
MONTGOMERY COLLEGE GOVERNANCE

Staff Council

February 17, 2022

Via Zoom

1:00pm-3:00pm

Attendees:

Members Present: Ramon De La Cruz (Chair), Daphne Alfelor (Vice Chair), Beth Reilly (Secretary), Dwayne Henry, Christopher Standing, Matt Wilson, Alton Henry, Amanda Stroud, Bo Wai Chan, Lisa Dobbins, Lisa Thomas, Leslie Casey, Surayya Johnson, Carla Ammerman, and Joyce Matthews (Liaison)

Absent: Javon Inman

Call to Order

- The regular meeting was called to order at 1:02 pm by Chair Ramon De La Cruz.

Constituent Concerns

- None

Meeting Minutes

- The minutes for the February 3, 2022 meeting were approved as written.
Motioned by Amanda Stroud, seconded by Lisa Thomas

Guest Speaker: Ms. Sharon Wilder, Chief Equity and Inclusion Officer

Topic: Equity & Inclusion: Roadmap to Success

- Ms. Wilder began with discussion about President's Advisory Committee on Equity and Inclusion (PACEI) committee and Civility Norms
- Reviewed the **Equity & Inclusion: Cycle of Change**, Awareness to Action to Change
 - Awareness – Understanding-Embracing-Commitment-Action-Change
- People involved in the Implementation of the Roadmap include the following:
 - **Office of Equity & Inclusion staff:** Sharon Wilder, George Rice, Jeanette Rojas, Maria Cevallos Rodriguez, and Danielle Da Costa
 - **Faculty Support:** Dr. Andrae' Brown
 - **SVP Liaisons**
 - AA – Andrea Foster & James Hodge
 - AFS – Terry Evelyn & Judy Zhu
 - OACE – Rose Garvin Aquilino & Vanessa Zambrano
 - SA – Dr. Carmen Poston-Travis & Stacey Gustavson
- Implementation include the following activities:
 - Let's Talk Series, PACEI meetings, Student Affairs Let's Talk (for students – Social Justice Inclusive Leadership Institute/Badge), Let's Talk Toolbox, Newsletters, faculty collaborations, search advocates, training, coaching, Pop-ups, surveys, evaluations, assessment, The Inclusion Centers, LGBTQIA+ needs, Gender & Women's Studies, Annual Excellence in Equity Awards, Annual Equity Summit/Week
- What Office of Equity and Inclusion does
 - 10 Critical Areas of Work

- The IDEEALS Conceptual Framework – Inclusion, Diversity, Engagement, Equity for students, employees, partners, Access/Achievement, Leadership, and Social Justice
 - Antiracist Strategy
- Roadmap for Success Six SMARTIE Goals
 - **S**pecific, **M**easurable, **A**chievable, **R**elevant, **T**ime-based, **I**nclusive, and **E**quitable
- 6 Goals of the Roadmap to Success (2020-2025)
 - 1. Student Equity, 2. College Workforce, 3. College Culture, 4. Multicultural Teaching/Learning, 5. Community-wide Opportunities, 6. Antiracist Institution
- Plans to Action include:
 - Data Collection – Data Interpretation - Act on the Data/Data Implementation
- Discussed Success Score Care, OEI plans for the next two years, and Institutional Assessment/Survey's Findings
- Reviewed Multicultural Cohorts/Programs
 - Achieving the Promise Academy (APTA) for students
 - ELITE – Professional Development for Employees
 - Minority Faculty (MFI) Program
- Racial Equity – Antiracism Definition and “Becoming Anti-Racist”
 - Fear Zone – Learning Zone – Growth Zone
- Components of Education Journey
 - Educational Journey for SALT
 - Information Sessions for Employees
 - Education Journey for the Board of Trustees
 - Antiracist Journey Badge and Social Justice Journey Badge (Self-Reflection, Education, and Action)
- Upcoming Spring 2022 Events
 - Black History Month Celebrations
 - First Friday Book Discussions: “Four Hundred Souls” by Ibram Kendi and Keisha Blain. Lead by Dr. Andrae’ Brown on Friday, February 4th at 1:30pm and Caste: The Origins of Our Discontents by Isabel Wilkerson (Friday, March 4th at 1:30pm
 - Finding Fellowship, The Film: Friday, February 11, 2022 at 12pm
 - SJILI 2022 3rd Cohort: Last day to apply is Friday, February 18th
 - Imposter Syndrome is Real: learn How to Overcome it (Part 1): Tuesday, February 22, 2022 at 2pm
 - Critical Race Theory Part Two: Reframing the Criminal Justice System from CRT Perspective: Thursday, February 24, 2022 at 5pm
 - Gender/LGBTQUIA+ Programming: Film Viewing & Discussion: Tuesday, March 22, 2022 at 2pm
 - Equity and Inclusion Week: April 4, 2022 through April 8, 2022

