



*These goals are approached in a way that exemplifies Foothill College's culture of innovation and problem solving, with emphasis on eliminating disproportionate impact among student groups:*

**Create a culture of equity that promotes student success, particularly for underserved students.**

- Implement activities to improve achievement of student outcomes among those population groups experiencing disproportionate impact.
- Reduce barriers and facilitate students' ease of access across the District and region.
- Enhance support for online quality and growth for instruction and student services.
- Collaborate with K-12, adult education and four-year institutions in ways that serve students and society.
- Partner with business and industry to prepare students for the workforce.

**Strengthen a sense of community and commitment to the College's mission; expand participation from all constituencies in shared governance.**

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

**Recognize and support a campus culture that values ongoing improvement and stewardship of resources.**

- Increase advocacy at the state level, increase grants and private donations to secure stable and sustainable funding, and manage college resources strategically.
- Expand college practices and initiatives to support environmental stewardship.
- Employ data-driven decision-making.