

IPBT – You will vote for three. Below is the response requested:

Thank you for your interest in serving on a committee. The Executive Committee of the De Anza Academic Senate affirms the importance of creating meaningfully diverse committees that are composed of persons with varying perspectives and backgrounds. The Academic Senate for California Community Colleges Diversity, Equity, and Inclusion Statement [<https://www.asccc.org/inclusivity-statement>] states that: " Embracing diversity means that we must intentionally practice acceptance and respect towards one another and understand that discrimination and prejudices create and sustain privileges for some while creating and sustaining disadvantages for others. In order to embrace diversity, we also acknowledge that institutional discrimination and implicit bias exist and that our goal is to eradicate those elements from our system. Our commitment to diversity requires that we strive to eliminate those barriers to equity and that we act deliberately to create a safe and inclusive environment where individual and group differences are valued and leveraged for our growth and understanding as an educational community." To this end, we ask that you respond to the following questions. Feel free to respond in bullet form:

1) For those who don't know you, what experiences, training, backgrounds, identities, etc. make you a good candidate for service on this committee?

2) How do you think diversity matters (including diversity of disciplinary training/expertise, experiences, background, identities, etc.) for the committee to which you are applying?

Total limit for both questions is 200 words. (Longer responses will be truncated.)

| Name | Division | Department/Area | Status |
|---------------------|--|------------------------|-------------------|
| Diana Alves de Lima | Equity & Engagement | Student Success Center | Full-time Tenured |
| | <p>1) My daily work supporting students and tutors gives me a student-centered, campus-wide equity-minded perspective. I've served on IPBT for many years, and have worked on several Accreditation cycles, DARE, 3SP, Curriculum, and College Planning Committee. I have a certificate and coursework in online teaching and learning, and recently became the Faculty Mentor for the Equity & Engagement Division; I care deeply about student success, and student leadership, especially for first generation and underrepresented student groups. I'm familiar with program review processes, funding sources, allocation of resources, and painful budget reductions. I seek to listen carefully and hope that my experience and demeanor contributes to thoughtful, positive, and future-oriented discussions and decisions.</p> <p>2) As we face the post-COVID reality of ~\$12.5M in cuts, IPBT must establish equitable processes and criteria that serve students and align with our values and mission. We need to be self-aware and build community internally, and also reach out to ensure transparent communication, engagement and trust among everyone affected by the changes we must make. Virtual communication, accelerated timelines, high stress and crisis-mode can lead to greater implicit bias, shortcuts and poor communication, so we must be vigilant and intentional about including and valuing diverse student, classified, <truncated to 200 from 232 words></p> | | |

| Name | Division | Department/Area | Status |
|------------|--|-------------------|-------------------|
| Mayra Cruz | Social Science & Humanities | Child Development | Full-time Tenured |
| | <p>1)</p> <ul style="list-style-type: none"> • Former De Anza College academic senate president and FHDA district academic senate president (2012-2018) • Co-chaired of College Council, the Campus Budget Team and member of the District budget committee • Executed directions, plans, and policies as the members of the Academic Senate or Executive Committee authorized, directed, or approved. • Collaborated with other campus stakeholders on disseminating budget information • Equity-minded practitioner knowledgeable on how to apply and advance equity-minded policy, practices, and decision-making • Knowledgeable of California Code of Education, Title V regulations and accreditation • Model collegial consultation and advocate for effective participation in governance • Model humanized practices in committee work and in decision-making (empathy and care) <p>2) A committee composition with diverse representation allows for maintaining at the center a collective understanding about our students, the communities they come from, and the cultural capital and assets they bring, and how financial decisions would impact them.</p> <p>A wide range of perspectives is critical to the effectiveness of a committee to navigate the complex and dynamics issues of the times and apply equity-minded decision making in the planning and allocation of financial resources.</p> | | |

