

## EAC Notes March 19, 2025 2:30-4:00pm

Online via Zoom

EAC Website: [Equity Action Council](#)

EAC Agenda [March 19, 2025](#) | EAC Notes [March 5, 2025](#)

### Roll Call

Members Present	Members Absent	Guests
1. Kaung Lett Yhone ICC Student 2. Joshua Madrid DASG Student 3. Katia Bravo DASG Student 4. Steve Nava Faculty 5. Adriana Garcia Program Coordinator Office of Equity 6. Deborah Armstrong Classified (had to leave early) 7. Joe D'Agostino Faculty 8. Yvette Alva Campbell Administrator 9. Michelle Hernandez E&E Dean 10. Shaila Ramos-Garcia Classified	11. Vernon Gallegos Faculty 12. Jin Huang ICC Student	13. Guest: Adrienne Hypolite 14. Guest: Sam Bliss 15. Guest: Lisa Ly Classified

### Public Comments

- Professionalism is needed in an open and supportive dialogue
- Conducting our meetings in person is recommended which allows for effective communication and stronger collaboration
- Posting a zoom link without a password and leaning on using the waiting room instead is also recommended
- Post EAC minutes on website for transparency, reflection and in accordance with Robert's Rules is also recommended.
- Regarding the sanctuary campus proposal that was brought to EAC, I understand there was a lot of discussion that occurred and based on this, I decided to abstain my vote because I understood both sides and needed more information and time to reflect. I abstained but did not vote no.

### Sanctuary Campus Resolution Presentation - Ramos-Garcia, Hernandez

- [Latest Version](#) Read by Shaila Ramos Garcia, initiated by Anu Khanna January 13<sup>th</sup> 2025 and will reference the resolution EJUS (Educational Justice for Undocumented Students) created with hard work and extensive research over the last 2 years since 2023.
- Update: Public Comments shared at the Board of Trustees Meeting on March 10<sup>th</sup>, 2025. Student advocacy efforts really made a huge impact to motivate Sanctuary Campus recognition, and that resolution was endorsed by DASG a couple of weeks ago. The Senior Administration has pivoted after receiving instruction from the Board of Trustees to move forward with a revised resolution. Feedback can be submitted by March 27<sup>th</sup>, 2025 and the goal is to submit the final resolution around that time to have it agendaized for the April 7<sup>th</sup>, 2025 Board of Trustees meeting. A first draft to be shared today March 19, 2025 with representatives of all shared governances from each college (both Foothill and De Anza), and a finalized draft will be shared eventually with both campuses.
- Call to Action: The request is to support with attendance at that April 7<sup>th</sup> board meeting to show our support for a **Sanctuary District Resolution**.
- Discussion, Questions and Concerns:
  - Students have genuine questions, but they don't ask because of fear
  - Question: Does FERPA protect undocumented student's status? FERPA protects information and maintains the privacy of records of all students in higher education.
  - Question: can we have a student panel from HEFAS in the EAC meeting and hear from them directly?
  - I do not know if this is in the best interest to bring extra attention to something
  - Question: Is there proof or is there data that shows that students don't feel safe on our campus?
  - Question: Is there proof or is there data that shows the majority of students who are in support of this?
  - That six people are speaking on behalf of a thousand.
  - Question: How are we making sure that we're not putting people in a political crossfire that they don't want to be in or they're not asking to be in?
  - I don't see other institutions making these statements or bringing this attention onto themselves.
  - Felt like it was being pushed on us as a group to decide just so we could get it on the board agenda.
  - I don't know if any other data has been provided After our meeting other than the email that was sent
  - I am trying to navigate if we're going to speak on behalf of an entire group.

- Ensure the entire group is represented.
- Question: Does anybody know the number of people that answered that last survey? Answer: estimated 100-150 student survey answers
- Question: Was there a methodology to reach undocumented students? I just want to be really careful with the methodology inquiry. It might be best to keep that conversational, if there is a methodology that exists for identifying undocumented students. We do not collect certain data on enrollment for a reason and thus let's just be really careful with our language.
- In the light of everything that is going on, this resolution has great implications.
- We want to make a really good, informed decision and for now, we feel like we do not have all the information.
- People spoke powerfully against making a rash decision
- We are trying to support a group of students that feel unsafe.
- Question: People agree we need to protect our undocumented students, but a concern is will our students be targeted? Will our campus be impacted by federal funding? will the decision for a Sanctuary District bring the attention of the federal administration?
- Question: Since California is a sanctuary state, doesn't that imply that churches and colleges are protected under that statute? Trump revoked it; thus, how would that benefit the students if we were to become a sanctuary district?
- These unprecedented times are going to need unprecedented vision and imagination, collaboration and creativity.
- Question: How do we ensure student safety?
- I don't want to do something that puts anybody in jeopardy or their safety at risk
- If we have a special topics meeting, let's ensure student voices there, send email inquiries to respond to, and address all the questions as well discuss the legal ramifications of having a Sanctuary District designation and have the most updated information regarding the topic.
- Recommendations for further discussion and learning
  - Special topics meeting to address questions raised by Joe
  - HEFAS Student panel in the spring
  - UndocuSOL Part 2 on May 6<sup>th</sup> 2025 online
  - Send all questions by Friday, March 21<sup>st</sup> 2025 to Michelle and Adriana and then Michelle, Adriana, and Shaila can work together on the methodology and get those comments and gather that information and data.

