

## **Figueroa Morales, Eva**

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**From:** Campus Announcements <Announce-C@LISTSERV.MTSAC.EDU> on behalf of Scroggins, Bill <bscroggins@mtsac.edu>  
**Sent:** Wednesday, October 12, 2022 11:40 AM  
**To:** Announce-C@LISTSERV.MTSAC.EDU  
**Subject:** [ANNOUNCE] Revised Mission, Vision Statement, and Core Values and New Council on Diversity, Equity, Inclusion, Social Justice, and Anti-Racism

Colleagues,

Equity-minded leadership is a call for action to provide every student with the resources, learning environment, and supportive community that each needs to fulfill their educational potential. That environment must be diverse, equitable, and inclusive. It must be diverse in welcoming those of all backgrounds, life experiences, and abilities, especially those who have been denied full participation. It must be inclusive in welcoming each individual for their own values, attitudes, and beliefs.

In the effort to continually evaluate and strengthen the message of equity, diversity, inclusion, social justice, and anti-racism at Mt. San Antonio College, the Board of Trustees approved revised College Mission, Vision, and Core Values at their September 14, 2022, Board Meeting. These revisions were developed through a collaborative process among your representatives on PAC, the President's Advisory Council. The newly approved Mission, Vision, and Core Values appear below.

### Mission

The mission of Mt. San Antonio College is to support and empower all students in achieving their educational goals in an environment of academic excellence. Specifically, the College is committed to providing quality education, services, and workforce training, empowering students to attain success in an ever-evolving diverse, sustainable, global society. The College pledges to serve students so they may achieve their full educational potential for lifelong learning, for attaining certificates and associate and bachelor's degrees, for employment, and for the completion of career and transfer pathways. The College will carry out this commitment by providing an engaging and supportive teaching and learning environment for students of diverse origins, experiences, needs, abilities, and goals. The College is dedicated to serving our community through improving economic achievement; advancing civic engagement and environmental responsibility; enhancing personal and social well-being; developing information and technological literacy, communication, and critical thinking; and enriching aesthetic and cultural experiences.

### Vision Statement

Mt. San Antonio College strives to be a fully student-centered and welcoming campus that provides our diverse community an educational experience which is anti-racist, integrated, connected, and technologically advanced with unique and distinguished programs in an expansive and sustainable environment. We will devote energy, thoughtfulness, and passion to provide leadership in community college teaching, programs, and services. We will provide quality educational programs and support services by advancing student achievement and equity within a climate of integrity and respect through our core values. We will consistently exceed the expectations of our students, our staff, and our community.

## Core Values

- **Integrity:** We treat each other honestly, ethically, and respectfully in an atmosphere of trust.
- **Equity and Diversity:** We value diversity in all aspects of the human condition. We pursue equity by empowering each person to achieve their success.
- **Community Building:** We collaborate in responsible partnerships through open communication, caring, and a cooperative spirit.
- **Student Focus:** We address the basic human and academic development needs of students and the community both in our planning and in our actions.
- **Social Justice:** We serve the whole person by choosing restorative justice over discipline, offering wellness and behavioral support instead of exclusion, and actively creating an atmosphere of safety and support.
- **Anti-racism:** We are actively and unapologetically anti-racist in all aspects of our work.
- **Accessibility:** We embrace universal design to ensure our campus and services can be utilized by people of all abilities.
- **Lifelong Learning:** We promote the continuing pursuit of learning through equal access to high-quality teaching and support services.
- **Positive Spirit:** We work harmoniously, show empathy, and take pride in our work.
- **Effective Stewardship:** We maintain and improve the institution and environment by efficiently using resources of time, talent, facilities, and funds.
- **Sustainability:** We value environmentally conscious practices, and prioritize the planning and implementation of activities that improve the environment.

## New Council on Diversity, Equity, Inclusion, Social Justice and Anti-Racism

Seeing the real need for coordination and collaboration on the efforts occurring on campus related to diversity, equity, inclusion, social justice, and anti-racism—the good work that so many of you are doing—a new Diversity, Equity, Inclusion, Social Justice, and Anti-Racism (DEISA) Council has been established and approved by PAC. The purpose of this Council is to review recommendations and collaborate and coordinate College initiatives, research, and activities related to DEISA. This representative Council will report to the President's Advisory Council.

