Health programs, for volunteering for the vaccination clinic at our college. Here's a pic with our #paramedic students & Trustee @PatrickAhrens1 Associate VP @teresafoothill Professor @horowitz\_ken!





So grateful to Foothill College's Family Engagement Institute @fei\_foothill team for collaborating w/ @SCCgov @HealthySCC to provide this FREE Walk-in #vaccination clinic. (Open until 5 pm today). The next FREE Walk-in will be on Sunday, August 1. #wecandothis



2:53 PM - Jul 11, 2021 - Twitter for iPhone



Thúy Thi Nguyen đã tiêm ngừa. Thúy là Viện Trưởng của trường Cao Đẳng Foothill College trong Hạt Santa Clara.



Thúy Thi Nguyen is vaccinated. She is President of Foothill College in Santa Clara County.







Contact tracers—whether part of a paid workforce or a community of volunteers—use clear protocols to notify, interview and advise close contacts to patients with confirmed or probable highly infectious disease.

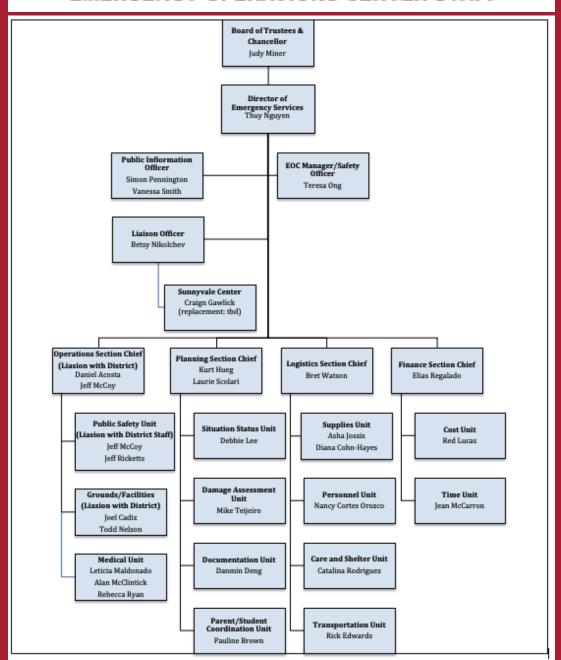
### Test Positive COVID-19 Cases Reported on Foothill College campus (including exposure) Contact Tracing

Month	Student	Employee
March 2020	0	0
April 2020	0	0
May 2020	0	0
June 2020	0	0
July 2020	0	0
August 2020	0	0
September 2020	0	0
October 2020	0	0
November 2020	0	0
December 2020	0	0
January 2021	0	0
February 2021	0	0
March 2021	0	0
April 2021	0	0
May 2021	0	0
June 2021	0	0
July 2021	1	0
August 2021	4	1
September 2021	0	0
TOTAL	5	1

### President's Briefing on Mondays

- Daily briefings for the first 2 weeks of the Fall Quarter
- Games return for Monday's briefings
- Recordings archived

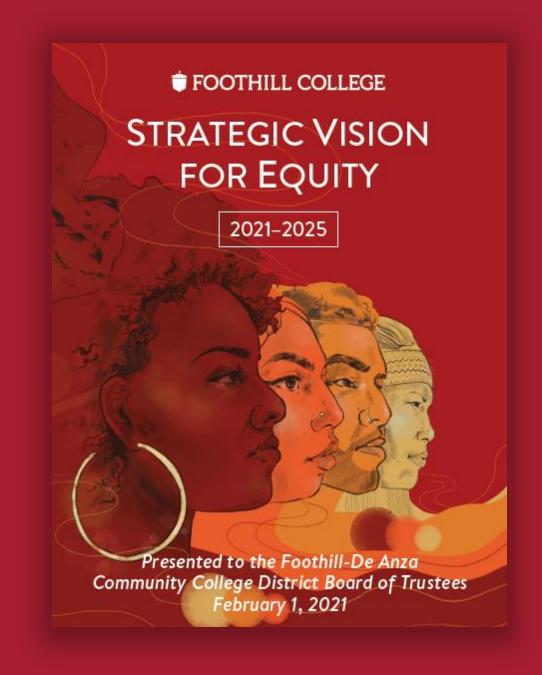
#### FOOTHILL - De ANZA COMMUNITY COLLEGE DISTRICT EMERGENCY OPERATIONS CENTER STAFF



### Strategic Objective for 2021-22

# Return to Community Equitably

# Equity Plan 2.0



## **Equity**

"Believing a well-educated population is essential to sustaining a democratic and just society, we commit to the work of equity, which is to dismantle oppressive systems (structural, cultural, and individual) and create a college community where success is not predictable by race."

