

“Let Me See Your Badge”: Agents for Antiracism

MONTGOMERY COLLEGE

Thursday, March 18, 2022

Today's Presenters

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Today's Presentation focuses on

- **Overview of Cycle Of Change Model**
 - Brief Overview of GOALS 1-5
 - The addition of GOAL6 and the guiding principles
- **Define Antiracism & Antiracist**
 - MC's Antiracism Institutional Goal
 - SMARTIE Goals & Objectives
 - 4 Components of the Educational Journey
- **The Antiracism Badge**
 - Strategy & Stakeholders
 - Implementation (faculty, staff, administration, SJILI)
 - Self-Reflection, Education, Action



AWARENESS

Acquire knowledge of a situation and facts, listen, recognize inequities, ask questions, participate in equity and inclusion programming and events

UNDERSTANDING

Perceive the meaning of equitable and inclusive actions, practice being mindful of them; dialogue with others; seek knowledge and training; do research

EMBRACING

Acknowledge inequities and social justice issues exist and decide to adopt and wholeheartedly accept that equity and inclusion work is paramount

COMMITMENT

Get involved; do the work necessary to eradicate inequities and create inclusive environments; be accountable; be dedicated

ACTION

Identify and execute plans to continually drive equity and inclusion inside and outside of the classroom and within communities

CHANGE

Review policies, practices, and action plans to continually contribute to being a more equitable and inclusive community; document, evaluate, and strengthen outcomes

The Context for Board Initiative

What caused the Board of Trustees to seek to operate as an antiracist Board and to support the College's journey toward antiracism in policy, practice and promise?

The Institutional Goal

“Develop strategy and roadmap for Montgomery College’s intent to embrace a journey towards antiracism in policy, practice, and promise”

