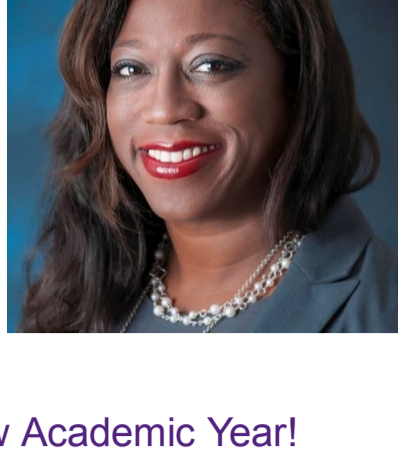




News



Welcome to the new Academic Year!

Welcome to the new Academic Year! At the beginning of this year, who would have thought we would be still in the middle of a pandemic and in a remote work environment?!? But we are. So thank you for being MC Strong, MC Resilient and MC Proud!!! I am honored to work with so many talented and caring people and a student population that is very special in its diversity. Also, on behalf of the President's Advisory Committee on Equity and Inclusion (PACEI), I am pleased to share the Equity and Inclusion Roadmap for Success 2020-2025, which is attached [here](#). The Roadmap will guide Montgomery College's efforts over the next five years as we strive to become a more civil, inclusive, and equity-minded institution where all students and members of the College community are empowered to succeed. I hope you enjoy this Fall Newsletter. Inside you will find a wealth of information and a list of our planned events and activities coming up soon, including our Friday Forum Town Halls which you can read more about [here](#).

[Read more](#)



Meet PACEI 2020's New Chair - Dr. Rachel Bonaparte

Dr. Rachel Bonaparte-Hagos started at Montgomery College as an adjunct in the Communication Studies discipline in 2013 and became full-time in 2014. As a full-time instructor, along with becoming a COMM 108/112 coordinator and teaching a variety of classes, she also truly enjoyed spearheading the annual Career and Communication Studies Symposium that welcomed close to 200 students annually and involved collaborations with other departments within the College as well as community organizations. The symposium allowed for student exploration and discussions on culture and diversity in the workplace.

In 2018, Dr. Bonaparte-Hagos became the department chair for the ELAP, Linguistics, and Communication Studies programs at Rockville. Appointed by Dr. Rai in July 2020, Dr. Bonaparte-Hagos became the Interim Director for the Institute for Part-Time Faculty Engagement and Support. She has participated in a number of professional development activities, including the Presidential Innovation Leadership Institute, which has been one of her favorite experiences at the College! As a previous member of PACEI 2017-2019, Dr. Bonaparte-Hagos looks forward to serving with PACEI 2020-2022 members as we work together to push the needle forward, fostering an equitable and inclusive environment of which we can all be proud!

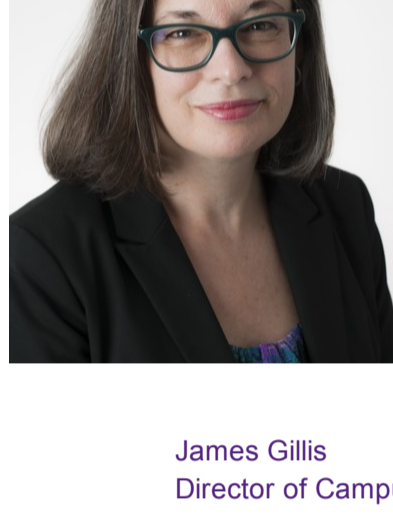
Senior Vice President Liaisons for PACEI 2020

Read Bios [here](#).

Rose Garvin Aguilino
Associate Senior Vice President
Advancement and Community
Engagement

