

**SPRING
2023
NEWSLETTER**

**2023 EQUITY
WEEK:
CULTURE
OF CARE**

**UPDATES AND
UPCOMING
EVENTS**



***“FACE IT, THERE
IS NO EQUITY AND
INCLUSION WITHOUT
U & I, EMBRACE IT.”***



Thank You!

For another successful
Equity Week!



Office of Equity and Inclusion

Message from the CEIO, Sharon Wilder, J.D., CPM

May 3, 2023



THANK YOU – THANK YOU - THANK YOU to simply the best team ever! We have small, but mighty staff completely focused on doing the work of advancing equity, inclusion and belonging at the college. We have had programming, discussions, advanced policy to be considered, led sessions on implementing winning DEI-related practices, served on Montgomery County Human Rights Committees including the Committee for Hate/Violence and the Committee on Remembrance and Reconciliation, conducted new employee sessions, trained the college community on antiracism and much more! Between the Presidents' Advisory Committee on Equity and Inclusion, the Hispanic Serving Institution Task Force, the presentations at each Governance Council, *Let's Talk!* Dialogues, 2023 Equity Week, the Excellence in Equity Awards Celebration, our First Fridays Book Discussions, and our Fall and Spring Equity Dialogue sessions, we continue to advance our leadership and efforts in this space. This work would not be possible without the highly engaged, extremely dedicated administrators, faculty and staff who have partnered with us. My sincerest gratitude to each one of you!

Be well,

Sharon R. Wilder

Sharon Wilder, CEIO



This year's **Equity Week** provided many opportunities for students, faculty, and staff to explore how the College can build a community that has an inclusive environment, equitable student success rates, and employee career growth and fulfillment. Keynote presentations, trainings, panel discussions, faculty presentations, and healing activities such as community-based racial healing circles and massage therapy sessions were some of the activities our community participate in.

During our kickoff event, remarks by Montgomery College President Jermaine F. Williams, Interim Vice President and Provost Dr. Muhammad Kehnemouyi, and Chief Equity and Inclusion Officer Sharon Wilder, welcomed the community, introduced the week's theme and events, and reflected on the work MC does and will continue to do to promote equity and inclusion in all areas of the College. Our first keynote speaker, Dr. Tia McNair, VP of Diversity, Equity and Student Success and Executive Director of the Truth, Racial Healing, and Transformation Centers (TRHT) with the AAC&U and co-author of the book *From Equity Talk to Equity Walk*, delivered an amazing presentation on the importance of the TRHTs and the impact they have on college campuses. Parker McMullen Bushman gave an outstanding presentation exploring how our college can create a "Culture of Care" by raising awareness and having difficult conversations. The day ended at the at the ignITe Hub with Dr. Mason Mason, Learning Executive on Apple's Worldwide Education Team, who unpacked Apple's Racial, Equity, and Justice Initiative (REJI) and the work Apple is doing in communities around the world.

Day two started with a session of MC's Antiracism Training: *The Journey Towards Becoming an Anti-Racist Institution*, which is required training for all employees. A highlight of the day was a panel discussion and open dialogue on the meaning and importance of the Hispanic Serving Institution (HSI) designation.

Culture of Care

2023 Equity Week

THE OFFICE OF EQUITY AND INCLUSION

EQUITY WEEK 2023

CULTURE OF CARE

FACE IT, THERE IS NO EQUITY AND INCLUSION
WITHOUT U & I, EMBRACE IT!