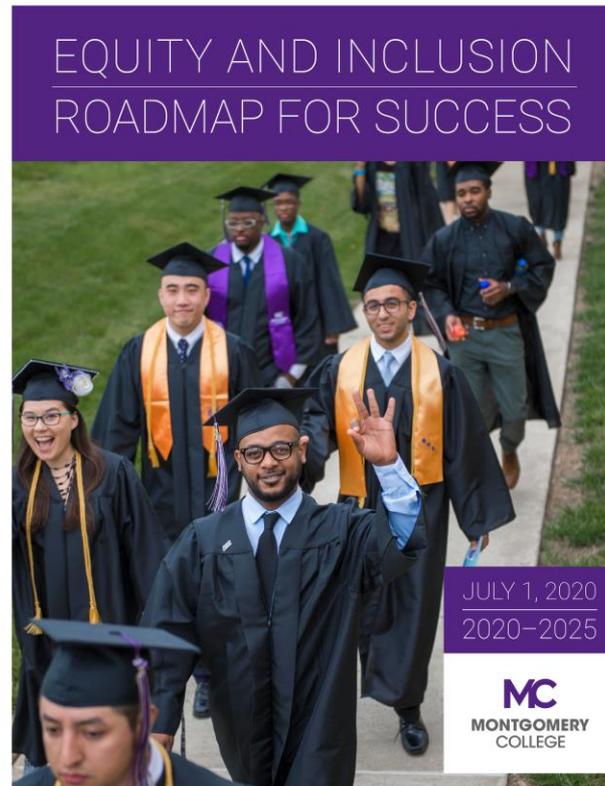


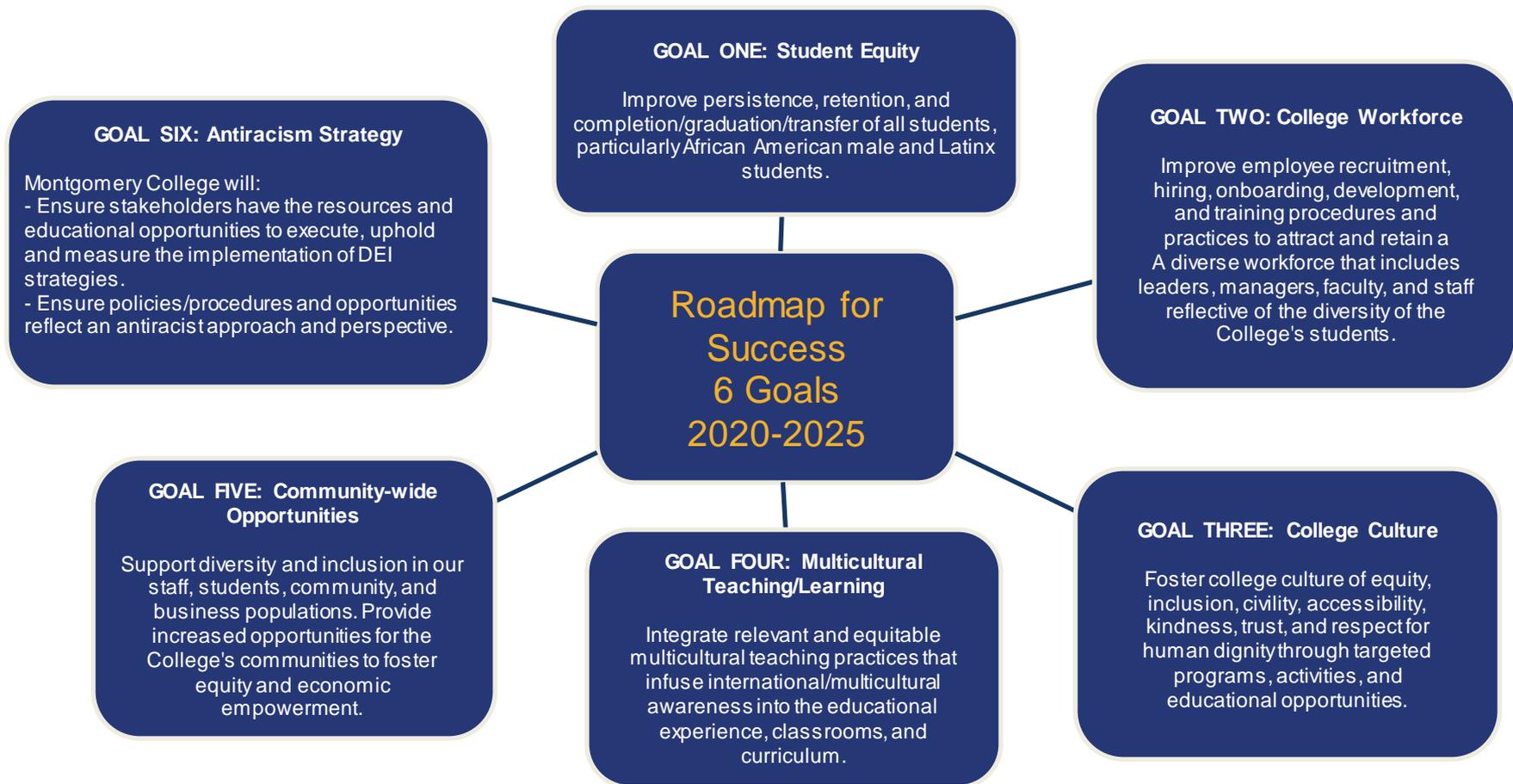
Board of Trustees Journey

- ✓ Summer 2020: developed statement supporting Black Lives Matter
- ✓ September 2020: Held fall retreat session on antiracism
- ✓ October 2020: Developed institutional goal around antiracism
- ✓ November 2020: Read *How to be an Antiracist*, Ibram X. Kendi
- ✓ December 2020: Participated in Strategic Horizon Network on antiracism
- ✓ January 2021: Held winter retreat featuring an antiracism workshop facilitated by Dr. Shaun Harper
- ✓ April 2021: Participated in Spring Equity Week
- ✓ May 2021: Held spring retreat highlighting Antiracism efforts

E&I Roadmap for Success Progress:

- Obtained Board of Trustees approval and published on July 1, 2020. (<https://www.montgomerycollege.edu/about-mc/equity-and-inclusion/index.html>)
- Shared the **Roadmap** with stakeholders through six **Friday Forum Town Hall** sessions in September and October 2020.
- Operationalized the **Roadmap**: incorporated new ideas and developed a five-year timeline with mechanisms to measure progress and maintain accountability.
- Advanced racial equity through **Addendum I** to the Roadmap.
- Obtained Board of Trustees approval of Addendum I on June 2021. (https://www.montgomerycollege.edu/_documents/about-mc/equity-and-inclusion/roadmap-addendum.pdf)