#### Virtual Transition 2020: Success Rates

	<u>2019</u>	<u>2020</u>
Winter	82%	82%
Spring	80%	81%
Second Spring	71%	76%

WHAT THIS MEANS: Overall success rates remained steady or increased with each term

#### Virtual Transition 2020: Success Rates



WHAT THIS MEANS: Overall success rates remained steady or increased with each term

#### 2021 Course Success Rates

79% **80%**Fall 2019 Fall 2020

81% **81%** 2019-20 2020-21

#### Course Success by Ethnicity 2019-20 vs. 2020-21

	<u>2019-20</u>	<u>2020-21</u>	2020-21 Gap
Latinx	75%	<b>7</b> 5%	-6%
African American/Black	66%	71%	• -10%
Filipinx	80%	82%	<ul><li>No gap</li></ul>
Asian	86%	86%	<ul><li>No gap</li></ul>
White	85%	84%	<ul><li>No gap</li></ul>

Latinx gap persists at -6%

Black gap narrowed by 5%

# Foothill College Emergency Relief Fund Request Form

An Emergency Relief Fund was established during the COVID-19 crisis to assist students with specific needs. We have recently secured multiple funding sources to expand the college's ability to support students beyond technology to serve your various needs (Emergency Relief Fund - comprised of multiple federal, state, and local funds). Please note that these various funds each have different qualifications, to be determined through this one form. These funds are intended to help cover expenses related to the disruption of campus operations due to coronavirus. We want to understand your needs as best we can, so please complete the form below and include as much detail as you can. We will review your request and get back to you as soon as possible. Please contact the Foothill College Financial Aid Office with any question about this or other types of assistance (650.949.7245 or <a href="mailto:fhfinancialaidoffice@fhda.edu">fhfinancialaidoffice@fhda.edu</a>).

\*\*We have currently exhausted our first and second round of Federal stimulus dollars and are preparing for round three. During this time, there will be a brief break in awarding and paying students, though do continue to complete this form.

•••

## **Equity Investment Fund: \$986,000**



### **Equity Strategy: Dual Enrollment**

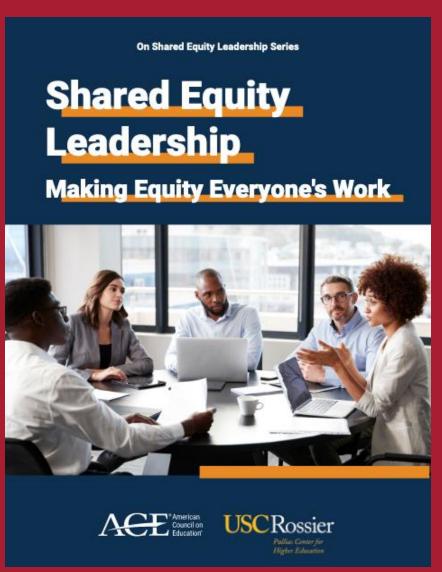




**Equity Strategy Service** Leadership Service **Equity** Learning Leadership Community Courses Service 21st Century Civic Scholarship: Skills (CTE) Engagement Research and **Publication** 

### National & State Profiles in 2021





THE CHRONICLE OF HIGHER EDUCATION.

# **Building Diverse Campuses**

**4 Key Questions and 4 Case Studies** 



#### Diversity in Practice

here is no perfect model for how to diversify a campus. Some colleges, however, are bolstering their commitments to racial equity and testing ideas for change. Many of the ideas - cluster hiring, search-committee training, postdoctoral programs - aren't new, What's different is that campus leaders there are tackling racial-diversity issues more decisively, carrying out several strategies at once, and sustaining their efforts over time. And they are seeing some success. Here are just a few examples of institutions that are seeing growth in the diversity of their faculty, staff, leadership, or governing boards, and are taking steps to improve the campus climate.

#### FOOTHILL COLLEGE

#### BRING RACIAL EQUITY INTO EVERY CONVERSATION.

When Thuy Thi Nguyen became president of Foothill College, in 2016, she named racial equity the top priority for the two-

year institution in Los Altos, Calif. Not just equity. Racial equity.