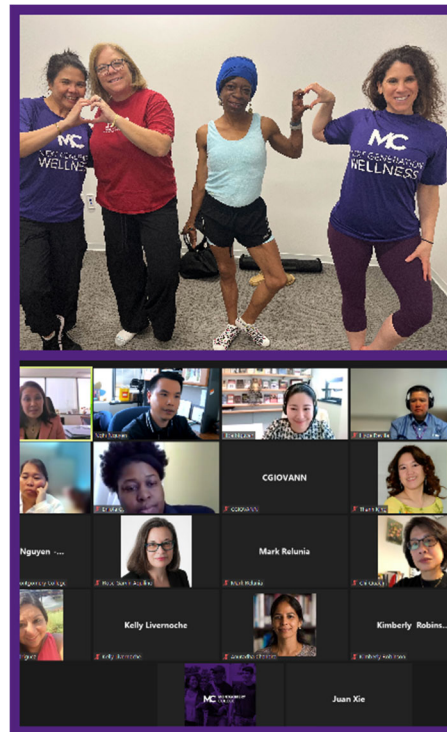
April 10 - April 14, 2023



The panel and 30 participants, in-person and via Zoom, explored this topic and the importance of HSIs for students and faculty, as well as how representation matters for the diverse population like our MC community. Also, Lobna “Luby” Ismail provided a moving presentation on disability awareness and how we should look at disabilities as opportunities, moving the perspective of disabilities to diverse abilities.

Beginning day three were two Racial Healing Circle events, promoting community-healing activities, aimed to change the minds to “jettison the belief in a hierarchy of human value.” Keynote speaker Freddy Shegog told us about the inspiring story of the challenges he overcame to succeed as a college student. At our Excellence in Equity Awards ceremony, nine MC community members, four students, two faculty, two staff, and one administrator, were recognized for their work toward making MC and their communities more equitable and inclusive. President Williams, Trustee Hoffman, Interim Vice President and Provost Rockville Campus, Dr. Eric Benjamin, and our CEIO, Sharon Wilder joined family and friends to honor the awardees.

A few highlights of days four and five were two of our faculty presentations on “An Educator Engaging in Social Action and Change: Montgomery County Lynching Memorial Project Conversation Circle” and “Quality Assurance: Inclusive Course Design and Delivery for Equity.” A special one-day Safe Zone training on day five, MC employees were provided experiential training exploring their knowledge and assumptions about LGBTQ+ individuals.



Social Justice Inclusive Leadership Institute (SJILI)



SOCIAL JUSTICE INCLUSIVE LEADERSHIP INSTITUTE

MONTGOMERY COLLEGE

During the spring 2023 semester, we had 24 students attend and join our spring cohort for the Student Social Justice Inclusive Leadership Institute (SJILI). This is our fourth cohort. It kicked off on March 29, 2023, and runs through May 18, concluding with a completion ceremony. Throughout the program, students explore their individual motivations for desiring to become social justice leaders in their communities, learn about antiracism and are paired with MC staff/faculty mentors. Students conclude the program by completing a social justice advocacy project where they explore issues that are important to them and identify steps, they believe will allow them to act and sustain real change in their communities.

Watch the [Equity and Inclusion](#) page and [Inside MC](#) for announcements for future SJILI cohort sessions!

Antiracism Badge

This semester, the first cohort completed the new Antiracism Badge micro-credential, and the second cohort is underway. Through the badge process, two groups of 20-25 participants engage with crucial questions about racism and bias to develop their own understanding of antiracism. The cohorts are comprised of students, faculty, staff, and administrators

allowing us to have complex, multilayered discussions from a multitude of perspectives. We listen to each other, we learn from each other, and together, we develop individualized action plans to implement concrete and practical antiracist actions in various areas of our lives or work. Participants come to the badge with different levels of knowledge and experience but work together to find suitable antiracist actions according to their situation and position.

The next badge cohort will be an accelerated program in June. **Employees** can register [through Workday](#) and **students** can register through [this form](#).

MC MONTGOMERY COLLEGE THE OFFICE OF EQUITY AND INCLUSION PRESENTS

ANTIRACISM BADGE SUMMER 2023

Self-Awareness
Self-Education
Action

SESSIONS WILL BE HELD FROM
12 TO 3 PM ON ZOOM.