I am looking forward with anticipation for the DEISA Council to unify and connect these campus initiatives and thus strengthen our commitment and support to our students and our community.

Bill



### **Bill Scroggins**

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President's Office

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DIVERSITY, EQUITY, INCLUSION, SOCIAL JUSTICE, ANTI-RACISM, AND ACCESSIBILITY  
(DEISAA) COUNCIL  
(Governance Committee – Reports to President’s Advisory Council)

Purpose

The purpose of the Diversity, Equity, Inclusion, Social Justice, Anti-Racism, and Accessibility (DEISAA) Council is to review recommendations and to collaborate and coordinate College initiatives, research, and activities related to DEISAA, including racial justice issues, improving equity in student success rates for marginalized students, increasing equity in the hiring and training of employees, and developing and supporting the College’s commitment towards social and racial justice commitment. The College’s DEISAA work is inclusive of all protected groups: ethnic group identification, race, color, national origin, religion, age, gender, gender identity, gender expression, genetic information, disability ancestry, sexual orientation, marital status, military and veteran status, and medical condition.

Function

1. Review College reports, data, surveys, and other evidence related to DEISAA.
2. Review, develop, and forward recommendations to President’s Advisory Council related to the work of campus groups within their respected scope on diversity, equity, inclusion, social justice, and anti-racism in student success, hiring, and policy development and critical interventions.
3. Integrate campus initiatives into a comprehensive DEISAA effort and message.
4. Organize and collaborate recommendations to assure a common understanding of data elements and research methodology and other campus-wide research on DEISAA, such as campus climate surveys.
5. Receive recommendations related to DEISAA from committees, task forces, work groups, and departments to accomplish assigned functions.
6. Participate in articulating DEISAA and accessibility into College strategic planning, PIE, outcomes measurement, professional development, support services, and human resources.
7. Assist in gathering resource information for a website repository of College and community efforts related to DEISAA, DEISAA-focused data and reports, and available DEISAA resources to support instruction, support services, and human resources.
8. Provide quarterly updates to President’s Advisory Council about the work of the Council and the College’s DEISAA efforts, accomplishments, needs, and goals.
9. Provide an annual report on the College’s DEISAA efforts and progress to reaching DEISAA goals.
10. Review state and national policy initiatives related to DEISAA and make recommendations for a coordinated response to those initiatives to appropriate groups.

Membership (12) (This committee will have a tri-chair which will include a member of Management, Faculty, and a Classified Representative [rotation annually between 262 and 651])

	Position Represented	Name		Term
1.	Management (appointed by President’s Cabinet)	Sokha Song		ongoing
2.	2 - Instruction	(Tri-chair)	Kelly Fowler	2022-25
3.	1 - Administrative Services	Sylvia Ruano		2022-24
4.	1 - School of Continuing Education	Angelica Davis		2022-25
5.	1 - Student Services	Tami Pearson		2022-25
6.		Clarence Banks		2022-25

7.	Classified (two appointed by CSEA 262 and one appointed by CSEA 651) CSEA 262 President (or designee) Ongoing CSEA 651 President (or designee) Ongoing	(Tri-chair)	Gizelle Ponzillo	2022-25
8.			Rosa Asencio	Ongoing
9.			George Gutierrez	Ongoing
10.	Faculty (appointed by the Academic Senate) President (or designee) Ongoing		Roger Willis	Ongoing
11.			Mica Stewart	2022-25
12.			John Miller	2022-24

Membership Meeting Times:

COMMITTEE TYPE	CO-CHAIRS	MEETING SCHEDULE	LOCATION	TIME
Governance	Kelly Fowler and Gizelle Ponzillo	<u>Spring 2023</u> May 12 June 2, 2023 Fall 2023	4-2440	12-1pm 11:30am-12pm 11am-12:30pm

Person Responsible for Maintaining Committee Website:

Lisa Jackson  
Ljackson35@mtsac.edu, x4655

College Website Link and Last Time Website Was Updated: