

EAC Notes March 5, 2025 [2:30-4:00pm]

Online via Zoom | EAC Website: [Equity Action Council](#) | EAC Agenda [March 5, 2025](#) | EAC Notes [Feb 19, 2025](#)

Roll Call

Members Present	Members Absent	Guests
<ol style="list-style-type: none"> 1. Kaung Lett Yhone ICC Student 2. Jin Huang ICC Student 3. Joshua Madrid DASG Student 4. Steve Nava Faculty 5. Joe D'Agostino Faculty 6. Shaila Ramos-Garcia Classified 7. Adriana Garcia Program Coordinator Office of Equity 8. Deborah Armstrong Classified (had to leave early) 	<ol style="list-style-type: none"> 9. Vernon Gallegos Faculty 10. Yvette Alva Campbell Administrator 11. Katia Bravo DASG Student 12. Michelle Hernandez E&E Dean 	<ol style="list-style-type: none"> 13. Guest: Eric Mendoza, Dean, Athletics 14. Guest: Sam Bliss, Assoc VPI 15. Guest: Lisa Ly Classified 16.

Welcome and Introductions – Nava, Armstrong

Community Building Question

Leadership Reports

- DASG:
- ICC: There is an effort to change the ICC Equity position title to ICC equity and legislative liaison, and it will be voted by the club representative next week to get it officially done
- DDEAC: [Sam] Next Meeting is March 13
- RAPP: [Sam] Annual Program Review Feedback In Progress, currently on week five out of six of working in small groups and those certainly are what will be used to drive the resource request conversation and then come back together in person and in a larger conversation.
- College Council: [Sam]
 - Applied for the Strategic Enrollment Management [SEM] Institute Team of 10 (Summer 2025)
 - Submitted documentation for the League of Innovation reaffirmation
 - How the C plan and the Student Equity Plan reimagine realigned

- President Torres introduced the group to planning documents and sequences and his vision for correlating all the campus plans.
- Other

Recent Court Rulings on DEI

- Some of the latest executive orders are spreading myths such as reverse discrimination, anti-white success, white guilt in addition to saying that it is hurting economic growth, and it is unproductive
- President Torres and Chancellor Lee Lambert said, state laws require DEI and our community colleges to go through accreditation. There are state and county laws that protect DEI work and constitutional laws that protect us from some of the attacks. Some of the attacks are in contradiction with the Office of Civil Rights.
- Equal Opportunity Act EO 11246 signed by President Lyndon Johnson in 1964 part of the Equal Rights Amendment revoked by an executive order
- Dear Colleague Letter released by the Office of Civil Rights with an FAQ
 - The interpretation of the new leadership is any form of race-based or ethnic-based programming that offers an advantage is illegal because it is a disadvantage to white and Asian students who don't have that.
 - That's not an interpretation of the law that is shared by any court.
- Court injunctions paused executive orders
- The direct impact to our campus would be the SIP grant because it is DEI work.
- The indirect impact is halting federal grants and the federal employees.

Sanctuary Campus Resolution Presentation

- [Latest Version](#) Read out loud by Shaila Ramos Garcia, initiated by Anu Khanna and introduced at the January 13th Board of Trustees meeting.
- Earlier this year we worked with a few board members and have submitted an amendment to that resolution. There are a few points regarding student records, student safety, affirming the privacy of student records. We ask to declare our district a sanctuary district sends a message to our internal and external communities that we stand with our undocumented refugee and asylum-seeking students, faculty, staff, and administrators while also sending a message of solidarity to other entities such as the State of California and over 200 other colleges and universities which have declared to be sanctuary.
- It is affirming state laws SB54 and AB21 and seeking to ensure that public and private institutions in California's higher education system foster a campus community that is safe and supportive of all students, faculty, staff, regardless of immigration status.
- So far passed by Classified Senate and it is in its first read in Academic Senate and will be voted on this coming week and will be voted on at DASG soon after this meeting. It has not gone to the College Council yet.