While other aspects of equity are also important, Nguyen wanted to focus on race. The college's diverse student body demanded it. Increasing the number of faculty and administrators of color, says Nguyen, is essential to closing the achievement gap.

Leading that kind of transformation at a community college isn't easy. Foothill can't just hire 50 new faculty members right away; typically, the college has to wait for retirements. And amid the pandemic, community colleges are losing enrollment. Another challenge is California's affirmative-action ban: Public colleges there can't consider race in hiring decisions at all.

But first, Nguyen had to get the rest of her campus on board with her ambitious plans. So she started with research and data. "Faculty diversity in particular closes racial-equity gaps, up to half," she says, citing a 2014 study by Robert W. Fairlie, a professor of economics at the University of California at Santa Cruz. And as of 2014, the college's senior administrative ranks were 86 percent white, and the faculty was 65 percent white, while the enrollment was only about one-third white.

Armed with those arguments, Nguyen got to work. Today she leads a team in which five of nine current cabinet members and eight of 10 deans are people of color. The faculty can take longer to change, but 41 percent of tenured and tenure-track faculty members are now people of color,



LIPO CHING, THE MERCURY NEWS VIA GETTY IMAGES

Thuy Thi Nguyen, president of Foothill College and the nation's first Vietnamese-American college chief, stands before a Dreamers mural painted by students.

compared with 35 percent in 2014. Among adjuncts, the number of instructors of color has increased by five percentage points, to 36 percent. The classified staff at Foothill, 45 percent white in 2014, is now 31 percent white, nearly matching the college's student body.

A major part of the strategy has been reforming faculty hiring, and while Nguyen set the tone, faculty members and the human-resources staff led much of the change. One move was simply to shore up an existing requirement under state law that search-committee members go through equal-employment-opportunity training. The focus of the training has shifted from how to follow procedures to promoting racial equity in the search process and encouraging more candidates to come forward, says Carolyn C. Holcroft, Foothill's faculty professional-development coordinator. She hopes tenure committees will eventually have to go through a similar program.

More broadly, Nguyen's leadership has brought an "unrelenting focus on equity," Holcroft says. It's now a part of day-to-day operations and meetings, she says. If a committee is discussing a policy change, for example, the group will quickly turn to how it might affect students of color. Many faculty and staff members have also gone through a training, called Beyond Diversity, that coaches people on how to talk about race effectively.

Holcroft, who works in the Office of Equity and Inclusion, sometimes gets pushback because its work is so focused on race. It's not that the office doesn't care about other forms of inequity, Holcroft says — it's that she and others are fighting to keep race at the center of the conversation, so people don't shift to talking about more comfortable topics, like gender. She explains to colleagues that, while it's important to eliminate barriers for women in STEM, women of color in STEM have an even harder time.

"Over all, it does feel like there have been shifts for faculty of color on campus," says David Marasco, a professor of physics who has been at Foothill for 17 years. As a per-

#### **FOOTHILL COLLEGE'S ACTIONS**

- Prioritized racial equity across the institution
- Sharpened an already-required training for search committees
- Tapped a faculty member for a full-time professional-development role
- Hired five new professors of color in 2020 despite pandemic-related cuts

#### KEY OUTCOME

Five of nine current cabinet members and eight of 10 deans are people of color.

son of color, he says he brings a "healthy skepticism" to campus-diversity efforts. But some colleagues, he says, seem less consumed by the stress of working in a predominantly white space, and more willing to spend the time and effort to solve hard problems, because they see the institutional commitment.

#### U. OF MARYLAND-BALTIMORE COUNTY

#### HELP FACULTY MEMBERS REIMAGINE THEIR SEARCHES.

A decade ago, the University of Maryland-Baltimore County had a problem with faculty hiring.

The university's Advance program, supported by the National Science Foundation, had prompted some departments to



MARLAYNA DEMOND

As a Stride fellow, Nilanjan Banerjee, a professor of computer science and electrical engineering at the UMBC, helps his peers diversify the faculty.

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### Strategic Objective for 2021-22

# Return to Community Innovatively

#### 2020



Foothill College President @FoothillPrez · Dec 29, 2020 • Foothill College ranked No. 1 online community college in the country.



