

Welcome! This page is an archive of communications with Dr. Tabia Lee, the De Anza Community College Faculty Director for the Office of Equity, Social Justice, and Multicultural Education from 2021-2023.

Please find [22–23 Communications](#) including: [Initiatives at De Anza College Race Ideologies Resources](#), [Race Ideologies Communications](#), [Program Review Communications \(22-23\)](#), [Quarterly Newsletters](#), [Multicultural Calendar Newsletters](#), [Heritage Month Workgroup Meeting Notes](#), [General Communications](#), and [Land Acknowledgment Communications](#)

Please find [21–22 Communications](#) including: [Calls for my Termination](#), [Program Review Communications](#), [Heritage Month Workgroup Communications](#), and [General Communications](#)

Initiatives at De Anza College

Check out some of my recent activities:

- Open Virtual Forum on *The Practice of Renaming Racial and Ethnic Groups*
Review the [session video and slide deck](#):
<https://tinyurl.com/RaceRenamingResource>

 **OPEN VIRTUAL FORUM: THE PRACTICE OF RENAMING RACIAL & ETHNIC GROUPS**

Learn more and share your perspective!

**June 6, 2023
12:00-1:30 PM**

Register at:
<https://tinyurl.com/RacialRenamingForum>

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- Article on ***Race Ideology-in-Practice: Racial Equity in American Learning Environments*** (<https://freeblackthought.substack.com/p/race-ideology-in-practice>) This essay provides tools and resources to help us better understand and more critically examine the ideologies that are being used to advance racial equity into our schools, organizations, and civic life; please let me know your thoughts and share widely
- ***The Race in Racial Equity: What's it to You? Workshop*** (<https://tinyurl.com/RaceIdeologiesResources>) Unpacking the hidden, unexamined, unspoken, and pervasive ideologies of race, racism, and racial equity that shape our educational practices and policies



- ***Heritage Month Workgroup*** (<https://tinyurl.com/DAHMWGInfo>) A campuswide collaborative workgroup led by co-chairs Tabia Lee and Ron Kleinman advancing greater inclusion of all members of our learning community through the Heritage Month Calendar, Identity Recognition Days Calendar, and Multifaith Calendar - De Anza Administrators deleted the 2023-2024 calendars on July 1, 2023. We also organized the College's inaugural recognitions of Jewish American Heritage Month, Arab American Heritage Month, Sikh Awareness and Appreciation Month, and other events and days

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- ***Raceless Antiracist Learning Community***
(<https://sites.google.com/view/foothill-deanzaracelessness/home?pli=1>) Collaborating with Dr. Sheena Mason to develop a learning community of faculty, staff, and students committed to centering love, inclusion and racelessness in our antiracist work and practice
- ***Student Equity Partners***
(<https://sites.google.com/view/studentequitypartners/home>) Providing support to build workplace mindfulness and collaborative leadership capacities for campus-wide programs and services instrumental in our efforts to meet student equity goals
- ***Unlocking the Equity Sections of the Program Review***
(<https://tinyurl.com/EquitySLOConvocation2022>) Student Learning Outcomes 2022 Convocation presentation
- ***Jewish Inclusion and Anti-Semitism Community Education Summit***
(<https://tinyurl.com/DeAnzaJewishInclusion>) Centering Jewish inclusion at a time when Anti-Semitism is on the rise
- ***I.D.E.A. Define and Apply Workshops***
(<https://sites.google.com/view/deanza-idea/home>) Collaborating with the campus-wide learning community to develop working definitions of Identity and Inclusion, Diversity, Equality and Equity, Access and Acceptance

