

# Principles of Our Community





# Preamble:

The Community of Learners at San Diego Mesa College is made up of students, faculty, classified professionals, and administrators who represent many diverse characteristics, beliefs, and affiliations.

Together we are dedicated to personal, professional and academic excellence.

The success of our students is our highest priority, one that is best achieved by each of us working together as members of this community to foster; instill; ensure; safeguard a climate of accountability, civility, cooperation, equity, justice, mutual respect and trust.

Choosing to be a part of our Community of Learners affords us both individual rights as well as responsibilities.

As such, we embrace and expect our community to practice, acknowledge, and value the following Principles that are vital to the accomplishment of goals (or “our work”), the success of our students, and the integrity of our institution.





# Acknowledgment:

## Historical/Discrimination:

We acknowledge that our society carries within it historical and deep-rooted injustices and biases. Therefore, we endeavor to foster mutual understanding and respect among the many parts of our whole.





# Principle #1: Dignity

We respect the dignity of all persons, this means: having empathy and respect, rejecting behaviors that compromise or demean the dignity of individuals or groups, including discrimination, intimidation and hazing, taunting, baiting, ridiculing, threatening, insulting and/or harassing other individuals.

We reject all acts of discrimination, including, but not limited to those based on race, ethnicity, gender, age, disability, sexual orientation, gender identity/expression, and religious or political beliefs. We commit ourselves to fostering an atmosphere of equity and excellence.





# Principle # 2: Campus Commitment

We will pursue equity and excellence in teaching and learning through contributions from all community members fostering a culture of open exchange.

We promote opportunities and empowerment for active participation and leadership in our communities and in relation to these principles.

We are empowered to provide the training and resources necessary to entrust our community with the knowledge and skills to promote and support each other as we strive for equity and inclusion.



# Principle #3: Empowerment

We are empowered to create spaces that promote a healthy and safe environment.

We embrace empathy and learn from differences in people, ideas and opinions.





# Principle #4: Accountability

We as a community and individually take responsibility for confronting and protecting our community from words and deeds that run contrary to the principles of equity, diversity and inclusion.

We as a community and individually are committed to having difficult conversations whenever necessary to protect our community.





# Principle #5: Living the Principles

As community members, we embrace these Principles and act accordingly.

We take responsibility to confront, challenge, and take action against and/or report uncivil/hurtful, stigmatizing behaviors whenever and wherever they are encountered.

We are committed to having difficult conversations whenever necessary to protect our community, while recognizing the right of every individual to think, speak, express and debate any idea limited only by college regulations governing time, place and manner.

