

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 Retreat Agenda | 6.11.2026

Time Schedule	Description
8:30 AM – 9:00 AM	Connection/Networking Arrive, get settled in, enjoy some nosh as needed, and connect with colleagues.
9:00 AM – 9:10 AM	Welcome and Introductions <i>Facilitator: Dr. Luca E. Lewis, President</i> Welcome and introductions of PCAG co-chairs. setting norms and outcomes of the afternoon and moving forward as an advisory group.
9:10 AM – 9:30 AM	Overview/Group Norms/Key Objectives <i>Facilitators: Amanda Picard and Ty Gardner</i> Setting norms and outcomes for the day and next steps.
9:30 AM – 11:00 AM	Intercultural Conflict Style Survey/Strategies to Address Conflict <i>Facilitator: Dr. Luca E. Lewis, President</i> Engage with the Intercultural Conflict Style Survey; explore strategies and skills building in addressing conflict and disagreements more productively with colleagues.
11:15 AM – 11:30 AM	BREAK
11:30 AM – 12:00 PM	PACE Survey Data Overview <i>Facilitator: Phil Briggs, Dean of Institutional Effectiveness</i> Set framework for PACE survey data and provide overall highlights.
12:00 PM – 12:30 PM	LUNCH
12:30 PM – 1:00 PM	PACE Survey Deep Data Dive <i>Facilitator: Phil Briggs, Dean of Institutional Effectiveness</i> Explore critical elements of PACE survey data; frame key questions based upon data trends.
1:00 PM – 3:30 PM	Return to PCAG Climate Action Strategy <i>Facilitators: Ty Gardner and Amanda Picard</i> Explore and anticipate future needs prioritize key action items and finalize next steps.
3:30 PM – 3:45 PM	BREAK
3:45 PM – 4:30 PM	Climate Survey Data Exploration and Timeline <i>Facilitators: Ty Gardner and Amanda Picard</i> Provide recommendations for timeline and sequencing of data presentations, focus groups, and/or townhalls for the 26-27 academic year; finalize PCAG meeting frequency/cadence for 26-27 academic year.

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.