- Members can reach out to Shaila and EJUS for exact numbers and answers
- Let's make sure that our statements reflect what data we actually have as an institution.
- Let's write all the discussion out so Shaila can get all the information, especially with this new forming committee (initiated by the campus presidents after March 10<sup>th</sup>, 2025).
- Lean on HEFAS as the campus voice for our undocumented students.
- Have a conversation with Shaila and Adriana, mindful of respecting the privacy of our students, as well as their boundaries and mindful of the sensitivity of this conversation.
- Let's pay attention to the evidence.
- Listening to the students and staff matters as much as seeing the data.
- Watch the You Tube Video of the Board of Trustees meeting, however, it is no longer available for public viewing.
- Learn the definition of Sanctuary at the city, county, church, college, and state level
- Digital Folder of information and analysis on the social, legal and employment implications
- Let's talk about making the campus safer in order to calm our fears.
- Please note, If ICE or anyone comes onto campus with a warrant or subpoena, they go directly to the president's office and the president's office has a protocol that they go through including the consultation with attorneys before they provide any additional information or access or anything. The district has a right to consult an attorney to make sure that they are doing what is judicially necessary and required and they are protected and protecting the student and their records as a
- Vote: Passes (met quorum with 9 members present out of 12 members present)
  - Deborah: Motioned to support it
  - Steve: seconded Motion
  - 8 yes
  - 0 no
  - 1 abstained

Shaila resigns after being a Classified member for three years. She shared her appreciation for this committee and was thanked for her service.

## Equity Plan Updates

Deadline for feedback was on March 15th and will be reviewed by EAC Tri Chairs

- 1) to recognize the work that we've done, and
- 2) to identify the work that needs to be done.

Will create a planning cycle inclusive of other plans such as the six-year Educational Master Plan and the three-year Strategic Plan, the three-year Technology Plan, the Student Equity Plan Reimagined, and the Student Equity and Achievement plan.

### Questions

- What are the key goals?
- How do we quantify the goals?
- How do we prioritize the goals and the long and hard work that does behind each goal?
- How do we stay mindful of capacity?
- How are we holding people accountable?
- How do we know that what we're doing is actually successful?
- How are we taking the information that we have at EAC and going back out to our constituency groups and creating reciprocity of information, knowledge and data?
- How are we creating some reciprocated pathways there so that we know what is going on and we know that we have the data that supports it?
- How are we effectively gathering qualitative data in an effective way that is telling the stories of our students? For example, we know that students are going to the board, it means qualitative data that the board is getting, but how are we effectively capturing that in the plan?
- How do we know we are walking the talk?
- What are the priorities of EAC? What are the priorities of the strategic planning group and other spaces? How are we communicating that in a congruent way?

## EAC Retreat

Date Selected: Friday May 16th, 9am-3pm, Location TBA

Ideas to consider in the agenda

- How are we with our guided pathways frameworks?
- What is the contribution of High Impact Practices in the classrooms, programs and services?

- Undocumented Student Panel addressing some of these questions: How are we intentionally and deliberately thinking about the needs of our undocumented students on campus? What is it that's unique about their population that we need to be particularly attentive to? We want to see that they have what they need in order for them to be successful.
- Reflection: Where does EAC as a committee see itself in the web of equity on our campus?

## Leadership Reports

- Tabled

## Dates to Remember

- Friday, April 18<sup>th</sup> Classified Senate FHDA District Professional Development Day
- Friday, April 25<sup>th</sup>, people are preparing for our campus Open House/Enrollment Day
- Friday, May 2<sup>nd</sup>- Office of Outreach high School Empowerment Conference
- Thursday, May 6<sup>th</sup> UndocuSOL Part 2 online

## Affirmations

- Tabled

## Links for Reference

- [FHDA Sanctuary District Resolution 2025-05 w/ EJUS Ammendments - Google Docs](#)
- [https://www.aclunc.org/docs/201702-harvard\\_law\\_sanctuary\\_campus\\_toolkit.pdf](https://www.aclunc.org/docs/201702-harvard_law_sanctuary_campus_toolkit.pdf)

- <https://immigrantsrising.org/resource/understanding-the-sanctuary-school-and-safe-zone-movement/>