

3.3 Five Pillars of CREED and 4CD Strategic Planning Foundations – Purpose, Mission, Vision, and Core Values

The principles embedded in CREED's five pillars directly align with and support the core elements of the *Contra Costa Community College District Strategic Plan 2020-2025*. These include its articulated purpose, mission, vision, and core values, creating a cohesive framework that reinforces 4CD’s commitment to its overarching goals and aspirations.

Purpose

To welcome all students, nurture their passion for learning, self-recognize their potential, and help them to achieve their academic and career goals.

Mission

To empower all students to fulfill their educational and career aspirations and thrive in the modern world.

Vision

To provide educational experience, support social justice, and contribute to the economic vitality for all our students and the surrounding community.

Core Values

Student-Centered	Access	Equity
Innovation and Excellence	Academic Freedom	Diversity and Inclusivity
Communication	Collaboration	Safety
Accountability	Integrity	Community Engagement

3.4 4CD Strategic Plan 2020-2025 —Core Values—Diversity, Equity, Inclusion and Belonging

Student-centered

We know that keeping the student experience central in all policy, program, process, and practice decisions is vital to advancing students' success. We recognize that every member of the 4CD community has a part to play in strengthening students learning and achievement and are dedicated to actively carrying out this role.

Access

We provide a bridge to opportunity that connects all students to excellent educational experiences and supports in alignment with their goals, including new and returning students, skill builders, career changers, and lifelong learners. This foundational commitment is vital to ensuring all members of the Contra Costa County community – particularly those historically underrepresented – know they have an educational home in 4CD.

Equity

We are committed to social justice and relentlessly work to ensure students' social and economic mobility. We believe all students can succeed and have high expectations for their potential, performance, and achievement. We act to identify student groups experiencing disproportionate impact, recognize unintended consequences of our beliefs and behaviors, disrupt inequitable systems and practices, and close achievement gaps.

Innovation and excellence

We hold ourselves to the highest standards, engaging students in excellent programs, practices, experiences, and supports. We know that while often challenging, adapting to change and embracing improvement are essential to addressing longstanding student success issues. We take strategic, data-driven action to increase outcomes for all our students, enhance our institutions' well-being and sustainability, and assess our effectiveness.

Diversity and inclusivity

We embrace and celebrate the remarkable diversity of all members of 4CD. We are committed to promoting an environment where all people can thrive and contribute by practicing mutual respect and cultural competency. We honor the experiences and perspectives of all individuals and practice inclusive decision-making.

Integrity

We are steadfast in promoting a culture where all people are intentional in their action, considerate of their impact, and dedicated to carrying out our collective values. Through regular reflection and use of evidence, we ensure our actions align with 4CD's goals and the best interests of students and hold each other responsible for fulfilling these commitments.

Academic freedom

We value the freedom of faculty and students to pursue knowledge without constraint and to explore the life of the mind and express observations in an open, responsible, and respectful academic environment. We know that in this environment, imaginations thrive, and intellectual skills develop.

Safety

We are uncompromising in our commitment to the physical, emotional, and intellectual well-being of every member of 4CD. We strive for students, faculty, staff, administrators, and community members alike to view the District and our colleges as secure spaces and trust that a threat to their security will be taken seriously and immediately addressed.

Community engagement

We regard connection with our surrounding community as essential to 4CD's success and are dedicated to being a good neighbor, collaborator, and partner. We know that when we work in concert with the Contra Costa County community, we are best able to share its values and more effectively respond to its needs.

Collaboration

We promote unguarded cooperation across 4CD, our colleges, programs, and departments to facilitate a student learning experience that is cohesive and meaningful. We foster strong partnerships between 4CD, other educational segments, employers, and community organizations to ensure students can move seamlessly through their postsecondary journey and effectively into the workforce.

Accountability

We show our deep gratitude for Contra Costa County's faith and investment in our District and our colleges through the prudent stewarding of our financial, human, and environmental resources and through transparency with all stakeholders.

Communication

We know communication throughout 4CD, driven by our common interests and goals, and free of restrictions, is key to serving our students with increasing success. Open channels among leaders Districtwide enables us to make strategic decisions based on our long-term objectives.

