

# Equity-Minded Leadership Statement

*January 31, 2025*

Equity is not just a commitment; it is my responsibility as a leader. I recognize that systemic barriers have historically limited access and success for many students, particularly those from marginalized and underrepresented communities. As President of Imperial Valley College, I am dedicated to dismantling these barriers by fostering an inclusive, student-centered environment where every individual has the support, resources, and opportunities to achieve their full potential.

I understand that equity is not about equal treatment but about ensuring that each student receives what they need to succeed. This means being intentional in our policies, practices, and resource allocation, prioritizing those who face the greatest obstacles. Through culturally responsive teaching, holistic student support, and data-driven decision-making, I strive to close achievement gaps and create a learning environment where all students thrive.

My commitment to equity extends beyond our classrooms. I actively collaborate with our communities, listen to the voices of our students, faculty, and staff, and hold myself accountable to continuous improvement. At Imperial Valley College, equity is action because student success is our mission, and justice is our guiding principle.

Dr. Lennor M. Johnson,  
Superintendent/President