From Awareness to Action to Change: Becoming an Antiracist Institution

ACCT Leadership Congress
Montgomery College
October 15, 2021
Today’s Presenters

Dr. Michael Brintnall, First Vice Chair, Montgomery College Board of Trustees

Marsha Suggs Smith, Montgomery College Board of Trustees Past Chair and ACCT Board of Directors Member

Dr. Charlene M. Dukes, Montgomery College Interim President

Sharon Wilder, Montgomery College Chief Equity and Inclusion Officer
Today’s presentation focuses on Montgomery College’s:

- Antiracism journey, roadmap, and innovative techniques
- Cycle of Change model and strategies for moving from awareness to action to change
- Institutional and board antiracism agenda
- Antiracism outcomes and impacts
- Current antiracism initiatives and future plans
- Lessons learned about how boards can engage in an antiracism journey
About Montgomery College

**Mission Statement**
We empower our students to change their lives, and we enrich the life of our community. We are accountable for our results.

**Vision Statement**
With a sense of urgency for the future, Montgomery College will be a national model of educational excellence, opportunity, and student success. Our organization will be characterized by agility and relevance as it meets the dynamic challenges facing our students and community.

**Core Values**
Excellence, Integrity, Innovation, Equity and Inclusion, Stewardship, Sustainability

*Adopted June 20, 2011 • Amended February 22, 2021*
Montgomery College By The Numbers

OUR COLLEGE

Situated in a County with 1,000,000+ Residents North of Washington DC

75 Years Old

SECOND OLDEST AND LARGEST Community College in Maryland

OUR STUDENTS

160 Countries Represented

52,732* Students

29,961 Credit

24,890 Noncredit

100,000+ Alumni

*Total number of students, number of credit students, and number of noncredit students are from the 2020 Performance Accountability Report.
About Montgomery College

- Three campuses and two workforce development centers
- First community college with a hospital on a campus
- FY22 Budget: $312.6 Million
Montgomery College Board of Trustees
MONTGOMERY COLLEGE TRUSTEES AND PRESIDENTS

OUR TRUSTEES
Appointed by the Governor - 6-Year Renewable Term

Since 1969
52 Trustees
24 Board Chairs
36 Board Officers
39 Emeriti Trustees

Began as 7 Member Board
Since 1976
Transitioned to 8 Member Board

41 Student Trustees
137 College Policies Created (12 Retired)

OUR PRESIDENTS

10 Presidents
7 Male
3 Female
6 White 4 African-American

5 Emeriti Presidents
BOARD OF TRUSTEES ROLES AND RESPONSIBILITIES

- Determine mission and purpose
- Ensure adequate financial resources
- Select the chief executive
- Protect assets and provide proper financial oversight
- Support and evaluate the chief executive
- Build a competent Board
- Ensure effective planning
- Ensure ethical and legal integrity
- Monitor and strengthen programs and services
- Enhance the organization's public standing
The Context: Board’s Antiracism Initiative

Why the Board of Trustees sought to operate as an antiracist governance body and 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 Antiracism Goal

“Promote social justice, radical inclusion, and racial equity within the College and the broader community and continue the Board focus on the journey to being an antiracist institution.”

Specific action objectives in four categories:

- Institutional Goal Setting
- Board Learning
- Board Committee Agendas
- Partners and Community
The Process: How the Board Proceeded

- Efforts to shape board culture
- Institutional action
- Affirmation of College mission
- Commitment to a sustained agenda
## Antiracism Roadmap: Four SMARTIE Goals

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Antiracism: Four SMARTIE Goals

SMARTIE Goal 1: Provide all members of the MC community with the resources needed to fully engage in and be held accountable for their part in the antiracism journey.

SMARTIE Goal 2: Promote diverse hiring and retention at the College by becoming more successful at eliminating biases particularly those based on race and ethnicity.

SMARTIE Goal 3: Promote academic excellence for Black males and Latinx students (E&I Roadmap, page 19).

SMARTIE Goal 4: Ensure policies and procedures reflect antiracist approach or perspective.
Goal One Strategy: Create professional development, training, education, and a toolbox of materials that supports this goal

BOARD LEARNING:
- Educational journey for the Board of Trustees
- Educational journey for president and senior leaders
- Information session for employees
- Antiracism Journey Badge
The Journey: From Awareness to Action to Change

- **Summer 2020**: Issued a statement regarding the killing of George Floyd and supporting Black Lives Matter
- **September 2020**: Held fall retreat with an antiracism session
- **October 2020**: Developed institutional antiracism goal
- **November 2020**: Read and discussed *How to be an Antiracist*, Dr. Ibram X. Kendi
- **November 2020**: Participated in Strategic Horizon Network Antiracism and Systemic Inclusion Virtual Fall Colloquium
- **January 2021**: Held winter retreat with an antiracism session facilitated by Dr. Shaun Harper
- **April 2021**: Participated in Montgomery College Spring Equity Week
- **May 2021**: Held spring retreat with a session to highlight and assess antiracism efforts
2021 Board and College Recent Actions

14 May
- MC BOT approved Antiracism Roadmap

21 June
- MC BOT retreat presentation on antiracism strategy (BOT’s intent to embrace a journey)

9 August
- Finalized and submitted proposal for Antiracism Badge
- Antiracism Roadmap: 90-minute sessions to College community
- Presentation at Part-Time Faculty Conference on Antiracism Journey

25 August
- Antiracism Badge Approved and E&I Roadmap for Success Antiracism Roadmap presentation to MC community
- Antiracism Promise: Student sessions focusing on Antiracism

21 August
- Fall Dialogue: Antiracism Policy
- Critical Race Theory Forum: Reframing the Narrative

26 August
- Professional Week Training Session: Antiracism Practice: “An Antiracist Uses Inclusive Language”

28 Oct
- ACCT Presentation on MC Antiracism Journey
Educational Journey for President and Senior Leaders

- Office of Equity & Inclusion series of book discussions, videos, and other readings throughout 2020-2022

Employee Antiracism Information Sessions

- A collegewide requirement. Sessions delivered through regularly scheduled department meetings and launches in FY22
Three Components of Antiracist Journey Badge for Trustees, Students, and Employees

- Self-Reflection
- Education
- Action
Our Work, Partners, and Community:

- Convening at least one session with boards of local public schools and university partners to address antiracism themes and ways to work together to advance common agendas

- Supporting the acquisition of further resources for Montgomery College to proactively be a voice—on campus, with partner institutions, and in the county

- Promoting conversation and learning about racism

- Developing strategies to address antiracism, equity, and radical inclusion
Challenges

What challenges does the board face to advance and protect a commitment to sustaining an institutional antiracism journey?
Lessons Learned

- Language
- Vocabulary and definitions
- Active learning
- Need to be vulnerable
Thank You!

For more information, please visit:

montgomerycollege.edu/bot

montgomerycollege.edu/about-mc/equity-and-inclusion/index.html