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*Let's celebrate!*

**FOOTHILL-DE ANZA FACULTY ASSOCIATION**
**25 January 2024**
**Volume 56 Number 4**

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## President's Report: Resourcefulness



**FA President**
**Tim Stoney**
*Chief Negotiator*
*Tenure - Library and Number 4*
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*Tenure - Mathematics*
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*Tenure - Mathematics

spaces for conversations about inherent differences fosters a supportive environment for everyone.

Classified professionals, often unsung heroes in daily operations, deserve both recognition and respect for the work they do in managing both employee and student needs and quotidien operations. The classified professionals are often tied to a particular space, which may limit both their visibility and their opportunities to engage across the campus. Reach out to those who guide our students through the obstacle course of managing college. It takes only a few moments to have an authentic exchange, ask for an opinion, or express appreciation. Valuing staff members' contributions and understanding the importance of their roles is fundamental to building a culture of equity. Engaging in cross-departmental collaborations and recognizing the importance of diverse skill sets can enhance the collective impact of our work.

To transform our campus culture from exclusive to inclusive, we must pay attention to basic behaviors. Actively listen to your colleagues, seek diverse perspectives, and be open to learning from one another. Make new friends on campus; meet people who are not directly in your work circle. Challenge yourself to take a risk on someone you might not ordinarily approach and ask them to grab a cup of coffee with you. Talk, learn, share and we will be a stronger district for your efforts. Let's challenge assumptions and biases and foster an atmosphere where everyone feels comfortable expressing their identities. After all, there is no faster way to cultivate change than to do it in a grassroots way, together.

Achieving equity requires a collective effort from all campus employees, from the Chancellor to those of us on the ground. By embracing collegiality, respecting the uniqueness of each role, and actively addressing inherent differences, we can cultivate a campus culture that celebrates diversity and inclusion. Let's work together to create a supportive and empowering environment for everyone.

## Openings for Executive Council Members

We currently have two openings for faculty: one full-time faculty member from Foothill and one part-time faculty member from either campus.

Meetings are currently held face-to-face the first and third Wednesdays of the month from 3:00 to 5:30 p.m. Meetings alternate between the two campuses. While there is no release time for these positions, council members are paid $100.00 for each executive council meeting attended. FA encourages faculty who are interested in participating in their union to "test-drive" a union position.

Please send a letter of interest to **Susanne Elwell** by Monday, February 12 at noon.

## January 2024 FA-PAC Update

In Winter 2024, the FA-PAC and the FA-PAC Internship Program remain committed to supporting faculty and student interests in several crucial areas across the District.

Our work to support the arts at De Anza continues apace with **the Measure G Task Force**, which is currently involved in renewed discussions and planning regarding the Measure G buildout.

We remain deeply involved with the Affordable Housing Task Force led by FA-PAC Internship Program faculty mentor, Eric Reed. Composed of faculty, staff, and students (including three FA-PAC interns), **The Affordable Housing Task Force** is presently engaged in review of proposed sites for housing development on or near our campuses.

Additionally, the FA-PAC Internship Program is leading a voter registration campaign. Our **Why Voting Matters contest** invites students, faculty, and community members to register to vote and enters them into a drawing to win one of three $50-dollar gift cards. Everyone is welcome to participate. It takes only minutes to complete the form!

Last, and definitely not least, the FA-PAC and the FA-PAC Internship Program is investing significant resources and energy into the **Patrick Ahren's campaign for State Assembly (District 26)**. We've recruited more than 50 student volunteers and are actively engaged in weekend canvasing events. Starting this week we'll add text-banking and phone-banking activities. Anyone interested in getting involved in the campaign should contact the campaign directly or the intern coordinator, Isabel Caballero-Teixeira (**isabelcaballerot96@gmail.com**).

Faculty mentor Laura Chin, Intern Coordinator, Isabel Caballero-Teixeira, and intern Leila Salam at the VIDA Project Fair, Main Quad, De Anza, January 18, 2024.

**The FA-PAC will provide a full list of endorsements in the February FA News.**

## Join FA Today!

## FA Membership Drive: We All Need To Pay Our Dues!

Dear Faculty Colleagues,

FA represents all faculty, whether they pay dues or not. When faculty don't pay their fair share, they "free-ride" on the contributions made by dues-paying members and in turn weaken the union.

FA's current membership drive seeks to get the more than 190 non-dues-paying faculty in the district to become dues-paying members.

Many recently hired faculty are not aware of FA and what we do. Moreover, many do not know they have to join the union ("opt-in") to become full members.

If you're not yet a member, please sign up today: **FA Membership Form**. It takes only minutes and you'll be glad you did.

By becoming a dues-paying member, you'll share these benefits:

- Demonstrate solidarity with your colleagues
- Contribute your fair share
- Strengthen FA's ability to fight for all of us!

In Service and Solidarity,

Jim Nguyen, FA Vice President
Bob Stockwell, FA Executive Secretary

## What Do you Think?

**We welcome your feedback. Use the "Share Your Voice" link below!**

- Feedback on Scheduling Negotiations
- Content Suggestions
- Formatting Suggestion
- Private response to writer or editor (will not be published)
- Letter to editor in response to content. This may be published in a future issue of the *FA News*.
- Request to have your relevant article or information published in the *FA News*. Please include a detailed description of your planned article.
- Any other constructive feedback you would like to provide.

## Share Your Voice: Shape Our Future

Fhda Faculty Association

### FA Executive Council Members

Erick Aragon (DA)
Rich Booher (DA)
Raymond Brennan (DA)
Mary Donahue (DA)
Laura Gamez (FH)
Jordana Griffiths (FH)
Julie Jenkins (FH)
Ellen Judd (FH)

Brendan Mar (DA)
Rachel Mudge (FH)
James Nguyen (DH)
Kim Palmore (DA)
Kathy Perino (FH)
Tim Shively (DA)
Bob Stockwell (DA)
Felisa Vilaubi (DA)

*FA* News is normally published ten times during the academic year by the Foothill-De Anza Faculty Association, an independent California corporation certified by the California Public Employment Relations Board as the exclusive employee representative for the faculty of the Foothill-De Anza Community College District. Letters and articles from District faculty are invited. Ph: 650.949.7544*FA*

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