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
Transpare ncy
Trust
Openness
Sustainab ility
Forgivene ss

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

Maintain or **add** based on feedback	Sunset based on feedback
Integrity	Trust*
Honesty	Openness*
Transparency	Forgiveness
Innovation	Sustainability
Equity	
Community	
Grace	

* 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,

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