

Evaluation and Revision
of Foothill's Values

Foothill 2030



Do values have any value?

1

Provide
purpose

2

Propagate a
rudder

3

Foster an
institutional
identity

4

Attract talent

Feedback and History of Foothill Values

- See [presentation](#) submitted to MIPC in October 2024
- Values first adopted during Bernadine Chuck Fong's presidency
- Two values added—sustainability & transparency-- during Judy Miner's presidency.

Current Values

Integrity

Honesty

Transparency

Trust

Openness

Sustainability

Forgiveness

Proposal #1: Current Single-word Model (with Modifications)

Maintain or add based on feedback

Integrity

Honesty

Transparency

Innovation

Equity

Community

Grace

Sunset based on feedback

Trust*

Openness*

Forgiveness

Sustainability

* Sunsetting based feedback founding it redundant with integrity, honesty, and transparency

Proposal #2: Value Clusters

Value Cluster	Fosters
Integrity & Honesty	Trust, reflective practices, authenticity, courage
Transparency & Openness	Sound decision-making, strong communication, accuracy, accountability
Innovation & Experiential Learning	Creativity, engagement, growth, retention, deep learning
Equity & Inclusion	Access, opportunity, social justice, social mobility, cultural competency
Community & Collaboration	Belonging, connection, support, celebration, alignment
Love & Grace	“Deep systemic culture of care,” feeling valued, transformation, ability to rebound

Integrity

- Still resonates with campus community
- Building block of trust
- Strong ties to other frameworks being used (e.g. The Four Agreements)

Honesty

- Still has strong resonance with campus
- Building blocks of trust
- Part of the culture of reflective practices and continuous improvement

Transparency

- Critical component of sound decision making
- Foundational concept of a public institution

Innovation

- Has strong affiliation with FHDA generally and FH specifically
- Fuels creativity and organizational growth
- Foothill is often the first to ideate, pilot, and/or join a demonstration project

Equity

- Been guiding the collective work the last half decade
- Undeniably important lens centering the work we advance

Community

- Motivates purpose and work at the college
- Begets belonging and connection

Love

- Transformational

Grace

- Proposed replacement for *forgiveness*
- Concept supports compassion for mistakes
- Concepts many scholars note is necessary for the advancement of DEIA work