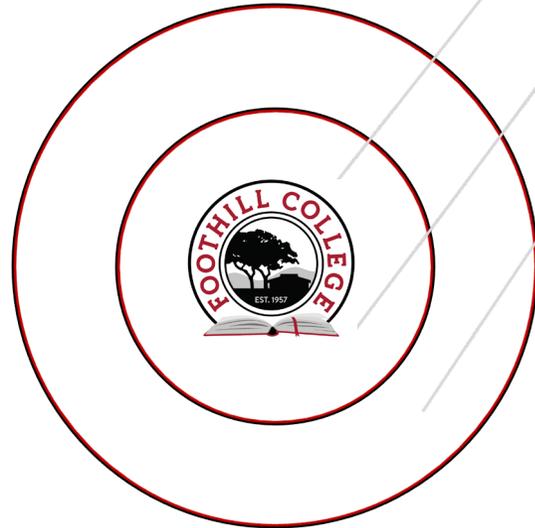


FOOTHILL COLLEGE GOVERNANCE AND DECISION-MAKING MODEL



VISION:

- Core values
- Purpose
- Mission

STRATEGY:

- Internal and External Assessment
- Strategic Decisions and Objectives

TACTICS:

- Specific Action Steps: who is to do what, by when, and how

- **Mission (I'm) Possible Council (MIPC)**
- Educational Equity Master Plan (Strategic Vision for Equity)

- Pres. Cabinet
- Admn/Deans Councils
- Acad/Classif Senates
- ASFC

- Planning committees
- Task Forces
- Workgroups
- Programs

MIP-C's charge in 13 Issues/55 Goals Task Force

Educational Equity Master Plan

Educational Master Plan

- Goal B: Strategies
 - B1: Encourage student participation in leadership and activities outside the classroom (including service/work--based learning) that engages students with the College and the community.
 - B2: Provide better onboarding, support and professional development for all college employees.
 - B3: Encourage employee participation in leadership and activities that engages them with the College and the community.
 - B4: Promote consistent and clear communication in order to create a more informed, cohesive and engaged community.
 - B5: Increase lifelong learning opportunities for our community.
 - B6: Promote decision--making that respects the diverse needs of the entire college community.

Strategic Vision for Equity

- Issue 5. Lack of sense of belonging, safety, and space allocation for students of color
- Issue 6. Many programs perpetuate structural racism by failing to educate students in the history and ongoing racism implicit and explicit in their disciplines
- Issue 7. Insufficient culturally responsive, relevant and sustaining pedagogy and other asset-based approaches in teaching and serving our students of color
- Issue 8. Microaggressions and unconscious bias negatively affect experience and learning for students
- Issue 9 Lack of a college-wide retention plan for students of color to progress through their academic career

7 SVE
Goals

- ✓ **Goal 1:** Police interact with members and guests of the Foothill community students in a racially and culturally affirming manner.
- ✓ **Goal 2:** There is no disproportionate impact in student conduct data such as reporting or sanctions.
- ✓ **Goal 3:** Students of color have broad access to diverse mental health professionals, especially around trauma related to police interactions.
- ✓ **Goal 4:** Existing classroom and campus (physical) spaces encourage student engagement and reflect an appreciation of multicultural and multi-ethnic backgrounds.
- ✓ **Goal 5:** Students have access to multicultural, LGBTQ, and Dream centers.
- ✓ **Goal 6:** Space allocation processes ensure that design and usage of space is student informed.
- ✓ **Goal 7:** Curriculum and instruction norm multi-cultural and multi-ethnic perspectives.

Launch of Mentor Mindset Institute

- THE WHAT: Kickoff Feb. 1
- Series of workshops on strategies for establishing and invoking a mentor mindset in the college culture
- Kickoff Feb. 1
- THE WHO
- Any interested employee or student who commits to ongoing coaching and attending the kickoff and multiple small group sessions and carries out the work

The team will work on developing a “Mentor Mindset” campus culture which is a mindset in which high standards in the classroom, office, and college are matched with a supportive social/emotional climate