| Name | Division | Department/Area | Status |
|---------------|---|-----------------|-----------------------|
| Monica Ganesh | Language Arts | Counseling | Full-time NOT Tenured |
| | <p>I think I would be a great fit for the IPBT committee because throughout my eighteen year career as a counselor for both high school and community college students, my focus has been in creating programs with equity and social justice in the forefront to support students in gaining awareness and access to undergraduate programs, careers and beyond. I joined De Anza as the Interim Puente Counselor/Coordinator where I helped guide the cohort through their first year of college. I was then hired for the new tenure position of Language Arts Basic Skills Counselor, where I developed the role to help some of our most needy students navigate their way through basic skills classes, develop and reach their educational and career goals. The demand for counseling services grew, so a second counselor was hired a year later and another the following year. I serve mainly first-to-college and non-traditional populations, including historically underrepresented populations such as African-Americans, Filipino, Latinx and Southeast Asian students. Along with being an active committee member for the AB705 steering committee, I am also the Division Council representative for counseling, a member of the Appeals Review Committee and the Co-Chair of the De Anza Latinx Association. I <truncated to 200 from 228 words></p> | | |

| Name | Division | Department/Area | Status |
|------------------|---|-----------------|-----------------------|
| Terrence Mullens | PSME | Meteorology | Full-time NOT Tenured |
| | <p>I have served as chair of the Meteorology Department since I began at De Anza in 2017. During that time, I've made effective changes to improve both the success of my students and the financial productivity of the department, having implemented ways to provide a more equitable experience for my students (such as replacing an expensive textbook, and providing examples to my students how, despite the common notion that they aren't good at science, they perform science... and very well actually... on a daily basis).</p> <p>Diversity is a crucial element of any shared governance committee because the challenging decisions made by the committee must be reached by taking a large number of factors (impacts on equity, student success, faculty diversity, and the preservation of a robust set of programs) into account; this isn't possible if there isn't a large number of different perspectives (including disciplinary, ethnic, gender and gender identity, socioeconomic backgrounds, and the perspective of students) at the table when those decisions are being made.</p> <p>As we approach the difficult decisions regarding COVID-19's budgetary impacts, I feel my experiences in serving my program and helping students with diverse needs, have prepared me to be an excellent contributor to IPBT.</p> | | |

| Name | Division | Department/Area | Status |
|----------------------|---|-----------------|-----------|
| Daniel Allen Solomon | SSH | Anthropology | Part-time |
| | <p>1. I've been teaching at De Anza since 2013. Since 2018 I've stepped up my engagement with campus life in an effort to make more of a home for myself. I am an interdisciplinary anthropologist: I teach evolution and culture; I'm a student of feminist social studies of science. I represent SSH on Senate. I serve on several committees including CSEM and elections. I sit on the executive council of FA, and I'll join the negotiations team in Fall. I am a white cis man.</p> <p>2. Disciplinary diversity matters on IPBT. Faculty representatives should reflect the diversity of faculty stakeholders, and they should be able to grasp the diversity of faculty needs. I can do that. Employment track matters because vulnerability is not equally distributed in our system. Team members should also recognize the role that budget decisions play in promoting or inhibiting everything that is summarized in the phrases, "student success" and "equity." Where we spend dictates whom we reach. I want to join IPBT because the decisions made there affect the livability of my professional home, which I share with you, and with our students. To the extent possible I want everybody to get what they need.</p> | | |

