



**HARTNELL  
COLLEGE**

# **Mission/Vision/Values update**

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**Hartnell College**

# Mission/Vision/Values workgroup members and process

## Members

Tony Anderson  
Carlos Chavarin  
Vanessa Gonzalez  
Gayle Pitman  
Shawn Pullum  
Nancy Schur-Beymer

## Process

### Values:

- College-wide values survey (employees)
- Card sorting activity with Senior Leadership Team
- Card sorting activity with Board of Trustees
- Get Connected! Forum values activity

### Mission:

- Review of mission statements from other colleges
- Review of accreditation requirements
- College-wide survey (employees)

### Vision:

- Qualitative survey (employees)
- Qualitative research activity (students)

# Mission statement (DRAFT)

**We advance social and economic justice through the transformative power of education.**

Interpretive statement:

The Salinas Valley is one of the most expensive places to live in the United States, largely because of the significant disparities between income and costs of living. Compared to other mid-size cities, Salinas has the largest minority wage gap (49%) in the nation, resulting in high poverty rates in our region. Additionally, only about 35% of Salinas residents over the age of 25 have a college degree or credential; that percentage goes down to below 10% in some of our rural and outlying communities. These realities are at the heart of our "why."

At Hartnell College, we know that post-secondary education is the lever that can propel the economic and social mobility of our community, and we understand how critical it is for us to reverse these educational and economic inequities. Our commitment is to provide high-value baccalaureate degrees, associate degrees, certificates, and transfer opportunities for our students, so they can achieve their career and academic goals, contribute to the economic and social vibrancy of our community, and become the leaders and changemakers of tomorrow.

# Values (DRAFT)

Our core values reflect our deeply ingrained beliefs that guide everything we do.

**Education.** We believe it is important to state explicitly that education is our highest value, and is the reason why we are here. We believe wholeheartedly that education is fundamental to achieving personal and economic advancement, equity, sustainability, and community vibrancy.

**Connection.** We know that feeling connected fosters a sense of belonging and comunidad. Connection helps us build and maintain trust, improve communication and collaboration, strengthen relationships with each other, and grow a strong community of care.

**¡Sí se puede!** The one phrase that rallies our community is “¡sí se puede!” For all of us - students, employees, and community members - this statement is a unifying call to action, reminding us that change is possible through collective effort and solidarity.

**Cultural wealth.** We embrace all of our students, employees, and community members for who they are, and we value the rich cultural assets they bring to us. Our students come to us and make us better, and they go out and make the world better.

**Impact.** What we do matters to our students and to our community. Wherever we sit, we all play a critical role in advancing equity, post-graduation success, and economic and community vibrancy. We believe that impact is what truly drives change.

**When we practice these values, we put students first.**

# Vision (DRAFT)

**If you could imagine the most perfect Hartnell, what would that look like?**

A place where students receive the message every day that they belong, their ideas matter, and they bring worth to the community.

A place where students build relationships and build their future.

A place where students can give their all to their education and future without worry that something will stop their educational journey.

A place where we dismantle self-imposed and societal barriers.

A place of transformation, growing the thoughtful leaders of tomorrow.