SESSION DATES:
THURSDAY, JUNE 8, 2023
THURSDAY, JUNE 15, 2023
THURSDAY, JUNE 22, 2023
THURSDAY, JUNE 29, 2023

Participants must attend all four sessions to complete the badge.

Faculty and Staff can Register in Workday or using the QR code.

Welcome Our New Equity and Inclusion Program Manager!



Mr. Antonio S. Montaña joined the Office of Equity and Inclusion as the new Equity and Inclusion Program Manager on March 6, 2023. Most recently, Antonio served as the Diversity, EEO, and Title IX

Officer at the Desert Community College District in California where he developed and implemented training plans for a diverse college audience to increase awareness, compliance, and knowledge of DEIA practices and procedures and coordinated regulatory compliance with local, state, and federal EEO, Title IX, ADA, Section 504 & 508 of the Rehabilitation Act of 1973, the Clery Act, and Violence Against Women Act (VAWA).

Antonio has hit the ground running and has already become an integral part of the OEI team. In the short while that he has been at MC, he aided our OEI and collaborators to produce and run a majestic equity week, taken on the task of coordinating and instructing our class of future social justice leaders in our current SJILI cohort along our CEO, Sharon Wilder, and joined our wonderful and talented trainer group to instruct sessions of MC's Antiracism training.

Welcome Antonio!

Reflections on NADOHE Annual Conference



We had a team attend the 2023 National Association of Diversity Officers in Higher Education conference. The MC team consisted of Dr. Zenobia Garrison, Dr Katya Salmi, Dr. Nancy Newton, Mr. Antonio Montaña, and Ms. Sharon Wilder. The conference was an exciting opportunity to interact and learn from diversity officers and others working on equity issues in higher education. Through interactive sessions and engaging keynote speeches, we acquired new tools and strategies to push forward the work that we do at the Office of Equity and Inclusion and within PACEI and HSI Taskforce.

PACEI Update



By Dr. Nancy Newton,
PACEI Chair

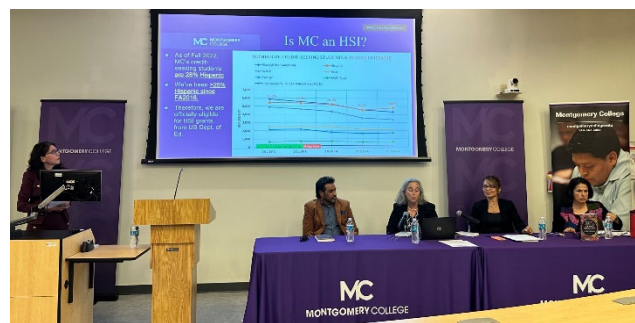
What a busy spring it has been for the remarkable members of PACEI! Members of the Student Equity, College Workforce, College Culture, Multicultural

Teaching/Learning Experience, Community-wide Opportunities, and Antiracism strategy subcommittees have devoted countless hours making recommendations, advocating for change, following up with college leaders on progress, and engaging in a little agitating when necessary!

During Equity Week, I shared a few notable achievements that PACEI has accomplished: Seven affinity-focused writing groups held through the Writing, Reading, Language Centers that focused on the themes of Latinx, Asian-American, LGBTQ+ identity and literature; Evidence of a narrowing of the achievement gap for all students, particularly African-American male and Latinx students on the most recent MC Student Success Score Card; 81 College employees trained as Search Advocates; Implementation of a **#YouBelongHere** campaign to show that all belong and matter; Successful collaboration between MCTV, communications, HRSTM, ADA Coordinator, and special events to provide recurring Collegewide events with full inclusion of ASL interpreter services, which are fully integrated into MCTV broadcast and streaming programs; History HIST 245 and Calculus I-Math 181 classes offered in Spanish Rockville; Spanish tutoring offered for BIOL150 and CHEM131 at Rockville; Completion of a 10-year data exploration and analysis on Transition, Enrollment and Graduation on ITI and non-credit Health sciences students; The return of procurement-run workshops to help Minority vendors understand the Bids process at the College; Conducting countless “Journey Towards Becoming an Antiracist Institution” Trainings for 1,125 College employees; and assessing the scope of diversity, equity, inclusion, and antiracism initiatives at the College. As I said, PACEI members have been busy!

