

Academic Senate Resolution in Support of Vulnerable Students and Employees

Whereas De Anza College's 1,000+ employees serve over 29,000 students per year, and many of each group identify as members of LGBTQ+, undocumented, religious, or racialized groups that are often associated with being underserved and at-risk; and

Whereas a time of political change has put a President in the White House who has promised "to carry out the largest domestic deportation operation in American history¹," to cut federal funding for "critical race theory and transgender insanity²," and to rollback Title IX protections for transgender individuals³, leaving many in the De Anza community feeling uncertain about their future employment, academic journey, or safety and already experiencing harm from current events; and

Whereas De Anza has included in its statement of values a dedication to Integrity, Equity, Developing the Human Capacity of All Students, and Civic Engagement for Social Justice⁴, stating an obligation to adhere to and promote these values at all times; and

Whereas creating feelings of safety and belonging are critical to student success, and standards and policies related to student preparation and success fall in the 10+1 purview of the Academic Senate as defined in Title V § 53200⁵ while also aligning with the Chancellor's Office Vision 2030 for California Community Colleges⁶; and

Whereas it is in uncertain times that clear statements of resolve and support are most critical, particularly from those in any position of authority or responsibility as called for in De Anza College's Equity Plan Re-Imagined when it states that shared governance bodies should "advance and uphold the equity vision in all college endeavors by integrating it into the shared governance process⁷"; therefore, be it

¹ <https://www.aclu.org/trump-on-immigration>

² <https://www.forbes.com/sites/saradorn/2024/05/10/trump-promises-rollback-on-trans-rights-heres-what-hes-said/>

³ <https://time.com/7174809/donald-trump-second-term-day-one-agenda-executive-orders-policies/>

⁴ <https://www.deanza.edu/about-us/mission-and-values.html>

⁵ <https://casetext.com/regulation/california-code-of-regulations.title-5-education.division-6-california-community-colleges.chapter-4-employees.subchapter-3-certificated-positions.article-2-academic-senates.section-53200-definitions>

⁶ <https://www.cccco.edu/About-Us/Vision-2030/outcomes-and-metrics>

⁷ <https://www.deanza.edu/equity-plan/documents/Equity-Plan-Re-Imagined-2022-2027.pdf>

Resolved that the De Anza Academic Senate affirms its commitment to and support of all members of our community, particularly those who are undocumented, transgender, or members of another disproportionately impacted group dealing with fear and uncertainty in the face of hostile actions from the highest points of government; and be it further

Resolved that the De Anza Academic Senate will compile a report to be shared out to the De Anza Community based on a series of college-wide discussions over Winter Quarter and through Fall 2025 with the goals of raising awareness about the new or renewed challenges individuals are facing, sharing and encouraging the adoption of best practices already in place, and to recommending new ways to support students and employees in a way that advances equity and reduces harm across the De Anza organization; and be it further

Resolved that De Anza Academic Senate will advocate with local and state leaders to ensure that protections currently bestowed through Title IX interpretations and elsewhere remain in effect for students in the FHDA system including commitments including but not limited to creating inclusive classroom and program spaces where correct names and pronouns are asked for and respected, ensuring access to facilities such as bathrooms that align with the gender identity of individuals, ensuring that students and employees feel safe from threats from Immigration and Customs Enforcement personnel, and responding quickly and thoroughly to complaints of harassment, discrimination, or intimidation aimed at members of LGBTQ+, undocumented, religious, or racialized communities; and be it further

Resolved that the De Anza Academic Senate urges all of its members to represent the very best that De Anza can be, standing firmly for the rights of people from vulnerable communities, proactively preventing and disrupting bullying in our classes, and educating ourselves and the other members of our entire community about the myths and corresponding facts associated with issues surrounding immigration, minorities, and LGBTQ+ individuals.