**A place where dreams become possibilities.**

# 2025-2028 Strategic Planning Goals

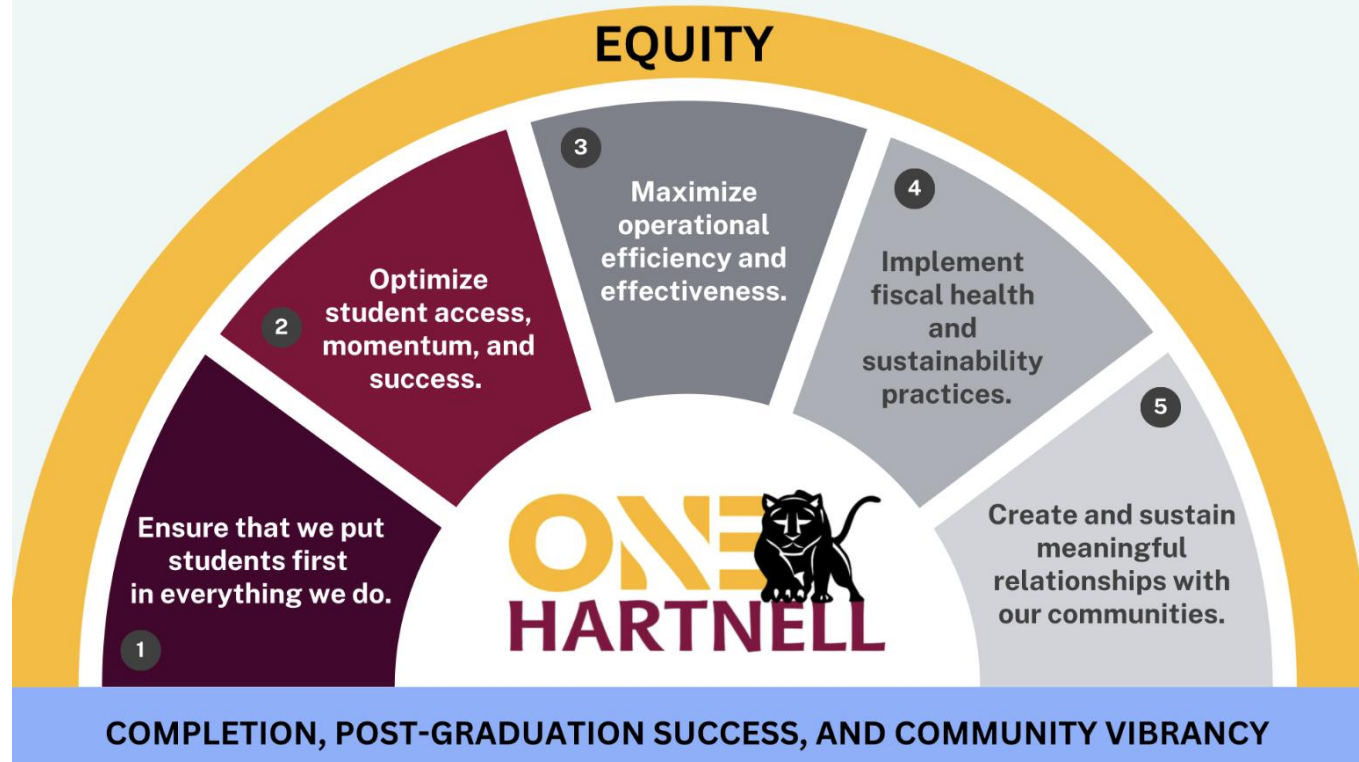
Our **mission** is our purpose.

Our **vision** is where we want to go.

Our **values** act as guiding principles.

Our **strategic plan** is the roadmap that outlines how to achieve the vision.

Our **equity statement and framework** act as the umbrella for all of this work.



# Equity Statement

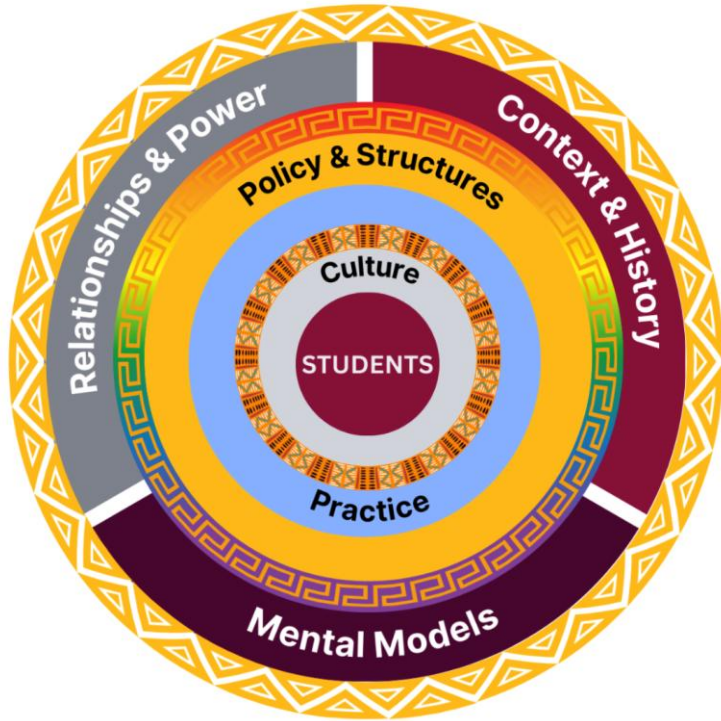
We commit to providing a student-centered design of the college experience to ensure that every student receives what they need in a tailored pathway to successfully achieve their varied educational, career, and personal goals.

We will promote an anti-racism and anti-sexism agenda. We will raise awareness of the historical context of inequity and promote evaluation as well as reform of policies and practices that produce structural inequity.

We pledge to work to correct other forms of systemic oppression against students based on race/ethnicity, gender identity and expression, sexuality, national origin, citizenship status, class, socioeconomic status, ability, language, religion, age, physical appearance, intersections of these identities, and others not yet identified.

Adopted by the Hartnell Community College District Board of Trustees, June 15, 2021.

# Equity Framework



In order for us to successfully meet our equity commitments, we need to address both **core factors** and **peripheral factors**.

**Core factors** are visible and tangible elements that cause or contribute to inequities. These include policy and structures, practices, and organizational culture.

**Peripheral factors** are elements that have a more covert and invisible impact on equity. They are like the air we breathe. These include relationships and power, context and history, and mental models.



**Questions or comments?**