- Call to Action: Vote for this resolution and send written statements by March 10th at 12pm to gather support as part of public comments
- Discussion
 - Question: Has the opinion of the district attorneys been shared in this group? Answer: the opinion of the lawyers was from two years ago and being advised by them not to use the term sanctuary because it doesn't afford any actual legal protections to anyone and places a target on the back of the college by the current administration
 - Senior administration including the president and the chancellor share concerns about putting that kind of target without having a legal benefit to students and where undocumented students are placed on the table as collateral because the federal government can send ICE and Border Patrol to campus with warrants.
 - Question: Do we want to risk existing students by setting a target on the campus? Answer: There is an opportunity for us to lead in that. We had these discussions in our group, EJUS, Educational Justice for Undocumented Students, which is a committee I'm made up of staff and students. Students have been leading the work regarding sanctuary campuses with strength and for what is right. So far nobody has adopted the term sanctuary so far in Trump 2.0 and in Trump 1.0, it was the Peralta college district
 - Question: But how do we know that our undocumented students are behind this?
 - Question: We don't know who our undocumented students are, right? There are supposed to be a thousand of them, but we intentionally don't collect that data. So, we cannot do a survey to find out.
 - Question: I am interested in knowing how we know that our undocumented students want us to raise a flag and put a target on the campus. Answer: We don't say it that way "Do you want us to raise a flag and set a target? That's not definitely the way that we're communicating with our students, and I know because I am working on the writing with students' hand in hand and we are speaking with them and there is no way in identifying all the undocumented students. Two years ago, when the whole career fair incident happened, this was one of their requests, to become a sanctuary campus and they initiated and have led the work.
 - Question: Can we declare we are safe haven and a place of sanctity but not putting that badge out there and attracting a lot of negative attention in a negative way to invite a conflict, right? Because we want to protect these students

- Question: Why would we want to do anything that would initiate or or try to put any target on anybody just by the choice of language when we could find maybe like a substitute way of using language that would be more conducive to tell people this is a safe place?
- Question: We are trying to avoid setting a target on us as a campus, right?
- Question: Why would we give any incendiary language that would attract attention in a negative way.
- I am most afraid because if we really want to protect our students then we have got to look at protecting them. I think sometimes their vigor and their youth might get in the way of them understanding what they're actually asking for.
- Question: What does that mean if we're a target? Does that mean like a lawsuit?
- We are down 12% [enrollment] without De Anza College being in the news.
- If De Anza is in the news as the forefront leader of the sanctuary concept for the California community colleges, then we are going to get targeted by ICE, by Border Patrol and Trump is going to give them the go ahead to come to our campus and after students because of the way he is retaliatory. I think it would be foolish of us to think that he would not take it personally and come after this campus if we are all of a sudden in the news. I get the desire to go ahead and be the ones who fight the fight, but the people meaning the students that we are taking the risk with. The chancellor, president and I are having a hard time with wanting to put students at risk like that.
- Question: Can the students come to the EAC meeting or meet with the chancellor, the president and senior administration
- We don't track students who are undocumented, how do we identify students who are undocumented? Answer there' are students who have self-identified to some employees.
- Question: You are going to bring in a handful [of students] to represent the thousand that we are saying we have and don't want to be identified? There is a problem there. Answer, students will be at the Board of Trustees meeting. There is a handful that have chosen to live in their courage and self-identify and are working closely with our staff who also have chosen to self-identify and we can figure it out from there if there is a genuine leaning to learn from the students. I think the students can meet with decision makers and leaders on our campus so that you can learn more about why they feel they want to pursue this.

- It is important to recognize that the folks who self-identify may not be representative of the group of the whole.
- I think a lot of students are not going to come out and make it vocal because they are in fear.
- If we put them out there based on a handful of people that might be more willing to have that conversation then that can be a dangerous thing for the students that want to remain anonymous, or they want to remain under the radar. It is a delicate slope. I don't think that we want to play games with students.
- We don't want to put anybody in the crosshair if there is already so much pressure from the external forces that they are dealing with and fear that exists already. Why would we want to do anything that would increase that?
- I would be really curious to see what Academic Senate says.
- I understand we are in compliance considering the State of California is declared sanctuary via the California Values Act, SB 54. The County for Santa Clara is also declared sanctuary. Note that the city of San Francisco and the County of San Francisco are also declared sanctuary.
- We already know the County for Santa Clara has three lawsuits against the Trump and this is a way they have taken leadership.
- Question: Is the County's legal counsel providing counsel for our district or what is the name of the legal counsel that's providing counsel for our district? When was the last time we talked to them? Answer: Chancellor talks to them every week right now.
- I think it's important for us to lead in that work. I do understand the fears and the potential impact of the resolution, but we will be able to fight against what is attacking us because the word means a lot. It is going to make a huge statement from our district that we are willing to protect students. The word itself means a lot historically to the immigrant community. And that is why it means a lot.
- We are standing strong with our commitment towards becoming a sanctuary district at this point.
- Something to consider also are the ramifications if this has been put forward and then we do not accept it, then it would discourage certain students, certain staff and certain members of De Anza. There are already institutions that are hiding the word "undocumented" and calling it something else. If it was applied here, then does that mean we cannot have UndocuSTEM conference, and then we can't have Welcome Day? I don't know where it stops. We must think of both sides of the ramifications of whether it gets accepted or whether it gets denied.