Chair’s Report – Chair Ramon De La Cruz

Welcome

- Chair welcomed Joyce Matthews to Staff Council as our new SVP Liaison

College Council

- Mental Health Awareness Committee
- Campus Food Pantry – 3 contacts
 - Surayya Johnson (Germantown), Sergio Washington (Rockville), Kimberly Jones (Takoma Park/Silver Spring)
- New College Council Members/Chairs: Prof. Mark Levine/Chair, Student Success Council and

Ms. Kimberly Robinson/Chair, Employee Services Council

- Outstanding Faculty and Staff award
 - Faculty Nominations – Tuesday, March 1, 2022
 - Staff Nominations – Tuesday, March 1, 2022
- General updates: Recommendation of employees to get COVID-19 Booster shots, possibility of future mandate for Booster (waiting for information from Interim President Charlene Dukes)
 - Christopher Standing request to discuss his concerns with this mandate if it comes.
- Dr. Williams, new 11th President of Montgomery College, begins on Monday, February 28, 2022.

President's Executive Council (PEC) Updates

- Discussion on budget
- Enrollment is down

Academic Affairs Report – No report, meeting cancelled

Review

- \$50,000 available for Innovation Grants
- Boys to Men Program is available as a mentoring program for Men of Color students
- Generation Hope Scholars program will have an Information Sessions
- Nadine Porter presented DAMP Plan
- Governance Nominations and Elections will be coming soon for the 2022-2023 year.

Unfinished Business

- Staff Council Goal #1 –New Employee Onboarding
 - Ramon informed Staff Council that Employee Services Council has a similar goal and would like to collaborate on our goals.
 - Request for a staff member to attend the next Employee Service Council (Thursday, March 3, 2022) for a presentation from Ms. Elaine Doong and Leslie Jones (HR) regarding New Employee Onboarding.
 - Carla Ammerman and Christopher Standing volunteered to attend for Staff Council
- P&P 32103 and 32500 Conflict discussion.
 - This business has been assigned to Carla Ammerman for follow-up and a new document will be coming out regarding Telework/Return to Campus/
- Staff Council Goal #2 – Enrichment Leave
 - Presented to College Council, needs to be review for SMARTIE goal to include inclusion and equity, will go back to College Council with the rewritten Enrichment Leave Goal

New Business

- KN95 and KF94 Masks:
 - Now available through facilities department, but must be requested by Supervisor
- Return to Telework Policy: February 21, 2022 ends the current remote status hours.
 - HR will be sending information out on the process to apply for Telework.
 - May submit telework request for 1, 2, or 3 days/week of telework with supervisor approval.
 - Supervisors/managers must assess department's on-campus needs and complete the Telework forms
- "Ask Me" Training
 - In the past ELITE has offered an "Ask Me" Training and Amanda Stroud has requested ELITE to consider re-implementing the sessions.

Announcements and Agenda Items for Next Meeting

- Dr. Williams, New President of Montgomery College starts Monday, February 28, 2022 and has been invited to Staff Council to be a guest speaker.
- Presidential Scholars Program: Contact is Dr. Carmen Poston Travis
 - Hosting “Champions for Success: Investing in African American Excellence” on Thursday, February 24, 2022 at 12:30pm
 - <https://www.montgomerycollege.edu/special-programs/presidential-scholars-program/index.html>
- Reminder “My Voice, My MC” forums coming during February. Forums will discuss the two top “wins” and the top two “opportunities to fix”
 - <https://info.montgomerycollege.edu/offices/human-resources/survey-findings.html>
- Request from Amanda Stroud to re-invite Ms. Mary Genovese as speaker to Staff Council regarding Classification and Compensation discussion

Adjourned at 2:41 p.m.

- Motioned by Beth Reilly, seconded by Amanda Stroud

Respectfully submitted by
Beth Reilly, Staff Council Secretary