| Name | Division | Department/Area | Status |
|-----------------|--|--|-------------------|
| Andrew Stoddard | Business, Computer Science and Applied Technologies Division | The Design and Manufacturing Technologies Department (DMT) | Full-time Tenured |
| | <p data-bbox="513 470 808 499">To whom it may concern</p> <p data-bbox="513 506 1419 1041">My name is Andrew Stoddard and I'm a full-time faculty member in the DMT department. I have worked for De Anza College for over 10 years both as a classified and faculty member. I made the transition to full time teaching 4 years ago and recently completed my tenure in March. Having the rare opportunity to work in both positions, I believe this has given me a well-rounded overview of the college as a whole and a vision from different perspectives of our multi-cultural community. I truly enjoy working at De Anza as well as being a graduate of this great learning institution. Having such a diverse faculty and student population gives a real sense of togetherness at the college as a whole. Over the past 10 years I've learned many new things as I'm a firm believer that you never stop learning. But, with anyone who strives to advance themselves in education, it's through active participation in college service and committees that a person can really get involved and make a difference in the quality of a student's education.</p> <p data-bbox="513 1050 1419 1157">Growing up in the small coastal community of Santa Cruz, CA it has a large socio-economic and ethnic population<truncated to 200 from 375 words></p> | | |

| Name | Division | Department/Area | Status |
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| James Suits | Social Science & Humanities | Administration of Justice | Full-time Tenured |
| | <p>SS&H Rep to the Academic Senate for one year. Dept. Chair for AOJ since 2014. As the Chair I have been involved in the faculty hiring process (5) to enhance the diversity of AOJ instructors, course scheduling, faculty coordination of faculty & dept. projects, established the AOJ Advisory Board, program & course 5-year reviews, coordinator for AOJ Perkins & Strong Workforce Program grant funding, development of the AOJ criminal investigation/forensic science crime lab, development of 2 Certificates of Achievement-Advanced (cybercrime Forensic Investigation & Community Service Officer) and new A.A. degree in Law, Public Policy & Society. Worked for the San Jose Police Dept. for over 30 years with a majority of assignments in the very diverse communities. Have seen both poverty and lack of opportunity and how it affected all ethnic groups. Have seen the richness of varied cultures and the communities that were built from the coming together of those cultures. At De Anza, I saw opportunity for those who have not been afforded opportunity. I have attempted to open new opportunities for careers in the criminal justice system for those students who did not see themselves as being part of the criminal justice system due to their heritage.</p> | | |

| Name | Division | Department/Area | Status |
|----------------|--|-----------------|-----------------------|
| Felisa Vilaubi | Language Arts | Counseling | Full-time NOT Tenured |
| | <p>1) I have spent my entire adult life working towards equity. From my first job in gang prevention in Santa Ana, to being a Family Advocate in East Palo Alto, I have always believed that my work should be centered around breaking cycles of marginalization and helping people understand their power and worth. Additionally, I also have extensive experience working as a counselor with affluent families and understand the pressures that come along with the perceived need to achieve academic perfection. In this sense, I have knowledge about how to support the spectrum of students that we see at De Anza College.</p> <p>2) As a white passing Latina, I am incredibly aware of my privilege and as such know that my experience is unique and I can offer a different perspective to the committee. I am an advocate for equity and access, and I want to make sure that the idea of the alternative student and the voice of the alternative student is a part of any conversation when we think about programs that affect them directly. As a counselor, I feel that my job is to advocate and support all students but with an intentionality on closing the equity gap.</p> | | |

| Name | Division | Department/Area | Status |
|--------------|--|-----------------|-------------------|
| Bill Wishart | applied technologies | auto tech | Full-time Tenured |
| | <p>1) I am deeply rooted in De Anza College--in the mid 1990's when i took a high school level auto tech course at De Anza I was hooked. I Started teaching part time auto tech in the early 2000's after pursuing a bachelors degree, and now full time faculty auto tech. I strongly believe in a pathway for the students to follow to complete certificates and goals. I think the CTE model of hands on learning leads to student success CTE needs to be represented on campus. It is a strong part of our culture at De Anza college.</p> <p>2) Diversity in all its facets are what make this campus such a wonderful place to learn and teach. The commitment to hearing each voice and each point of view as vital decisions are made is something I want to be a part of. IPBT makes vital choices that effect not only todays campus, but that of the future. As a CTE instructor I want to represent not only CTE faculty and departments, but that of all faculty. I want to part of the group that will decide the future of our college.</p> | | |