

EQUITY STRATEGIC PLAN

FIRST DRAFT: Jan. 17, 2020

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While we are strong in the statement of our values, they are not lived because we are still an institution existing within a social structure that is oppressive. The system of education itself has a long history of upholding an oppressive premise about who gets access to quality education, and what that looks like. But people have always found ways to persist in challenging and changing the oppressive structure of education because we still believe in the value of education.

was laid out to provide high quality, post-secondary education to all who want it, regardless of personal circumstances. As employees of this system, we are in a unique and exciting position in that we get to live out such a revolutionary concept! Having the thought to develop a world class,

h. Truly

oppression. Equity is the responsibility of the entire Foothill campus, a commitment to our students and colleagues.

DEFINITION OF EQUITY

As mentioned in the previous section, one striking observation was that Foothill

the Foothill community conceptualize how they contribute to equity efforts, and; 3) demonstrate whether our myriad equity interventions are having local impact within a program and/or systemic impact across many areas of the college. The process to develop such a definition

brought together college feedback, a common industry understanding of equity described in educational code, and scholarship on race and equity.

Student feedback highlighted the need for better academic resources and social support, the colle

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students emphasized the need for a Multicultural Center distinct from the Village Space, but that is similar in the aim of creating community withing (of c412 792 74 Tf c412 3 12 1f c416 481o2 79hf)8(e.12 7)

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