

Ventura College

Vision

Ventura College will be a beacon of learning—a source of inspiration and guidance—for our students and community.

Mission

Ventura College places students at the center of their learning experience, supporting them in achieving their personal, academic, and career goals in an anti-racist, liberating, and inclusive environment. The College is an open access educational institution that supports our diverse community, helping them transform their own lives by offering degrees, certificates, transfer, and workforce preparation opportunities.

Guiding Principles

At Ventura College we believe that students come first and all else follows. We strive to create a campus environment that fosters collaboration, communication, and mutual respect. We are committed to these Guiding

Principles in all that we do:

1. Embrace the strength of diversity
2. Listen with intensity and compassion
3. Communicate with integrity and patience
4. Design student-centered solutions
5. Spark self-confidence and a sense of discovery
6. Pursue our vision and goals with passion

President's Climate Advisory Group Agenda | 4.9.2026

Time Schedule	Description
2:00 PM – 2:15 PM	Connection/Networking Arrive, get settled in, enjoy some nosh as needed, and connect with colleagues.
2:15 PM – 2:45 PM	Introduction/Overview/Group Norms/Key Objectives <i>Facilitator: Dr. Luca E. Lewis, Interim President</i> Welcome and setting norms and outcomes of the afternoon and moving forward as an advisory group.
2:45 PM – 3:00 PM	Team Building Exercise May I Have Your Autograph? Participate in strengths-based, interactive exercise as a holistic team, identifying individual and team strengths.
3:00 PM - 3:30 PM	Climate Action Strategy Overview and Discussion <i>Facilitator: Dr. Luca E. Lewis, Interim President</i> Explore key pathway programs and high impact practices throughout the district.
3:30 PM – 3:45 PM	BREAK
3:45 PM – 4:15 PM	Building a Shared Understanding of Climate at VC <i>Facilitator: Phil Briggs, Dean of Institutional Effectiveness</i> Explore existing data and respond to discussion questions.
4:15 PM – 4:50 PM	Leading the Work Ahead: Engagement Process <i>Facilitator: Dr. Luca E. Lewis, Interim President</i> Explore how PCAG will operate in the coming months including (but not limited to) meeting structure and cadence, feedback loops to the broader campus and opportunities for input and engagement.
4:50 PM – 5:00 PM	Next Steps and Meeting Schedule <i>Facilitator: Dr. Luca E. Lewis, Interim President</i> Explore and anticipate future needs prioritize key action items and finalize next steps.

Climate Action Strategy

Ventura College's Climate Strategy establishes a comprehensive, multi-phase approach designed to address workplace climate challenges, rebuild trust, strengthen leadership and management excellence, and reinforce a culture rooted in transparency, collaboration, and wellbeing. Grounded in data, dialogue, and shared accountability, the strategy outlines four interconnected pillars:

1. **Scoping Assessment & Truth-Finding.** Implement a structured, evidence-based process to identify climate hotspots, systemic issues, and institutional strengths through a President's Climate Advisory Group, a third-party climate survey (PACE Survey), and extensive campus-wide engagement.
2. **Leadership & Management Excellence.** Provide tailored Ventura College-centric, mandatory supervisor training, leadership retreats, and exploration of performance expectations tied to climate metrics ensure consistent, competent, and aligned leadership practices across the College.
3. **Communication Reset & Transparency.** Develop and implement a communications overhaul grounded in listening, clarity, and shared understanding, including presidential townhalls, a Climate & Transparency Digest, and regular reporting to governance bodies.
4. **Culture Healing & Organizational Cohesion.** Develop and facilitate restorative practices, wellness programming, and enhanced employee recognition efforts designed to rebuild trust, and psychological safety.