

A RESOLUTION of the De Anza College Academic Senate to Denounce Anti-Asian American Pacific Islander (AAPI) Racism;

[Modeled in large part on Grossmont College Academic Senate’s Resolution to denounce Anti-Asian American Pacific Islander (AAPI) racism, authored by members of their AAPI Committee: Daniela Sow, June Yang, Desmond Morente, and Bryan Lam]

Whereas, the Academic Senate of De Anza College joins Grossmont College’s Academic Senate¹ in “support[ing] the Academic Senate for California Community Colleges’ Anti-Racism Resolution, which identifies the following core goals:

1. To integrate an accurate portrayal of the roles and contributions of all groups throughout history across curricula, particularly groups that have been underrepresented historically;
2. To identify how bias, stereotyping, and discrimination have limited the roles and contributions of individuals and groups and how these limitations have challenged and continue to challenge our society;
3. To encourage all members of the educational community to examine assumptions and prejudices, including but not limited to racism, sexism, and homophobia, that might limit the opportunities and growth of students and employees;
4. To offer positive and diverse role models in our society, including the recruitment, hiring, and promotion of diverse employees in community colleges;
5. To coordinate with organizations and concerned agencies that promote the contributions, heritage, culture, history, and health and care needs of diverse population groups;
6. To promote a safe and inclusive environment for all; and”

Whereas, De Anza College is located in Santa Clara County, in which, as of 2018, Asians, Native Hawaiian and Pacific Islanders collectively comprise the largest racial/ethnic groups at over 38% of the county’s population, or approximately over 520,000 people, and this population significantly grew 32% from the 2010 Census to 2018²

Whereas, the Academic Senate of De Anza College joins Grossmont College’s Academic Senate³ in agreeing that “higher education at colleges within California should be places where all faculty and staff members, administrators, and students have the right to study and work in a safe environment free of racism, discrimination, intolerance, and violence” and “the outbreak of SARS-Cov2 has been referred to as “Wuhan Virus,” “Kung Flu,” and “Chinese Virus” in public discourse, and this inflammatory rhetoric has stigmatized members of the AAPI communities, exacerbating the microaggressions and violence towards persons of AAPI ancestry” and “the

¹ Grossmont College Academic Senate’s “A RESOLUTION of the Grossmont College Academic Senate to denounce Anti-Asian American Pacific Islander (AAPI) racism” (attached PDF), approved on March 1, 2021

² Castaneda, Leonardo. “[Asians Are Now Largest Group in These Two Bay Area Counties, New Data Shows Hispanics Are the Second-Largest Ethnic Group in Contra Costa County.](#)” *San Jose Mercury News*, 20 June 2019.

³ Grossmont College Academic Senate’s “A RESOLUTION of the Grossmont College Academic Senate to denounce Anti-Asian American Pacific Islander (AAPI) racism” (attached PDF), approved on March 1, 2021

number of hate crimes and incidents – physical assault, vandalism, coughing/spitting, verbal harassment, shunning or avoidance, and refusal of service – against AAPI persons has increased nationwide. Between March and December 2020, 44 percent of nationally reported incidents took place in California as documented by Stop AAPI Hate’s press released dated February 09, 2021⁴”; and

Whereas, the Academic Senate of De Anza College joins Grossmont College’s Academic Senate in agreeing that “the “Model Minority Myth” by which AAPI persons are deemed self-sufficient and as such requiring neither assistance nor attention, and the resultant widespread gaslighting of antiAAPI racism – ranging from incidents to violent hate crimes, occurring nationally” – is a real threat at De Anza College.

Whereas, the Academic Senate Executive Committee of De Anza College has unequivocally affirmed that Black Lives Matter, in its “[Statement of Solidarity With Black Lives Matter](#),”⁵ which “acknowledges the existence of social inequities that have their genesis in various forms of institutional racism. We affirm our awareness that Black and Brown and Indigenous people are also burdened with bearing the brunt of economic hardships, illnesses, and deaths from the COVID-19 pandemic,” and we also “stands in solidarity and support with our students, staff, and faculty who are suffering physically, mentally, and emotionally as a result of this social strife and upheaval that has accelerated in Spring 2020. We also stand in solidarity with our students, staff, and faculty who are activists in the Black Lives Matter movement.”⁶

Resolved, that the Academic Senate of De Anza College gratefully acknowledges De Anza College’s [Black Faculty, Staff, and Administrators](#) Network (BFSA) for their “Statement of Solidarity With Our Asian and API Colleagues” in which they state:

“We the Black Faculty, Staff and Administrators Network (BFSA) denounce the current rise of overt antiAsian racism throughout our country and communities: To our API students, colleagues, and friends, we see you, we hear you and we stand with you. As African-Americans who have experienced and continue to experience anti-Black racism, discrimination and racially motivated violence over the past 400 years, we understand the fear, pain and anger such treatment creates. In light of recent events, we the members of the BFSA Network will not stand as silence witnesses to the violence and racial prejudice committed against our Asian brothers and sisters. In such precarious times, we must stand up for each other now more than ever. The members of the BFSA Network will use our voices to speak out against xenophobic ideologies, hate crimes and physical violence that target the Asian and Pacific Islander communities.