- As a child and member of a mixed status family supporting this resolution would align to my core values as an employee. By becoming a sanctuary campus then I have a commitment and responsibility to uphold particularly the resolves that Shaila read in the resolution, and I think they are easy to do but maybe that is my privilege talking.
- I heard leadership talk on Monday about our DEI in the Chancellor's town hall about how we're already in compliance with existing policies with state laws, the regulations, with Title V, with accreditation process and now I'm wondering, is this sanctuary campus resolution not in compliance with state law considering we have a state and a county sanctuary?
- I am also curious, can those lawyers meet with EJUS, at the Educational Justice for Undocumented Students committee so that there can be a conversation regarding the legal implications? I ask considering this work that has been done for two years in an effort to create a safe space as envisioned by the students. Answer: I can ask the chancellor if we can meet with lawyers but nothing I can promise
- As a member of DALA, there is already a process there saying we agree with supporting the resolution.
- The Chancellor did mention working with the lawyers at the January 13th Board of Trustees meeting, we have yet to hear from him on that though.
- Recommendation by Armstrong for this to be a first read because one of our Tri Chairs is not present and is out of town and I am curious what they think. This information can be shared at the Board of Trustees meeting. Being democratic is more important than my personal opinion. Another idea is to table it and see what other governance groups are saying, especially Academic Senate.
- Recommendation by Nava to set up a meeting with the students and the lawyers of the district and that Michelle have a voice here.
- Another idea is for students to reach out to other students and create information and a survey that would represent them and potentially allow for anonymous answer submissions.
- Another recommendation is to move to have the students meet with the lawyers and also have this be our first read so that Michelle can look at it before we decide to approve it.
 - Any objections?
 - One objection is because it would be helpful to have the support of EAC before the meeting on Monday (Board of Trustees).
 - Others would like more time to think about it. I would like to vote to wait.

- Question: Are they going to have a conversation with the lawyers and is there language that we could pick that could get the point across but soften the blow.
- Question: What does it mean to be the target? Answer: I do not want my students to be in a class and ICE, the Border Patrol or the new media to come in. I don't want to put our students or even our faculty at any additional risk than they're already facing.
- Question: Is there faculty that we know that has self-identified as undocumented that we talked to and consulted about what that would look like for them, especially as the most impacted community from this potential decision? Maybe we need to do that kind of due diligence.
- Question: Is there a reason that it has to be this month's board meeting? Could it not be presented at next month's board meeting if we had more legal backing and we also have evidence that students are behind it? Answer: Yeah, we wanted to do it as soon as possible because we are literally losing students, they are unenrolling. And it is already on the board agenda.
- Question: Why do you think that putting this resolution is going to make that number stop declining? If were in the news, then that number is going to get worse. Answer: To become a sanctuary district will send out a statement to our communities and to our students that we care about them, that we see them and that this is a safe space for them. We first want to be transparent and not give false hope while creating protocols to keep them safe.
- Question: How are you making the jump from there to you think enrollment stops bleeding when we make that statement?
- Question: How do we decline enrollment by passing the resolution? If I understand right, enrollment has declined for other reasons, including the high cost of Silicon Valley housing prices. The drop happened the second Trump got elected. We are at 12 FTS; 12 percent drop compared to last year, over last January 2024. So it could be multiple things that happen in one year, including the elections that impact enrollment decline. We cannot just pin enrollment on this discussion of sanctuary campus. I am challenging that enrollment would be affected by making the resolution. If there's a campus that says in public that they we will do the right thing for our students, then our students will most likely attend that space.

- Question: Is there any protocols? Answer: The President has sent two or three memos affirming a safe space for undocumented students. I feel our actions are already publicly saying we care and we are honoring an amazing movement that was started decades ago.
- Question: What does adding the word sanctuary and thereby inviting Fox News to campus add?
- Question: Is there anything that's saying that our campus is not a safe place or that our environment isn't inviting or supportive? Is there anything that's contrary right now that a student doesn't feel safe here? Because I know my 85 guys feel safe here. I can only speak to those 85 because that's the guys I'm with every day But I don't think there's anything out there that says that we're not a safe space.
- Question: Do we need to do something in addition to prove that we're a safe space or are we already doing that? How does this help us move forward?
- This resolution came about because of the job fair (2023) in the context of an administration that was accepting of all (Biden) and people came on campus that made our students feel unsafe. We have this idea that our campus is safe but there was an instance that that happened and that sparked the conversation of this happening.
- Question: Are we going to wait until something like that happens again or are we going to be proactive and have these things implemented? Answer: This resolution started before January 2025 and because of the instance that our students felt unsafe.
- If you go to the board now, you could say the EAC supports that if we voted on it, but you couldn't say Academic Senate supports it? Answer: Academic Senate is going to vote on it on Monday before the board meeting and from the initial read, there was a lot of support this previous Monday.
- I agree with having more conversations regarding Sanctuary campus abstain.

