

- o In what ways could this practice, program, or policy disadvantage minoritized students?
- o Who, by race and ethnicity, is most likely to benefit from this practice, program, or policy? Why?
- Monitor, use, and communicate data to advance equity.
  - o Is qualitative and quantitative data readily available and accessible?
  - o Is data disaggregated by race/ethnicity?
  - o Is data communicated in deficit-minded language when discussing equity gaps?
- Set clear equity goals, align resources, and support practices that achieve those goals.
- Establish a continual process of learning, disaggregating data, and questioning assumptions about relevance and effectiveness.

Taken together, these tenets and critical questions are intended to shape dialogue and practice at the College and influence College planning and decision-making.

## Mission, Vision, and Values

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The mission, vision, and values statements drive all institutional planning. The Río Hondo College mission statement, which the College revised in Spring 2020, serves as the cornerstone of all planning because it represents the College's most fundamental purposes. The newly revised mission statement is as follows:

*Río Hondo College is an educational and community partner committed to advancing social justice and equity as an anti-racist institution that collectively invests in all students' academic and career pathways that lead to attainment of degree, certificate, transfer, and lifelong-learning goals.*

The current vision statement, which is scheduled to be reviewed during the 2020-2021 academic year, articulates what the College wants to achieve through its mission, and is presented below.

*Río Hondo College strives to be an exemplary California community college, meeting the learning needs of its changing and growing population and developing a state-of-the-art campus to serve future generations.*

Río Hondo College's values, which also are scheduled to be re-evaluated during 2020-2021, articulate the College's operating philosophies and reflect its organizational ethos and most deeply held beliefs. The Río Hondo College values statement is presented below.

*As a teaching/learning community, we come together and strive to meet the needs, aspirations, and goals of our changing student population and communities. Since what we value forms the core of who and what we are, the college community—trustees, faculty, and staff—recognizes the importance of openly and candidly expressing the College's values. Río Hondo College values the following:*

1. Quality teaching and learning
2. Student access and success
3. Diversity & Equity
4. Fiscal Responsibility
5. Integrity & Civility

## Educational and Facilities Master Plans

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Río Hondo College's Educational Master Plan for 2020-2030 is informed by external and internal trends that speak to the expansion, stability, or contraction of its various programs and services. As such, it is intimately connected with facilities needs as outlined and developed in the Facilities Master Plan. The guiding principles for the integration of the Educational and Facilities Master Plans include:

- a common ten-year planning horizon (2020-2030);
- an examination of existing programs and recent enrollment trends;
- future program enrollment projections and targets;
- the identification of possible new program initiatives in growing occupational fields that offer graduates living wages in the region; and,
- existing program space and needs projections, including technology and student services and support needs.

Specific correlations between the Educational Master Plan and the Facilities Master Plan are delineated in Chapter 4 (Bridging the Educational and Facilities Master Plan) while program enrollment data is provided in Appendix A.