22–23 Communications

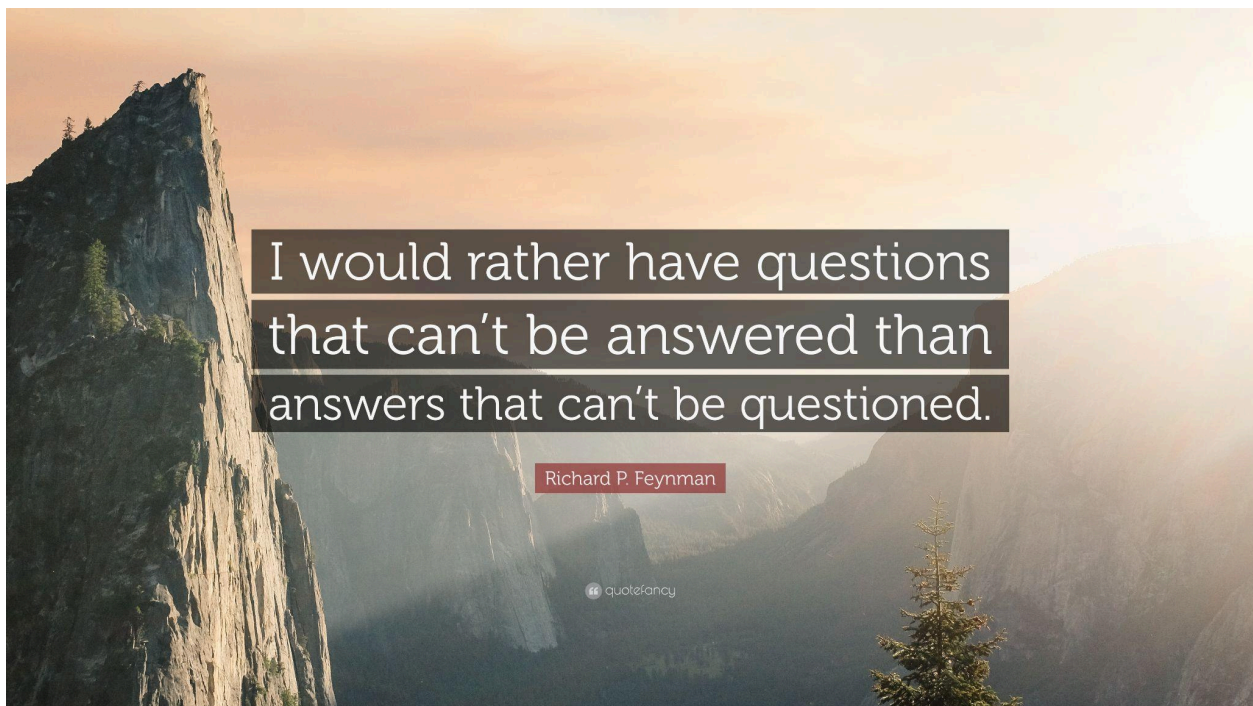
Race Ideologies Resources (22–23)

- ***Race Ideologies Resources***: Materials from the ***Race in Racial Equity: What's it to You? Workshop*** are archived at the resource site; the site includes the workshop video and Interactive Activities for Equity Practitioners/Faculty/Staff and Learners/Students/Community Members to explore the hidden, unexamined, and unspoken race ideologies that shape our educational practices, experiences, and policies with respect to race, racism, and racial equity.
(<https://tinyurl.com/RaceIdeologiesResources>)
- ***Race Ideology-in-Practice: Racial Equity in American Learning Environments***: This essay provides tools and resources to more critically examine the ideologies that are being used to advance racial equity into our schools, organizations, and civic life; please let me know your thoughts and share widely. For the ***Journal of***

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Free Black Thought February 28, 2023
(<https://freeblackthought.substack.com/p/race-ideology-in-practice>)

- [My Grim Story of How Woke Extremists are Taking Over American Colleges](#) for **Daily Mail UK** March 25, 2023
- [A Black DEI Director Canceled by DEI](#) for **Compact Magazine** March 31, 2023



Race Ideologies Communications (22-23)

- My Suggested Revisions in blue Comment TL3: [5/22 Draft De Anza Academic Senate Resolution of Solidarity with the Jewish Community](#) available at:
<https://tinyurl.com/DAJewishSolidarity>
- My Suggested Revisions in Blue: [5/7/23 Draft De Anza Academic Senate Resolution Toward Racial Healing at De Anza College](#) available at:

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<https://tinyurl.com/DARacialistHealing>

- [5/7/23 Questions/Concerns I submitted about Local Renaming of Racial and Ethnic Groups Re: \[TO ALL FACULTY\] Course Success with Equity Gaps Reports \(Latinx and Filipinx\)](#) available at: <https://tinyurl.com/DALatinxFilipinx>

Program Review Communications (22-23)

- It is unclear whether Program Reviews were completed at De Anza College for the 2022-2023 Academic Year (please review my [21-22 Program Review Report](#)). All communications and responses received to my inquiries from the Academic Senate President Cheryl Balm, SLO Coordinator Mary Pape, and Resource Allocation and Program Planning Executive Secretary Adam Contreras regarding the 22-23 Program Review Process are [attached](#).
- De Anza College is undergoing accreditation review. If you have comments or concerns that you would like to present to the accrediting body please submit them to the [Accrediting Commission for Community and Junior Colleges](#).

Quarterly Newsletters from Faculty Director (22–23)

- [Spring 2023 Quarterly Newsletter](#) (<https://tinyurl.com/DANewsletterSpring2023>)
- [Winter 2023 Quarterly Newsletter](#)
- [Fall 2022 Quarterly Newsletter](#)

Multicultural Calendar Newsletters (22–23)

- [November 2022 Multicultural Calendar Newsletter](#)
 - 11/21/22 [Updates about the Status of the November Heritage Month Activities and Additional Matters Provided to the De Anza Academic Senate and Faculty Association](#)
 - 10/31/22 Trick or Censorship? [My Response to Censorship Advisement from the Interim Associate Vice President of Instruction](#)

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- [October 2022 Multicultural Calendar Newsletter](#) (Note: Per feedback received by the Heritage Month Workgroup, LGBT History Month was renamed LGBTQ+ History month after this newsletter was issued)
- Multicultural Newsletters were discontinued after October 2022; instead, information was incorporated in the [quarterly newsletters](#).

Heritage Month Workgroup Meeting Notes (22–23)

- [Heritage Month Workgroup](#): Information about Events and Initiatives advanced by the campus-wide workgroup to increase inclusion and belonging in the De Anza learning community led by co-chairs Tabia Lee and Ron Kleinman
- [Fall 2022 Heritage Month Workgroup Meeting Notes](#)

General Communications (22–23)

- Spring 2023: [Student Equity Partners](#) (Providing support for campus-wide programs and services instrumental in our efforts to meet student equity goals)
- Winter 2023: [Statement Regarding Development and Implementation of a Regular and Substantive Interaction Policy \(Part of AP 4105 Distance Education\) at De Anza College](#)
- Winter 2023: [Expressing Gratitude for the De Anza College 2023 MLK Event Committee](#)
- Fall 2022: Data Collection Request Report (Response to request from Dean Alicia Cortez to document the outcomes of my workshops and activities) <https://tinyurl.com/FacultyDirectorData>

Land Acknowledgment Communications (22–23)

- 10/3/22 [Call for a Moratorium on De Anza College Land Acknowledgments](#)
 - [De Anza President's Response and My Reply](#)

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21–22 Communications

Calls for my Termination (21–22)

- 6/13/22 Representatives from the De Anza Latinx Association and Asian Pacific American Staff Association called on the Foothill–De Anza Board of Trustees for my Immediate Termination
 - Watch the [6-13-22 Video](#) of members of racialized affinity groups calling for my immediate termination
 - **Updated Link** to 6/13/22 video of racialized affinity groups making a call for my termination at the FHDA Board of Trustees:
<https://watch.screencastify.com/v/PNAGrPP2ovm8G0hxfOKZ>
Additional Link: contains comments made by the Academic Senate President Cheryl Balm at the same meeting:
<https://youtu.be/XkEMA-ZiuYIs>)
 - Review a [transcript](#) of the statements made by Erick Aragon, Maristella Tapia, Jorge Morales, Noemi Teppang, Andrea Santa Cruz, and Linda Conroy calling for my immediate termination
 - It was later discovered that the individuals above misrepresented their individual opinions as opinions of the whole because they did not poll or seek consensus from all members of their racialized affinity groups before making statements on their behalf to the Board of Trustees
 - 6/15/22 [My Update to College and Union Leadership about APASA and DALA Calls for my Immediate Termination](#)
 - 5/16/22 [My Response to APASA about Concerns Raised about Filipinx and Latinx at Strategic Planning Meeting](#)
 - 5/16/22 [My Response to DALA about Concerns Raised about Filipinx and Latinx at Strategic Planning Meeting](#)

- Spring 2022: [Statement about the Draft Educational Master Plan Racialization Capitalization Norms and Requests Made to the Academic Senate about the Issues](#)
- Spring 2022: [Statement on the Proposed Action to Grant Academic Senate Voting Privileges to Racial and Ethnic Affinity Group Associate Members](#)

Program Review Communications (21–22)

- 5/19/22 [Office of Equity, Social Justice, and Multicultural Education AY 21-22 Program Review and 22-23 Resource Request Submitted to Dean Alicia Cortez](#) - includes rationale and budgetary support request for the Heritage Month Workgroup (Note: As of January 2023, Dean Cortez has not yet discussed the 21-22 Program Review I submitted to her with me)
- 5/13/22 Presentation on Unlocking the Equity Sections of the Program Review made at the De Anza College 2022 SLO Convocation: <https://tinyurl.com/EquitySLOConvocation2022>

Heritage Month Workgroup Communications (21–22)