Optimal's Guide to Online Schools Spotlights Affor...
KIRKLAND, Wash. (PRWEB) May 21, 2020 The
COVID-19 pandemic has disrupted higher educatio...

© prweb.com

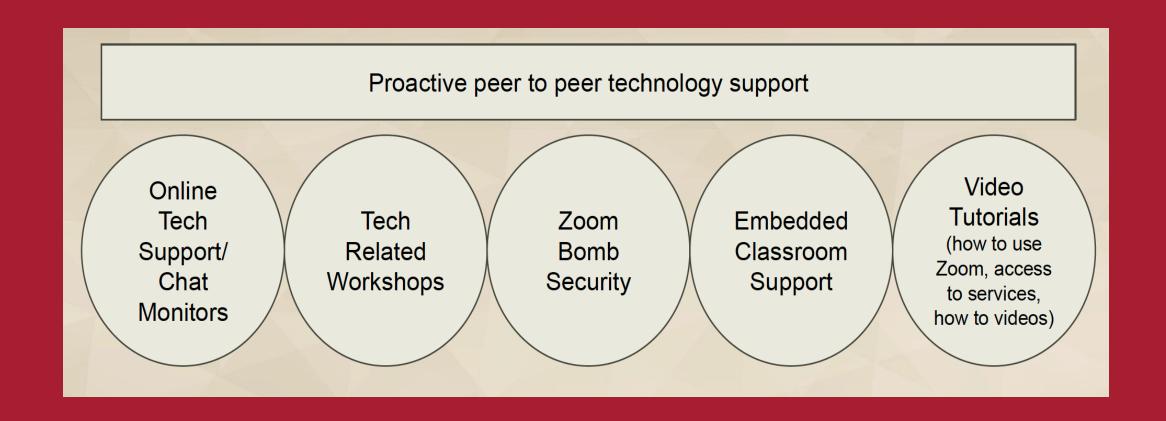


#### Presentations and Workshops

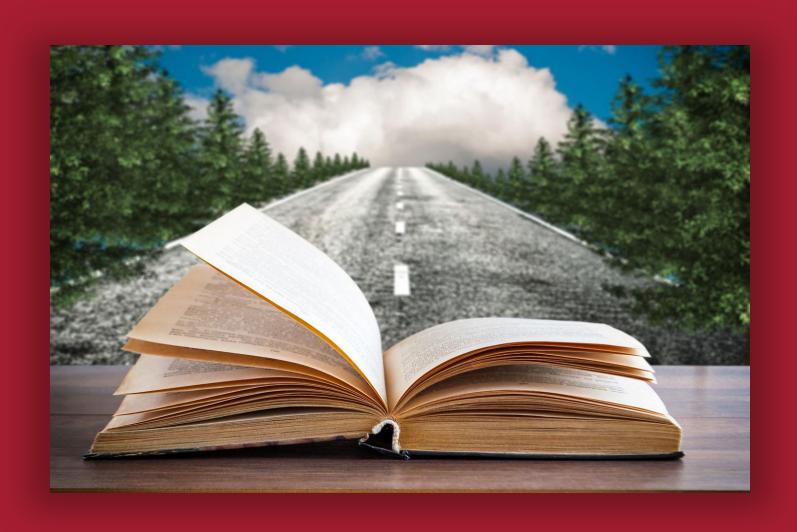
On July 12 - 14, 2021 we will hold a three-day Professional Development extravaganza! Themes include Online Pedagogy Equity and Inclusion, 21st-century assessment techniques, and hybrid pedagogy. Join for one session or the whole three days!



#### **Student Tech Ambassadors**



#### **Education Master Plan 2030**



#### Strategic Objective for 2021-22

## Return to Community Safely, Equitably, and Innovatively

#### **Return to Community**

- Instruction
- Student Services
- Administration
- Communication

#### Instruction: Return to campus safely

- The extensive planning work for back to campus in Fall 2021 has resulted in a strong offering of in-person and hybrid classes.
- Disciplines with on-campus classes include biology, chemistry, physics, English, anthropology, theatre, economics, sociology, psychology, art, athletics/physical education and humanities.