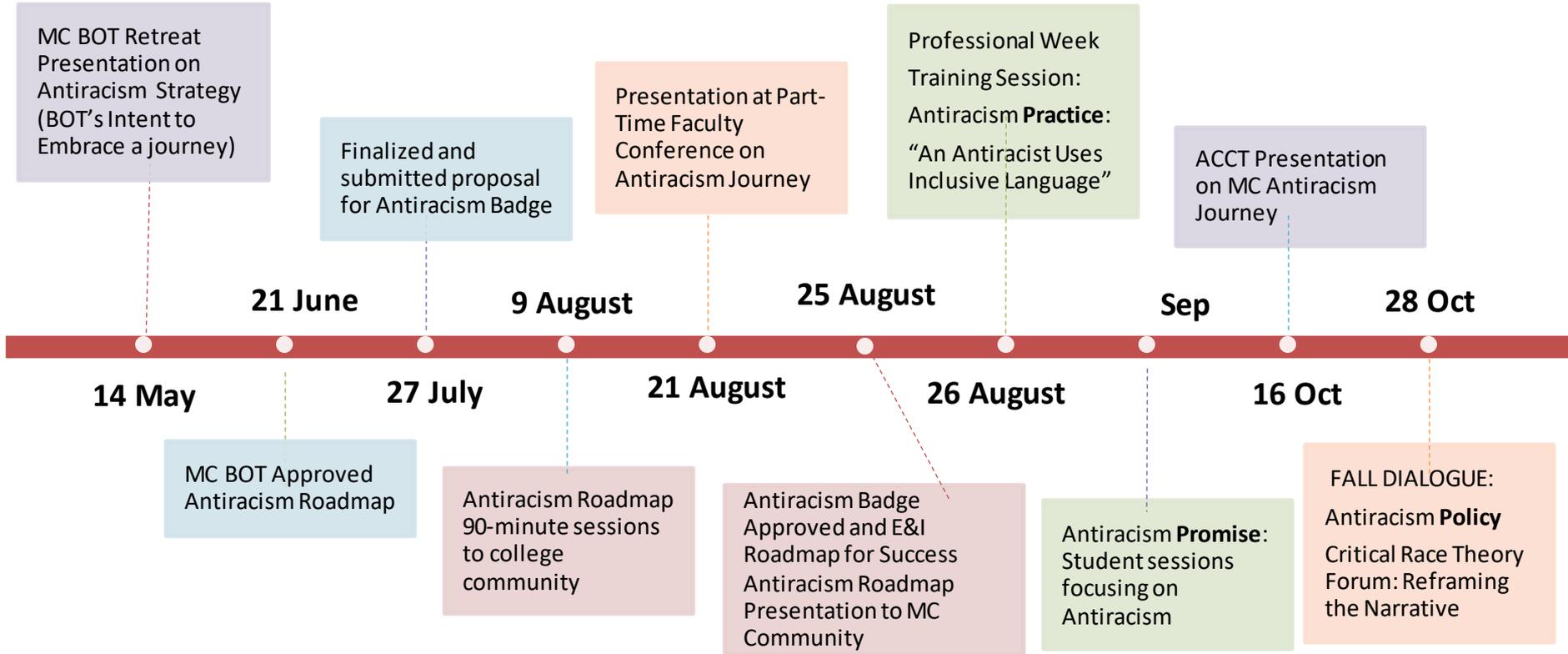




EQUITY & ANTI-RACISM

Advancing Equity & Anti-Racism Strategies on Campus

NADOHE 2022 Annual Conference San Diego/March 16-19



Antiracism Definition

Antiracism

- Antiracism is defined as the work of actively opposing racism by advocating for changes in political, economic, and social life.

Note: Antiracism tends to be an individualized approach and set up in opposition to individual racist behaviors and impacts.

Anti-Racist

- An anti-racist is someone who is supporting an antiracist policy through their actions or expressing antiracist ideas.

Note: This includes the expression of ideas that racial groups are equals and do not need developing and supporting policies that reduce racial inequity.