Dr. Debra Bright
Associate Dean of
Student Affairs

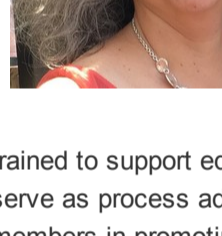
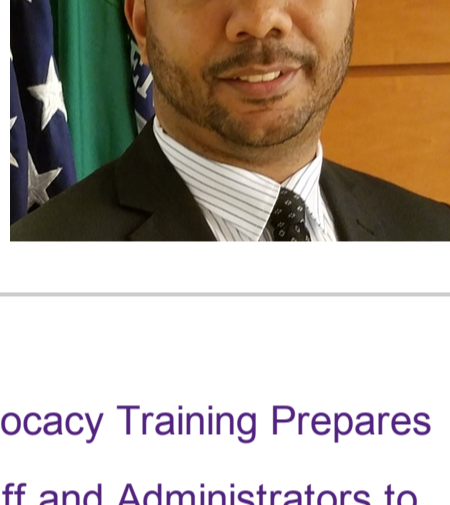
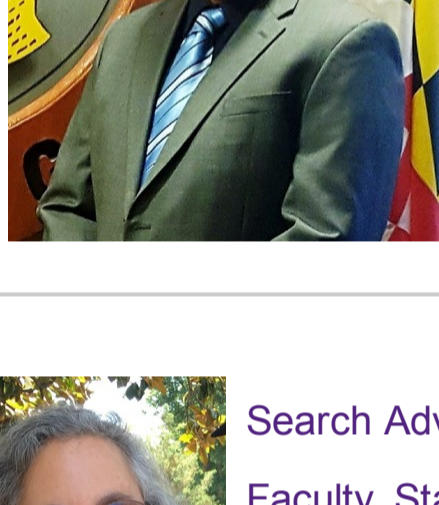
Andrea Foster
Professor, Business
Administration



James Gillis
Director of Campus Facilities



James Hodge
Part-time Faculty, Accounting



Search Advocacy Training Prepares Faculty, Staff and Administrators to Support Equitable Searches

By Karen Penn de Martinez

During the 2020-2021 academic year, Montgomery College will pilot the use of Search Advocates, MC employees who have been trained to support equity, validity, and diversity in the MC hiring process. Search Advocates serve as process advisors to hiring managers, search committee chairs, and search committee members in promoting a focus on equity, inclusion, and integrity throughout the recruitment process. Advocates are embedded in searches and work with the committee to recommend inclusive and equitable recruitment strategies and to utilize selection criteria and interview questions that prioritize a candidate's abilities to facilitate equitable student success outcomes. Advocates encourage committee members to test their thinking and recognize implications of bias, including unconscious bias. In June 2020, a 4-afternoon training took place, where 30 MC employees from various departments learned about current research regarding implicit bias, diversity, the changing legal landscape in hiring, inclusive employment principles, practical strategies for each stage of the search process, and effective ways to be an advocate and advisor for MC search committees. Another 21 members of our faculty, staff, and administration went through the intensive training during Professional Week 2020. Members of these initial two groups will serve as advisors to search committees during the 2020-21 academic year pilot and provide feedback to the Office of Equity and Inclusion and HRSTM for further implementation. Hiring managers who are initiating searches this year can contact the Office of Equity and Inclusion to request information or have Search Advocates assist in their process at CEIOAdvisor@montgomerycollege.edu.

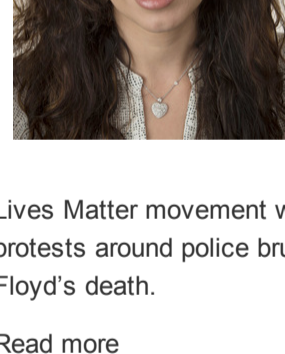


Events

OFFICE OF EQUITY AND INCLUSION
LET'S TALK!
JUNE 2, 2020
12-1:15PM
FEATURING THE PERSPECTIVES OF ACCLAIMED PSYCHOLOGY PROFESSOR, DR. ANDRAE BROWN, CRIMINAL JUSTICE PROFESSOR SONIA PRUITT, CEO, SHARON BLAND, AND OTHERS!
A discussion on the American subjugation of the black community for MC employees and students. How can we create healing spaces for our community and students of color? What must we do to create spaces for action and engagement at Montgomery College?
CEIOAdvisor@montgomerycollege.edu by 11:00am 6/2/20 in order to get zoom details.
RSVP by e-mailing

OFFICE OF EQUITY AND INCLUSION
LET'S TALK
PART 2!
JUNE 16, 2020
12-1:30PM
What's up with Borens? How do we vs. correct white supremacy demonstrated? Why is there a call to defund the police? How can we support community resource investment as cities like Minneapolis have found abolishing their police systems?
RSVP BY E-MAILING CEIOAdvisor@montgomerycollege.edu BY 6/15/20 IN ORDER TO GET ZOOM DETAILS.
MC MONTGOMERY COLLEGE