#### Instruction: Return to campus safely

Classrooms are supplied with PPE Q and A Document updated last night and distributed



Campus signage updated to reinforce student behavior expectations and safety protocols

#### Instruction: Return to campus safely

Library spaces updated for safety



Student access preserved but with new protocols

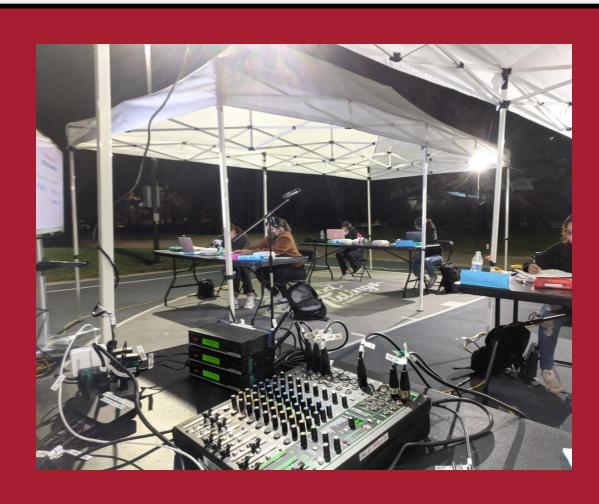
# Instruction: building community and equity

- A strong focus for serving students in multiple modalities in 2021-2022
- We will continue to build on the instructional excellence in online classes and virtual delivery we have accomplished in the past two years

#### Instruction: innovation at our core

- -Hi flex classrooms added in multiple locations.
- Even during pandemic allied health programs reached new populations.

## Instruction: innovation and equity in our core





#### **In-Person Student Services**

#### Most Services consolidated in 8000 building

- -First 2 weeks (8-3 M-R, 8-12 F)
- -8100 Fin Aid/A&R/DRC/VRC
- -8200 EOPS
- -8300 Counseling & Psych Services

#### **Booths Outside 8100**

- -Same hours 8-3 M-R, 8-12 F
- -General Info
- -Vaccinations/ModoApp

#### Library

-10-4 first 2 weeks -10-2 quarter

Virtual Counseling

Health Ambassadors Health Center
Open All
Quarter

Data Tracking

#### **Return to Community - Administration**

#### Return Safely - Logistical/Operations Team

- Nadene Torres
- Antoinette Chavez
- Asha Jossis
- Ariana Buccat
- Nila Nine
- Nick Muntean

- Diana Cohn-Hayes
- Audrey Capristo
- Danmin Deng
- Teresa Ong
- Elias Regalado
- Bret Watson

#### Returning Safely

- Smart Sheet developed for ordering PPE, plexiglass, and HEPA filters
- Working with District Facilities & Operations
  - Cleaning
  - HVAC
  - ADA Water Filtration Systems
- Federal HEERF (Higher Education Emergency Relief Funds)



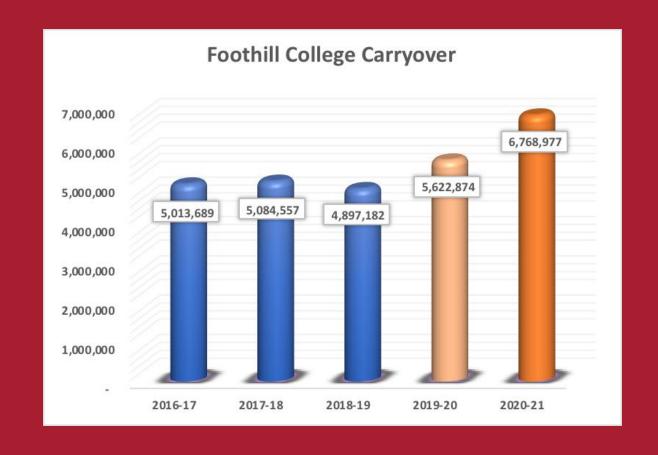
FOOTHILL COLLEGE	
Department Supplies & Personal Protective Equipment (PPE) Request	
This is Foothill's PPE order form.	
Please work with your Dean/Director/Manager/Supervisor to determine your, and your department's, PPE needs.	
All PPE requests require supervisor approval prior to being fulfilled.	
***Please don't submit duplicate orders. If you think a colleague may have alread, submitted a request, please verify with them prior to submitting a new request***	,