- We stand in solidarity with our APASA and API colleagues, students, friends and community members at De Anza College to combat racist attacks

⁴ <https://stopaapihate.org/reportsreleases/>

⁵ De Anza College Academic Senate Statement of Solidarity With Black Lives Matter is posted on the De Anza College Academic Senate website: <https://www.deanza.edu/gov/academic senate/>

⁶ [De Anza College Academic Senate Statement of Solidarity With Black Lives Matter](#) on the De Anza College Academic Senate [website](#)

- We understand that the system designed to pit Black and the API communities against each other originates from the white supremacy, and is the same racist system that impacts every facet of life for people of color
- We will use our voices to speak against and seek an end to systemic racism, discrimination and racially motivated violence
- We will encourage members of the BFSA and Black community to engage in dialogue and education to learn how to become effective allies to API communities”

Resolved, that the Academic Senate of De Anza College joins Grossmont College’s Academic Senate⁷ in “unconditionally condemning the aforementioned oppressive forces, and we further denounce xenophobia and anti-AAPI sentiment – the harmful rhetoric and racist actions arising because of fears of the COVID-19 pandemic – and therefore, we urge the documentation and investigation of all reported incidents in order to promote respect and protection of the AAPI community.”

Resolved, that the Academic Senate of De Anza College joins Grossmont College’s Academic Senate in affirming “that the “Model Minority Myth” facilitates the interrelated phenomena of gaslighting and “racelighting,” by which those who are victims of anti-AAPI hate crimes are denied the seriousness of their criminal complaints, and those who are victimized remain unassisted under duress; therefore, the Academic Senate urges the acknowledgement of gaslighting, and the related “racelighting,” and its connection to lack of understanding and aid,” and;

Resolved, that the Academic Senate of De Anza College joins Grossmont College’s Academic Senate in “strongly encourage[ing] ongoing critical reflections, conversations, and intentional efforts – such as educating from culturally appropriate curriculum – in addressing racial, social, and economic injustices and inequities, especially within the AAPI communities, thereby further humanizing our AAPI students, faculty, staff members, and administrative colleagues,” and;

Resolved, that the Academic Senate of De Anza College joins Grossmont College’s Academic Senate in “strongly encourage[ing] ongoing efforts to improve employment practices – such as in advertising, applicant screening, hiring committee appointments, and interview processes – to recruit, hire, train, and retain” more diverse faculty, both full-time and part-time, so that the composition of our faculty body better reflects the composition of our students and the South Bay Area,” and;

Resolved, that the Academic Senate of De Anza College joins Grossmont College’s Academic Senate in “concur[ring] with the spirit and findings within: (1) the organization Stop AAPI Hate; (2) the City Council of the City of San Diego Resolution Number 313068, dated June 04, 2020; and (3) the Presidential Memorandum Condemning and Combating Racism, Xenophobia, and

⁷ Grossmont College Academic Senate’s “A RESOLUTION of the Grossmont College Academic Senate to denounce Anti-Asian American Pacific Islander (AAPI) racism” (attached PDF)

Intolerance Against Asian Americans and Pacific Islanders in the United States, issued January 26, 2021,” and;

Resolved, that the Academic Senate of De Anza College joins Grossmont College’s Academic Senate in “encourage[ing] advocacy and collaborative efforts to protect AAPI residents and victims of discrimination and to curb hate acts related to COVID-19 for other groups, including, but not limited to, Black, Latinx, Indigenous, Muslim, Jewish, and LGBTQIA communities, and people with accessibility needs,” and commits to working with campus groups, administration, students, and Classified Professional colleagues to organize and present such campus and district events, And;

Resolved, that the Academic Senate of De Anza College joins Grossmont College’s Academic Senate in “call[ing] upon other units within [our] College across campus to adopt similar commitments and to stand in solidarity with our AAPI students, faculty, staff members, and administrative colleagues,” just as our De Anza Black Faculty, Staff, and Administrators’ Network (BFSA) has already done, and which the De Anza Latinx Association (DALA) is in the process of doing/approving and will soon release.