Antiracism Roadmap: SIX SMARTIE GOALS

Data Collection > Interpretation > Action



Specific

Measurable

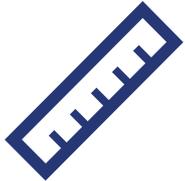
Achievable

Relevant

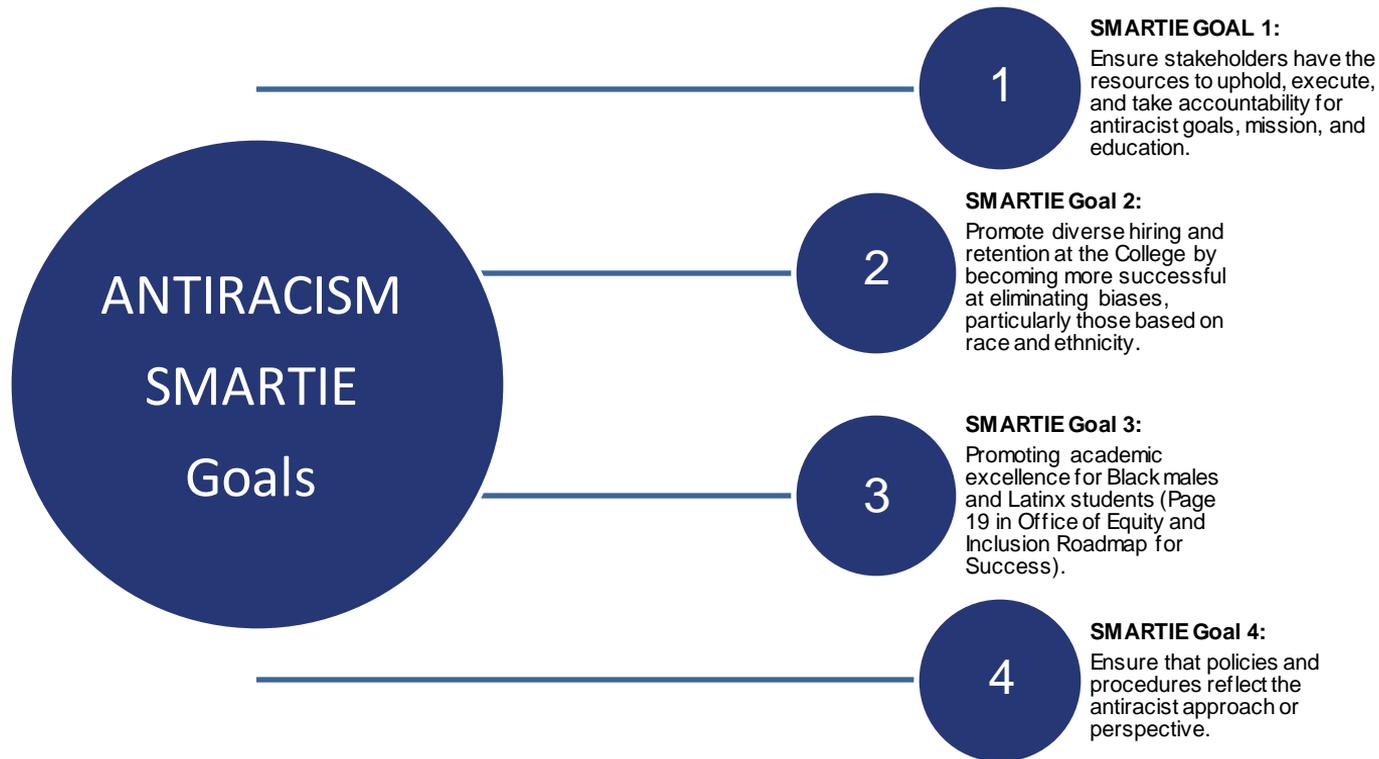
Time-based

Inclusive

Equitable



Antiracism: SIX SMARTIE GOALS



Components of the Educational Journey

Strategy: create professional development, training, and a toolbox of materials

Board Learning:

- Educational Journey for the Board of Trustees.
- Educational Journey for President and Senior Leaders.
- Information Session for Employees.
- Antiracism Journey Badge.

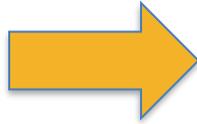
Three Components of Antiracist Journey Badge for Trustees, Students, and Employees

1. Self-Reflection

2. Education

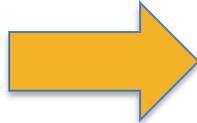
3. Action

Educational
Journey for
President and
Senior Leaders



OEI series of book discussions,
videos, and other readings
throughout 2020-2022

Employee
Antiracism
Information
Sessions



A collegewide requirement. Sessions
will be delivered through regularly
scheduled department meetings and
will be launched in FY22

I. An Antiracist Journey Badge: Suggested Content for Self-Reflection

- Individual reflections using provided tools such as:
 - Worksheets.
 - Surveys.
 - Journals (ex. Kendi's – *Be Antiracist: A Journal for Awareness, Reflection and Action*).
 - Circles of Growth chart (from “Seeing Self/Seeing Systems” workshop).
- See Kolb reflection cycle as one model to guide individuals through reflection process.

II. Antiracist Journey Badge: Suggested Content for Education

- Participants engage in educational opportunities around the topic of antiracism
- Educational opportunities can include:
 - ELITE training programs
 - E&I Dialogues
 - Recommended books or films
 - Let's Talk! series
 - Non-MC offerings

III. An Antiracist Journey Badge: Suggested Content for Action

- Content will focus on Advocacy and Education of others.
- Badge seekers' actions will vary depending on their roles:
 - Faculty could address decolonizing the curriculum.
 - Staff could lead PD workshops, peer trainings, book discussions.
 - Supervisors could address organizational racism topics/problems.
 - Students could lead peer trainings or clubs.

An Antiracist Journey Badge Outcomes

- Document the self-reflection process using provided resources.
- Engage in antiracism educational opportunities (e.g. books readings, trainings, Let's Talk! series) and produce written or recorded summary and critical responses.
- Create a product that demonstrates/describes action taken (e.g. e-portfolio, artifacts, videos, website, service learning linked to antiracism, etc.).

THANK YOU!

For more information visit:

<https://www.montgomerycollege.edu/about-mc/equity-and-inclusion/index.html>

Or email us at:

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