For my part as PACEI chair, I would like to extend a very big Thank You to all members of the PACEI committee, to the members of the Equity Week Committee, to the Excellence in Equity Awards Committee, to Dr. Williams, Sharon Wilder, Maria Cevallos Rodriguez, Antonio Montano, and to our wonderful college community. We are making great strides to ensure that all who walk through our doors feel included, a sense of belonging, and that they matter. Thank You.

HSI Update



As part of the 2023 Equity Week, on April 11, members of the Hispanic Serving Institute (HSI) Task Force hosted a lunch panel discussion on “What is a Hispanic Serving Institution (HSI)?” Panelists included Dr. Glenda Hernandez-Tittle, Professor Henry Caballero, Professor Karen Penn de Martinez, and Karla Silvestre. Moderated by the Collegewide HSI Task Force Chair, Dr. Sonia Pruneda-Hernandez opened the discussion by asking panelists to explain the significance of Montgomery College being designated an HSI, what the process was for MC to become an HSI, and what members envision moving forward. Panelists also provided current data on Latino student enrollment, highlighting enrollment trends that demonstrates an increase to 28% for Latino student's enrollment across the college. Additionally, attendees asked questions and engaged in dialogue, with many staff and

faculty asking how they could better support Latino student success at MC.

Safe Zones Training Update

MONTGOMERY COLLEGE SAFEZONE



The Office of Equity and Inclusion team revised and rebooted Safe Zone training this academic year with Professor Ellen Olmstead leading the charge. 218 MC faculty and staff have participated in Safe Zones trainings to date (August 2022 – May 2023). The directors for Raptor Central, Counseling, Financial Aid, Assessment, the Writing Centers, and Libraries, made a concerted effort to get their staff trained this year. The full-day sessions have provided MC employees with an opportunity to dialogue on LGBTQIA+ issues, acquaint themselves with resources, and role-play scenarios based on incidents of discrimination or harassment that have taken place at MC. This experience allows them to serve as informed allies. More training will be offered this summer and throughout the next academic year.

We would like to give special thanks to the ELITE team, specially Richard Forrest, who helped us re-launch the Safe Zone training.

Any office or unit that would like team-based training for its staff should contact Ellen Olmstead at ellen.olmstead@montgomerycollege.edu, to schedule a training session.

Upcoming Events

Celebrate Asian American and Native American Pacific Islander Heritage Month with various events, both in-person and on Zoom. Hosted by the Asian Pacific Heritage Planning Committee and the Asian American and Native American Pacific Islander-Serving Institution Planning Group.

www.montgomerycollege.edu/events/asian-pacific-heritage/aanapisi.html

Wheaton Asian American and Pacific Islander (AAPI) Heritage Month Celebration

www.wheatonmd.org/do/aanapi-heritage-month-celebration

Jewish American Heritage Month
Jewish American Heritage Month: Events

National Caribbean Heritage Month
ncahm.org

Annual Scotland Juneteenth Celebration
www.juneteenthscotland.org

LGBTQIA+ Pride Month
MC Pride
MC Library - LGBTQ+ Pride Month: Local Pride
MoCo Pride Center
Where to Celebrate Pride in Montgomery County

Spring Equity Dialogue

Our 2023 Spring Dialogues Series will find us discussing the importance, relevance, and steps to begin active and effective civic engagement within our MC community. **“How to Advocate for Yourself and Others in times of Strife” on June 7, 2023**, will address the many ways we can advocate and show up for ourselves, our families, friends, and communities. Watch the **Equity and Inclusion page** for more details on how you can join us in this conversation.

Design by María V. Cevallos Rodríguez

Office of Equity and Inclusion
Office of the President
Montgomery College

