

Welcome Letter to the President

From the Department of Asian American and Asian Studies and the Asian Pacific American Staff Association of De Anza College

June 3, 2020

Dear Dr. Holmes,

On behalf of Asian American and Asian Studies (ASAM) and the Asian Pacific American Staff Association (APASA), we welcome and congratulate you on your appointment as our new De Anza College president. We're excited to support and partner with you in this role. We were heartened by your commitment to equity and diversity as expressed throughout the interview process, and believe in your intention to make this commitment real and truly inclusive at De Anza.

ASAM and APASA, guided by the principles of diversity and social justice, remain steadfast and committed to efforts to address all forms of injustice. In our advocacy for Asian Americans and Pacific Islanders (AAPIs), we also affirm our solidarity with other historically marginalized groups including our Black and Brown communities, especially during the recent events in Minneapolis, Georgia, New York, and across the nation.

As part of our advocacy work, ASAM and APASA are committed to supporting AAPI students, classified professionals, and faculty. We understand that Chancellor Miner has shared with you our Letter of Concern, which we have included in our email for your reference. As a first step in our collaborative effort with you as college president, we are proposing an introductory meeting followed by quarterly meetings throughout the year with a contingent of AAPI classified professionals and faculty representing AAPI interests on campus. Our goals for these meetings will be to:

- Facilitate informed decision-making across senior leadership of the college, keeping in mind the needs of AAPI students, classified professionals, and faculty;
- Advocate for programs and institutional efforts to promote access, retention, and success for our AAPI students, including IMPACT AAPI and our application for an Asian American and Native American Pacific Islander-Serving Institution grant (AANAPISI);
- Work collaboratively with you to establish mentorship and leadership programs for AAPI students, classified professionals, and faculty; and

- Help establish a task force to study the state of AAPI faculty and classified professionals, and disproportionately impacted student groups; with the involvement of Institutional Research and for the purposes of informing college decision-making processes and advising senior leadership at the college.

In our partnership, we hope to foster a meaningful working relationship that is built on trust, transparency, and mutual respect. In the spirit of collaboration, we have compiled a resource list that we will bring to our first meeting. It includes readings that highlight the challenges and misconceptions of working with AAPI students, best practices for supporting the success of AAPI students, and how best to collaborate with AAPI classified professionals and faculty. We hope this will provide you with guiding frameworks rooted in research that will be relevant to you in serving AAPI communities. We encourage an open dialogue and active engagement of these aforementioned topics. We invite you to partner with us to ensure AAPI voices are included at all levels of our institutional policies, practices, and systems.

We are excited that you will be joining our De Anza Mountain Lion family soon and look forward to a virtual meeting with you before the end of July.

In community,

Khoa Nguyen ♦ Secretary, APASA; Counselor/Coordinator, Math Performance Success Program; Co-Advisor, Vietnamese Student Association Club

Tracy Chung-Tabangcura ♦ Treasurer, APASA; Articulation Specialist; Co-Chair, Classified Senate Professional Development Committee

Mae Lee ♦ Chair, ASAM; Vice-Chair, Curriculum Committee

Laura Chin ♦ Faculty, Political Science; Social Sciences and Humanities Equity Core Team; Advisor, Public Health Support and Advocacy

Herminio Hernando ♦ Counselor/Instructor, General Counseling Department and Division

Anthony Santa Ana ♦ Program Coordinator, Office of Equity, Social Justice, Multicultural Education

Amy Wang ♦ Counselor/Coordinator, IMPACT AAPI Program

Hua-Fu Liu ♦ Chair, Mandarin Department; Advisor, Chinese Students Association and Taiwanese Students Association

K.D. Le ♦ Co-Chair, APASA; Counselor/Instructor, General Counseling Department and Division; Co-Advisor, Vietnamese Student Association

So Kam Lee ♦ Faculty, ASAM; Secretary, Academic Senate

La Donna Yumori-Kaku ♦ Co-Chair, APASA; Retired Student Activities Specialist, Office of College Life

Sushini Chand ♦ Student Success Specialist, Retention Program, General Counseling Department and Division; Board Member, Association of Classified Employees (ACE)

Tom Nguyen ♦ Counselor, Biological Health & Environmental Sciences Division

Karen Chow ♦ Faculty, English, ASAM, and Women's Studies; President, Academic Senate

Mark Fu ♦ Counselor/Instructor, General Counseling Department and Division;

Tom Izu ♦ Immediate Past Executive Director, California History Center; Member, De Anza Commission

Susanne W. Chan ♦ Retired Counselor/Instructor; Co-Founder, APASA

Noemi Teppang ♦ Counselor, International Student Programs; Secretary, California History Center

Christine Chai ♦ Faculty, ESL, ASAM, IMPACT AAPI

Erick Aragon ♦ Faculty Director, Outreach and Relations with Schools; Tri-Chair, Equity Action Council (EAC)

Dawn Lee Tu ♦ Faculty Director, Professional and Organizational Development

Soo Choi ♦ Faculty, ASAM

Renee Augenstein ♦ Articulation Officer and Transfer Services Coordinator

Scott Olsen ♦ Workstation & Tech Support II, Educational Technology Services

Helen Pang ♦ Counselor, Career Services/Career & Technical Education (CTE)

Mike Kaku ♦ Counselor/Instructor, Occupational Training Institute (OTI)

Hyon Chu Yi-Baker, EdD ♦ Faculty Director, College Life & Judicial Affairs Officer; Member, EAC, and ASAM

Sherwin Mendoza ♦ Faculty, ASAM and English; Co-Advisor, Pilipino Unity Student Organization

Phong Lam ♦ Academic Advisor, General Counseling Department and Division; Scholarship Committee Co-Chair; Member, Black Faculty, Staff and Administrators (BFSA) Network

Jim Nguyen ♦ Faculty, Political Science

Denica Kelly ♦ Counselor, International Student Programs

Paul Fong ♦ Faculty, Political Science

Anita Muthyala-Kandula ♦ Dean, Biological, Health and Environmental Sciences

Kristin Skager ♦ Faculty, English; Co-Coordinator, LinC (Learning in Communities)

Betty Inoue ♦ Counselor/Instructor, Transfer Center; Representative, Academic Senate

Mylinh Pham ♦ Faculty, History; Faculty Rep, EAC

Russell Hong ♦ Faculty, Communication Studies, IMPACT AAPI, and First Year Experience

Michael Chang, Ph.D ♦ Emeritus Chair/Faculty, Asian American Studies; Founder/Director, Asian Pacific American Leadership Institute; Former Mayor of Cupertino

Francesca "Chesa" Caparas ♦ Faculty, English and ASAM; Faculty Coordinator, Jean Miller Resource Room for Women, Gender, and Sexuality (added to original signatories)