- When vote was proposed, there was 8 voting members present out of 13
 - Motion: If we approve this resolution, we are asking it to be passed on to the Board of Trustees.
 - 4 no
 - 2 yes
 - 1 abstain

Equity Plan Re-Imagined Progress: Due March 15

- Tracker: [De Anza College Equity Plan Progress Tracker Updated.xlsx](#)
- Form: <https://forms.office.com/r/17aDWpiQPY>
- March 15: Constituency Group Deadline
- To recognize our accomplishments and feed it to the strategic planning
- An email will be sent to remind everyone of the deadline
- Trying to show our progress on equity because our budget is tied to our equity minded work
- Outreach Plan by EAC Tri Chairs
 - Senior Leadership
 - Deans

Retreat Agenda March 14

- If you have groups that you feel should be invited, please contact one of the tri chairs.
- Affinity groups and others will be invited to this retreat

Student Equity & Achievement (SEA) Plan Executive Summary 2025-2028

- We will bring a draft to EAC for feedback and revision.
- Have final version by the end of May 2025
- We are looking at some of the success in terms of increasing students that are completing their courses and looking in terms of growth So looking at student data and actions based on the data and identifying goals. We want to increase the student success of the following student populations: Black, Filipinx, foster youth, Latinx, LGBTQ+, Native American, and Pacific Islander students.
- Some ideas for data driven action are hosting student panels for four-year institutions, coordinate growth mindset workshops for first time first year students, implement professional development training on transfer resources for

instructors, counselors, and classified professionals, coordinate community resources for students who are current or former foster youth as well as hire and train full-time counselors for students who are current or former foster youth, train instructors, counselors, and classified professionals on ways to meet the unique needs of students who are current or former foster youth, as well as integrate transfer services and career exploration into the Guided Pathways villages.

Section 504 Rehabilitation Act Threat

- Section 504 of the Rehabilitation Act is the oldest disability civil rights law It was passed in the middle 70s after groups of disabled folks did sit-ins at various federal buildings. The sit-in lasted 28 days in San Francisco. There were lots of folks in wheelchairs and with other disabilities who literally took over the federal building until Joseph Califano, who was the Health and Human Services Secretary was pretty much forced to sign Section 4 of the Rehabilitation Act. And what it says is that if you get federal money, you cannot discriminate against disabled folks.
- Now 17 states, including Texas, are suing the federal government and asking for 504 to be removed and the Rehabilitation Act will no longer require schools to put in ramps to have disability services or for children in K-12 to have any special services based on their disability. California is not part of the lawsuit and the only thing the state can do is ask our attorney general to write an amicus brief.
- Call to Action: It is very important to keep this lawsuit from coming to fruition
- Question: Would it help for other community members to write letters to Rob Bonta's office? Answer: Yes, what you're doing is you're asking him to write an amicus brief in favor of the lawsuit being dropped. And the Disability Rights Education Defense Fund website listed all the information needed. The organization is based out of Berkeley, Ca. I used to be a 504 trainer, and I used to know all their regulations, when I was very young and very much a civil rights activist. The laws have only strengthened the 1970s when most campuses had no ramps and people in wheelchairs could only take classes on this first floor of the building. And we used to go around and make maps of all the buildings that our disabled students couldn't even get into. People who were born after the 70s do not realize what great strides were made because of Section 504.

Future Agenda Items

- (June 11) [Website](#)
- Equity Champion Awards
- Recruiting more planning committee members and so far meetings on Thursdays

- SEA Plan
- Student Equity Plan Reimagined
- Getting feedback for the retreat agenda

Dates to Remember and Announcements

- Partners in Learning-Equity Series (March 11) PIL Flyer
- EAC Equity Retreat (March 14)
- NCORE 2025: (May 26-31, 2025) [Website](#)
- Equity Champion Awards (June 11) [Website](#)

Affirmations

Links for Reference

- [De Anza College Equity Plan Progress Tracker Updated.xlsx](#)
- [01/15/2025 - Agenda and Minutes](#)
- [EAC-Brainstorming Goals-For-2025.docx](#)
- [Personnel Requests Spring and Fall 2024.xlsx](#)
- Protect 504 webinar: [Disability Community Briefing: What You Can Do to Stop the Attack on Section 504 - DREDF](#)
- Protect 504 Explained in Simple Language: [Texas v. Becerra: What it is and How You Can Help Stop the Attack on Section 504 | DREDF](#)
- [FHDA Sanctuary District Resolution 2025-05 w/ EJUS Ammendments - Google Docs](#)

- <https://immigrantsrising.org/resource/understanding-the-sanctuary-school-and-safe-zone-movement/>
- <https://www.iceoutofca.org/values.html>
- [EAC Retreat March 14, 2025](#)
- [Title VI of the Civil Rights Act in Light of Students for Fair Admissions v. Harvard \(PDF\)](#)
- [frequently-asked-questions-about-racial-preferences-and-stereotypes-under-title-vi-of-civil-rights-act-109530.pdf](#)