

**Fullerton College**  
Student Equity Committee  
Thursday, April 27, 2017

*Session Focus: Mission, Vision, & Purpose*  
Facilitated by Consultant, Dr. Dawn Person

Session Summary

## **Introduction**

This is a summary report of the session facilitated by Dr. Dawn Person with the Fullerton College Student Equity Committee on April 27, 2017. Deb Perkins, Director of Student Equity, invited Dr. Dawn Person to present a session for the Student Equity Committee and Resource Members on developing and re-developing a mission, vision and purpose for the committee.

Twenty members including President of Fullerton College, Dr. Greg Schulz, and Vice President for Student Services, Dr. Gilbert Contreras, were in attendance.

The session began with Dr. Person showing a video that presented an overview of organizational mission, vision, and purpose and the difference amongst them. The three terms were defined as:

- 1) Vision: Vision is the committee's destination, at a point in the near or distant future. It is the goal and what is expected to be found when the committee arrives at the destination.
- 2) Mission: The mission is the vision in action, connecting the purpose with impact.
- 3) Purpose: It's why the committee has decided to make a difference.

## **Developing a Vision**

Thereafter, while committee members ate lunch, Dr. Person asked all to think about their perspective of the vision for the Student Equity Committee. They were then asked to share their vision on a post-it and post on a wall to collectively to be presented. Themes that emerged from all committee members input were institutional/environmental factors and elimination of barriers for student success, both student-centered.

To continue to develop the vision, the committee was divided into three groups for each to discuss and develop a statement. Thereafter, a sub team of 6 (2 committee members from each group) developed one vision statement based on the individual statements from the 3 groups.

The *vision statement* created with input from all members read:

**Fullerton College will cultivate an equitable, inclusive, and just community that understands and responds the strengths and needs of disproportionately impacted groups and empowers students to achieve their goals.**

## **Re-Developing Mission and Purpose Statements**

In fall of 2016, the Student Equity Committee developed a joint mission and purpose. Each distinct statement serve as a foundation to the committee, however, could be further developed to guide committee decision-making. To gain input from all members, the aforementioned sub-groups reunited and began to develop a mission statement. Due to insufficient time, the 3 sub-group mission statements could not be condensed. It was determined that co-chairs of the committee would develop a single mission statement from the following statements:

### *Mission Statement Group 1:*

The Student Equity Committee will identify challenges faced by disproportionately affected student populations and solicit program/activities from campus that address these challenges. The Committee will implement policies and procedures that promote equity across campus. Existing policies, procedures, and proposals will be reviewed and evaluated for funding.

### *Mission Statement Group 2:*

The Student Equity Committee mission is to provide data-driven recommendations for program enhancement and defining in accordance with state guidelines and intuition's equity plan.

### *Mission Statement Group 3:*

The Fullerton College Student Equity Committee facilitates the development, implementation, and review of programs and services that intentionally target the unique needs of disproportionately impacted students.

## **Purpose Statement**

The same procedure with sub-groups was followed for developing purpose statements. The following statements were developed by each sub-group:

### *Purpose Statement Group 1:*

We value diversity and aim to promote student success. We value an inclusive campus community. We are committed to developing practices that lead to positive transformation that dismantle institutional barriers and structures that impede student success. We value life-long learning.

### *Purpose Statement Group 2:*

The Student Equity Committee recognizes an institutional responsibility to advance efforts to ensure students from disproportionately impacted communities to reach their personal and academic goals.

### *Purpose Statement Group 3:*

Our purpose is to create pathways and remove barriers so students are empowered and able to achieve their goals.

## **Recommendations for Further Development**

1. While time did not allow, it is recommended that the committee convene to discuss short- and long-term goals that are based on vision, mission, and purpose.
2. Define keywords from vision statement including:
  - a. Equitable
  - b. Inclusive
  - c. Just
  - d. Community
  - e. Disproportionately impacted
  - f. Empower
3. Condense purpose and mission Statements and present all statements and goals to key stakeholders.
4. Use vision, mission, and purpose statement along with short- and long-term goals to guide committee decision-making.