OFFICE OF EQUITY AND INCLUSION
LET'S TALK! - PART 3
JUNE 30, 2020 via Zoom
12:00-12:15PM - Meditation
12:15-1:30PM - Discussion
"Say Her Name"
Featuring Dr. DeRionne P. Pollard, President and Sharon R. Bland, Chief Equity and Inclusion Officer with discussion by Dr. Andrae Brown, Psychology, Captain Sonia Pruitt, Criminal Justice, and Dr. Dawn Avery, Visual and Performing Arts, Music
• Meditation time for mental health and wellness
• What is the relevance of this movement?
• Keeping it real
• Ideas for action
• How can I be an ally in the movement for change?
Register at www.eventbrite.com
MC MONTGOMERY COLLEGE



Let's Talk! - Transformative Change & Radical Vulnerability

By Jeanette Rojas

The Office of Equity and Inclusion (OEI) started the Let's Talk! series on June 2, 2020 with the topic "A Discussion on the American Subjugation of the Black Community." Panelists were Montgomery College faculty members Dr. Andrae Brown, Psychology and Captain Sonia Pruitt, Criminal Justice. The series was organically organized in response to the killing of George Floyd. The Black Lives Matter movement was thrust to the forefront of the national discourse through the nationwide protests around police brutality and the subjugation of black lives that have been unceasing since George Floyd's death.

[Read more](#)

Join us for the next Let's Talk Students!, E&I Pop-ups, and Friday Forum Townhalls. RSVP by clicking on the events that you are interested in below:

OFFICE OF EQUITY AND INCLUSION AND OFFICE OF STUDENT AFFAIRS
LET'S TALK STUDENTS!
THE FINE LINE BETWEEN FREE SPEECH AND HATE SPEECH- COMMUNICATING EFFECTIVELY WITHOUT PREJUDICE
FACILITATED BY SHARON BLAND-CHIEF EQUITY AND INCLUSION OFFICER, GEORGE MONTGOMERY-STUDENT CONDUCT PROGRAM COORDINATOR, DR. RACHEL BONAPARTE-INTERIM DIRECTOR OF THE INSTITUTE OF PART-TIME FACULTY ENGAGEMENT AND SANTO SCRIMANTI-DIRECTOR OF EMPLOYEE AND LABOR RELATIONS.
SEPTEMBER 15, 2020
12-1:30PM
Sign up by clicking the form below or by e-mailing: CEIOAdvisor@montgomerycollege.edu
MC MONTGOMERY COLLEGE

MC MONTGOMERY COLLEGE
Office of Equity and Inclusion
September Pop Ups
September 16
11:30am-1:00pm Tradition and Change: Examining MC's Equity Challenges in Fall 2020-Richard Forrest, MC Training and Development Coordinator and facilitators Bridget Abraham, BOT Operations and Services Specialist: Diego Hernandez, Associate Professor, ELAP; and Jeanette Rojas, Equity and Inclusion Program Manager
1:00-2:00pm- The 2020 Census Final Countdown: 14 Things YOU Can Do to Make Sure Everyone Counts Nik Sushka, MC Service Learning Coordinator
September 30
12:00-1:30pm STEM is for All, Do I Belong? Dr. Milton Nash, Acting Collegewide Dean of Mathematics, Statistics, & Data Science and Dr. Rebecca Thomas, Chair of Biology at the Rockville Campus

[September 15 12-1:30pm - Let's Talk Students!](#)

[September 16 11:30-1:00pm E & I Pop-up - Tradition and Change: Examining MC's Equity Challenges in Fall 2020-Richard Forrest, MC Training and Development](#)

[Coordinator and 1:00-2:00pm - The 2020 Census Final Countdown: 14 Things YOU Can Do to Make Sure Everyone Counts](#)

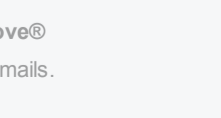
[September 18 12:00pm-1:30pm - Town Hall Roadmap -General Overview](#)

[September 25 12:00pm-1:30pm - Town Hall Roadmap - Goal 1](#)

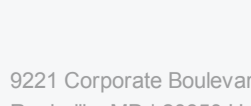
[September 28 12:00pm-1:30pm E & I Pop-Up - STEM is for All: Do I Belong](#) Dr. Milton Nash and Dr. Rebecca Thomas

[Check out future events on our website: www.montgomerycollege.edu/equity-and-inclusion](#)

Connect with the Office of Equity and Inclusion!



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