

# 2020/21 Strategic Objective: Equity

**Equity** – Build on a culture of equity, inclusion, and diversity to propel the campus community to become a racially equitable college. Revise and complete the strategic equity plan (Equity Plan 2.0) by December 2020 so that it is structured within an institution-wide equity framework that centers race, includes a definitive scope for the equity work, and guides the college to action.

*“Believing a well-educated population is essential to sustaining a democratic and just society, we commit to the work of equity, which is to dismantle oppressive systems (structural, cultural, and individual) and create a college community where success is not predictable by race.”*

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- Master Plan 2030
- Facility Master Plan
- Enrollment Management Plan
- Technology Plan
- Sustainability Plan
- Communication Plan

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- Connect planning with budget: Bridging resources and braiding funding will be imperative as we face possible cuts and continued statewide budget concerns.
- Foster a culture of self-reflection and ongoing evaluation: Our students reminded us that Foothill College's purpose is to provide access to educational opportunities for all with innovation and distinction. Deep reflection of how operations impact equity at the individual, cultural and structural levels forces us to engage in a comprehensive conversation towards how the campus will share the responsibility of providing a supportive student experience and more equitable outcomes for students of color.