

Fullerton College  
Proposed Mission and Core Values  
October 13, 2022

Mission Refresh Timeline and Process:

- **November 2021:** Faculty Senate, PAC, Classified Senate, and Associated Students Senate approve adding a commitment to anti-racism to mission, vision, and core values
- **August 19, 2022:** Institutional Integrity Committee (IIC) co-chairs presented an outline of the fall 2022 planning activities during the College's Fall Convocation. Following Convocation, a breakout session was held where participants helped evaluate and rank the College's Core Values. To include folks who did not attend in person, Deans were provided a presentation to share during their division meeting and a survey version of the activity was sent to all employees.
  - Survey Responses: 185, including 113 faculty
- **September 8, 2022:** A campus-wide forum was held in building 200 (12PM-1:30PM) to review the results of the activity/survey and discuss how to incorporate a commitment to anti-racism in the mission statement, vision, and/or core values. Participants worked in groups to write new versions of the core values and mission.
  - Participants: 31, including 13 faculty
- **September 13, 14, 21, 27, 2022:** IIC and members of the Accreditation Steering Committee met to incorporate recommendations and feedback from the survey and forums, and worked on drafts of a new mission and core values.
- **September 28, 2022:** A second forum was held to review and give feedback on a draft revised mission and core values.
  - Participants: 16, including 7 faculty
- **October 4, 2022:** IIC co-chairs revised draft mission and core values to incorporate suggestions from second forum.
- **October 11, 2022:** IIC met to review feedback, revise, and approve mission and core values drafts to be sent to shared governance bodies of the College for review and approval.

Recommended Motion:

- Endorse the changes to the Mission and Core Values as effectively incorporating the college's commitment to antiracism.
- Endorse the revised Core Values

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**New Mission**

Fullerton College advances student learning and achievement by developing clear pathways for students from our diverse communities who seek educational and career growth, certificates, associate degrees, and transfer. We build a supportive and inclusive environment for students to be successful learners, responsible leaders, and engaged community members. We dismantle oppressive institutional structures in order to achieve educational justice.

**Core Value #1: Access**

- **Diversity** – We embrace diversity in our community and work to build on the strengths and opportunities it brings. We recognize that diversity is intersectional with multiple dimensions.
- **Equity** – We commit to equity for all we serve by eliminating injustices and barriers to students' educational and career goals.
- **Inclusivity** – We design our planning and decision-making processes to include all stakeholders
- **Antiracism** - We recognize that institutional barriers based on perceived racial categories were erected over centuries and we commit to identifying and dismantling them.

**Value #2: Community**

- **Belonging** – We promote belonging and connection that fosters the well-being of those on our campus and surrounding areas.
- **Responsibility** – We accept our responsibility for the betterment of the world by identifying opportunities for leading our community to respond to local issues.
- **Respect** – We support an environment of mutual respect.
- **Compassion** - We attend to our students as whole people, identifying their changing needs personally, academically, and professionally. We adapt the institution in response to our shared understanding of who our students are and what they need.

**Value #3: Learning**

- **Growth** We create an environment where personal and professional growth is expected, supported, and rewarded for all members of our community.
- **Intellectual Curiosity** - We encourage each other to ask questions that drive further inquiry, research, and experimentation.
- **Excellence** – We hold ourselves accountable to high standards.