- Spring 2022 Heritage Month Workgroup [Meeting Notes](#)
- Spring 2022: Heritage Month Workgroup [Presentation to the De Anza Academic Senate](#) (On June 13, 2022 the De Anza Community College Academic Senate [opted not support](#) the efforts of the Heritage Month Workgroup multicultural calendars and expressed concerns about the multifaith calendar "turning our school into a religious school" (contact Dr. Lee for more information about the actual comments made during the meeting). [Requests to dialogue](#) with one of the main opponents of the efforts have not yet received a response; this same individual was later one of the leaders of the charge to [call for Dr. Lee's Immediate Termination at the Board of Trustees](#))
 - The same presentation was presented to the De Anza Community College Student Government which opted to support the efforts of the Heritage Month Workgroup; students expressed appreciation for the importance of

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cultural inclusion at De Anza and [voted to support the Heritage Month Workgroup efforts](#); [5-25-22 Meeting minutes of De Anza Student Government vote to support Heritage Month Workgroup efforts](#).

General Communications (21–22)

- Winter 2022: Student Survey Terms Request for Information about Racial and Ethnic Group Naming practices from Office of Institutional Research and Planning
- Winter 2022: [Jewish Inclusion and Anti-Semitism Community Education Summit](#) (Centering Jewish inclusion at a time when Anti-Semitism is on the rise)
- Fall-Spring 2022: [I.D.E.A. Define and Apply Workshops](#) (Developing working definitions of Identity and Inclusion, Diversity, Equality and Equity, Access and Acceptance)
- [Student Equity Partners](#) (Providing support for campus-wide programs and services instrumental in our efforts to meet student equity goals)
- Spring 2022: [Fall 2022 Save the Dates](#) (Shared in Spring 2022 with Dean Cortez, the team, and posted in June 2022 to Office of Equity Website and faculty website)
- Spring 2022: [Statement about the Draft Educational Master Plan Racialization Capitalization Norms and Requests Made to the Academic Senate about the Issues](#)
- Spring 2022: [Statement on the Proposed Action to Grant Academic Senate Voting Privileges to Racial and Ethnic Affinity Group Associate Members](#)
- Winter 2022 Poem: [Please Don't Talk in My Face](#) presented at the Black Faculty Staff Association Open Mic Poetry Night February 25, 2022
- Fall 2021 Report to the De Anza Academic Senate: [My First Quarter as Faculty Director](#)

About Me

My preferred name is Lee and I have contributed to the design, implementation, and evaluation of numerous educational and professional development programs. My commitment to teacher education, social justice and holistic pedagogical design is grounded in experience as a National Board Certified English, Civics, and National Board Certified Social Studies teacher in urban American public middle schools and in my consultancy work with higher education faculties and learning communities around technology integration, pedagogical transformation, diversity, equity, and inclusion. I prepare K-12 and higher education faculty, staff, and administrators to support the learning goals of culturally and linguistically diverse students by illuminating the intersections of pedagogy and ideology with a focus on teacher ideology-in-practice.

I am a Certified Yoga Instructor, Certified Social and Emotional Learning Facilitator, Certified Gifted and Talented Educator, Sacred Conversations Master Dialogue Facilitator, Microsoft Technology Enriched Instruction Faculty Fellow, Certified Presencing Institute Digital Leader, Google Educator Level II Certified Instructor, and Adobe Creative Educator. I also serve on the Board of Directors for Free Black Thought (<https://www.freeblackthought.com/>).

Check out a video I created for my graduate students to demonstrate ways to incorporate digital storytelling into their work using completely free and open source resources.

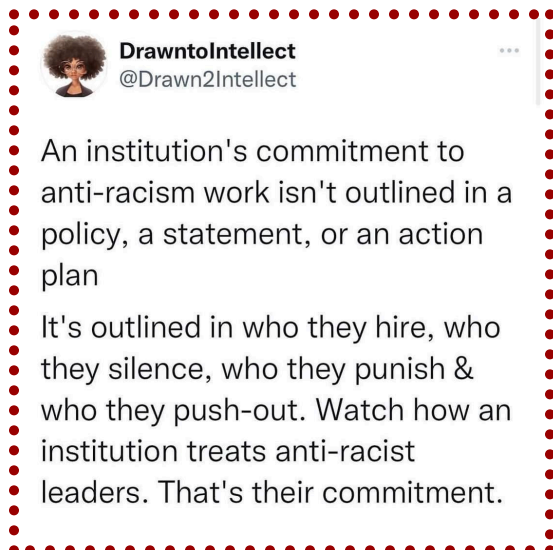
[Who is Tabia Lee Teaser Video](#)



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Social Media Roundup

Sharing resonating posts from social media!



Donate to support my ongoing efforts

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