

recognizes the importance of establishing a “culture of equity” into institutional college planning and decision-making processes.²

Whereas, additionally, the 2019 Board of Governors DEI Statement recommends that local academic senates

- ◁ ensure faculty leadership as the institution evaluates data used to prioritize, assess, evaluate, and revise decision-making processes..., and
- ◁ engage all college and district stakeholders—including full- and part- time faculty, students, staff, administrators, board members, and community—in critical conversations to shift ideologies to foster an equity-driven institution...

Whereas, the Foothill College Academic Senate recognizes that to ensure classified professionals’ robust, desirable, and meaningful engagement in college decision-making processes the barriers to this engagement must be evaluated and addressed, and systems of fair compensation for work completed must be implemented, including overtime in accordance with collective bargaining agreements; **therefore, be it**

Resolved, that the Foothill College Academic Senate reaffirms our assertion that the voices of our classified staff colleagues are critical to sound decision-making at our college; and

Resolved, that the Foothill College Academic Senate urges our College Administration to work with the Classified Senate and collective bargaining units to remove any workload and/or compensation barriers that would prevent any classified professionals from participating in district and college governance, if they so desire.

² [EQUITY-DRIVEN SYSTEMS: Student Equity and Achievement in the California Community Colleges, ASCCC 2019](#)