#### 5 Year Foothill Carryover Balance

#### Return Equitably

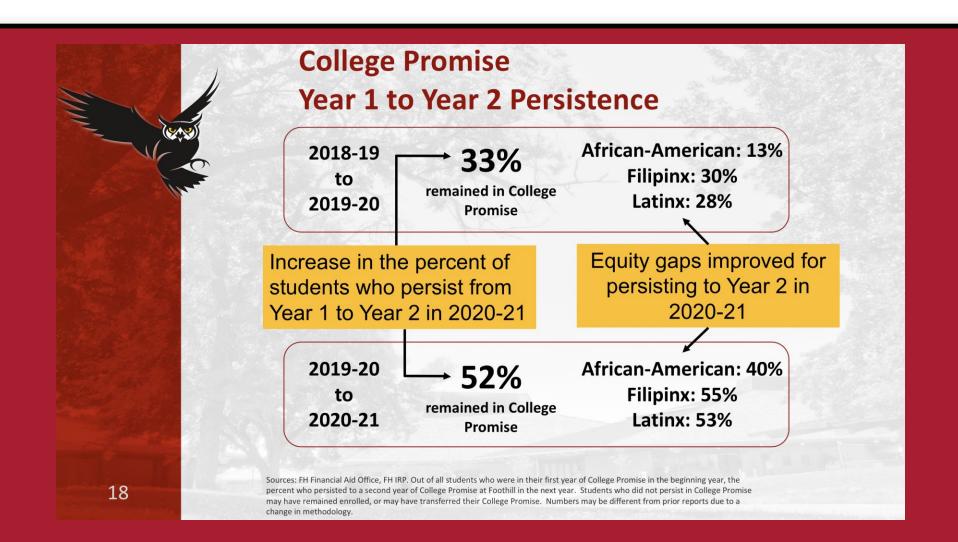
- Foothill College Carryover reflects growth over last 5 years
- Equity Investment discussions at Revenue & Resource Council
- College Promise Program



#### Equity Investment Fund: \$986,000



#### **Equitably - College Promise**



#### **Technology Improvements**

#### Return Innovatively

- Expand WIFI services across the campus and in the parking lots
- Add "high flex" classrooms
- Funding provided by Federal HEERF funds

#### **Return to Community**



#### Return to Community: Innovatively

- Video and graphics-rich website built with student direction, for students!
- Messaging students on platforms they use (text, Instagram, Tik Tok, etc.)
- Video content telling our students' stories letting students see people like themselves excelling at Foothill and beyond
- Adult Ed and DE expansion to remove barriers to access and provide the programs our students want, when, and how they want them

#### Strategic Objective for 2021-22

## Return to Community Safely, Equitably, and Innovatively

Poll: This emoji best reflects my feelings about this new academic year.











#### **New Student Orientation**









#### "Return to Community"

# Foothill Family At Its Finest

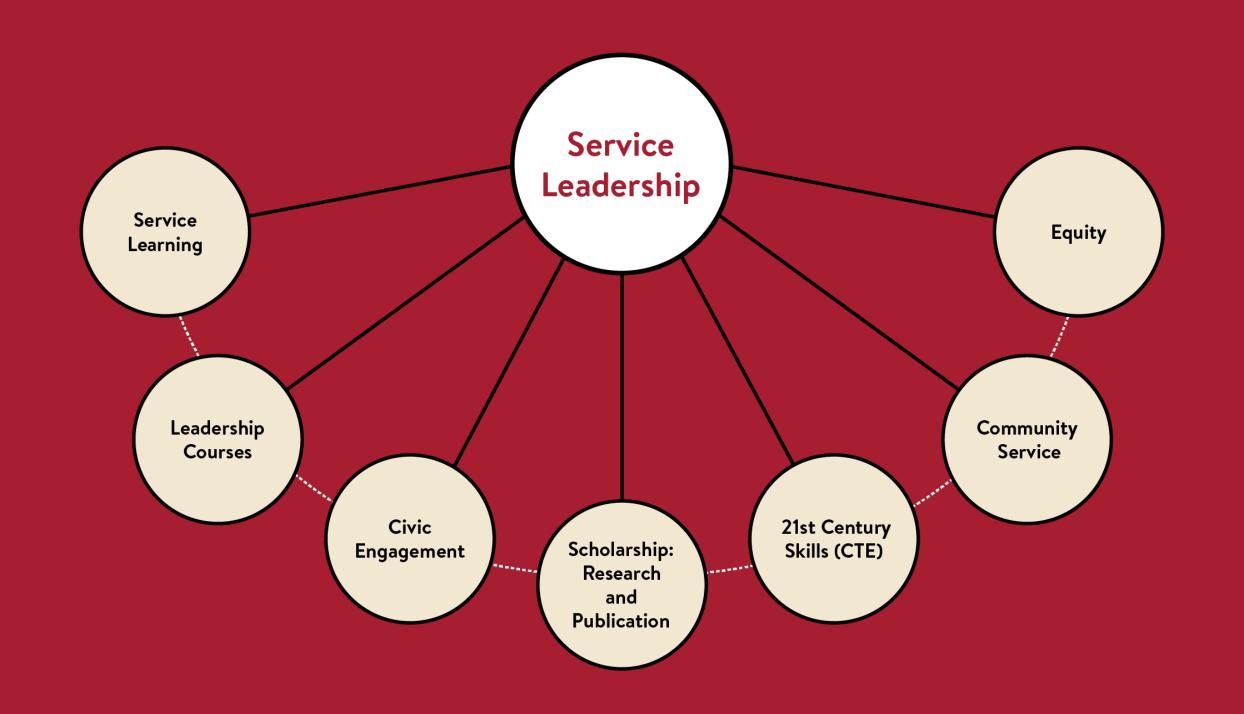
#### **BREAK**

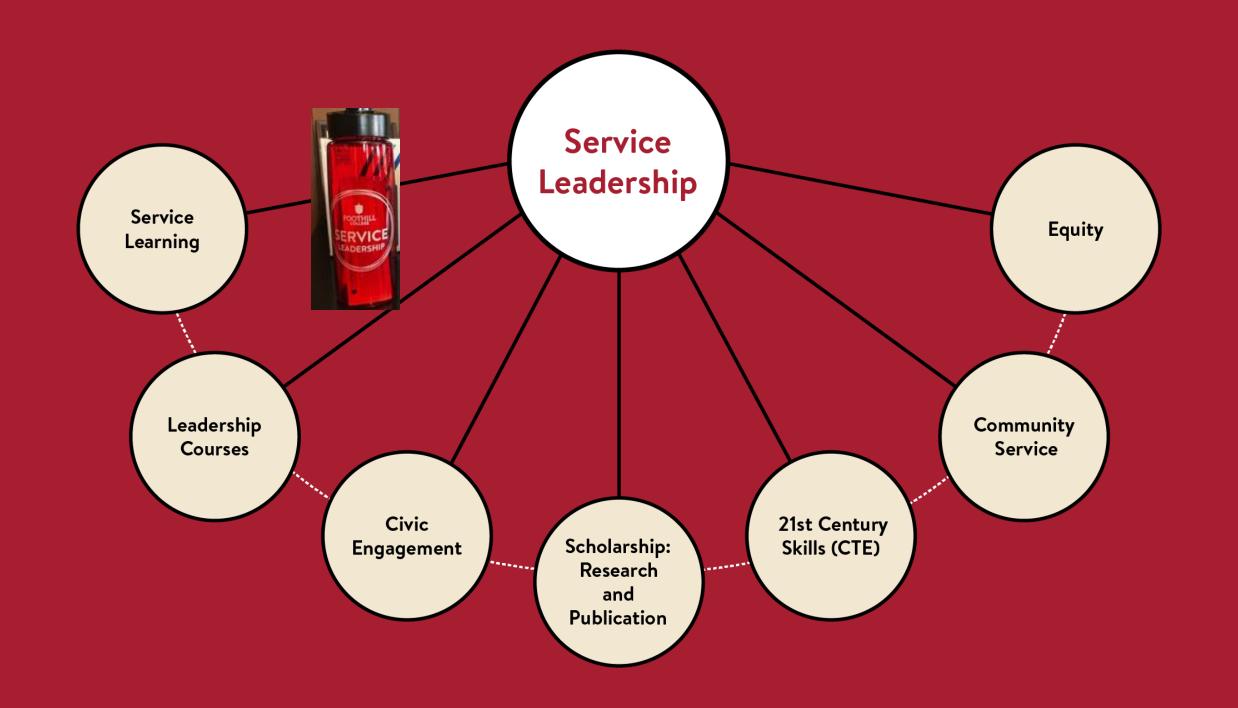


#### **Introduce CORE Students**

#### **Equity Strategy: Service Leadership**













# Service Leadership of the Year CORE: Coalition on Racial Equity

