

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.

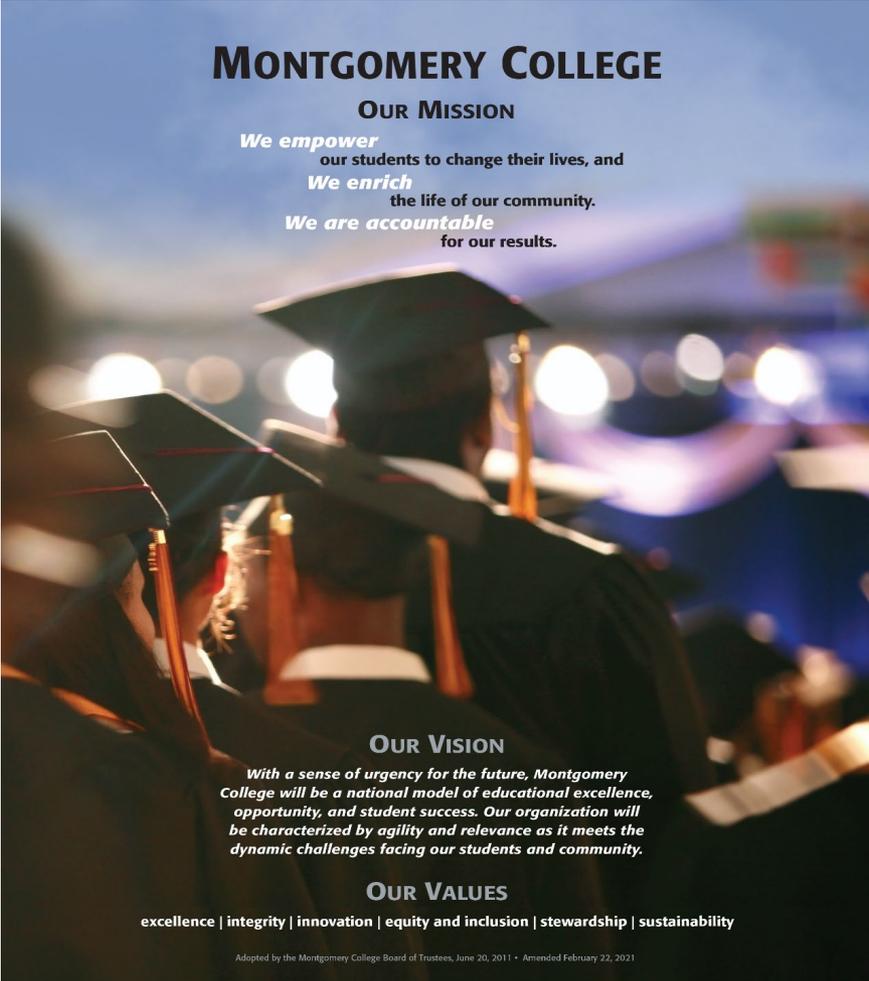
Vision Statement

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

OUR MISSION

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

OUR VISION

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.

OUR VALUES

excellence | integrity | innovation | equity and inclusion | stewardship | sustainability

Adopted by the Montgomery College Board of Trustees, 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

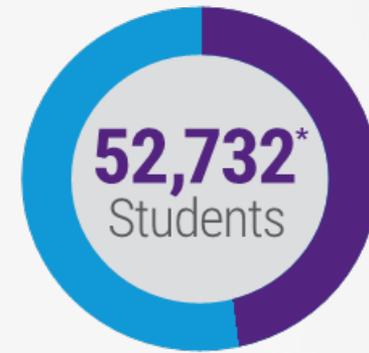
Years Old

**SECOND OLDEST
AND LARGEST**

Community College
in Maryland

OUR STUDENTS

160
Countries
Represented



29,961
Credit

24,890
Noncredit

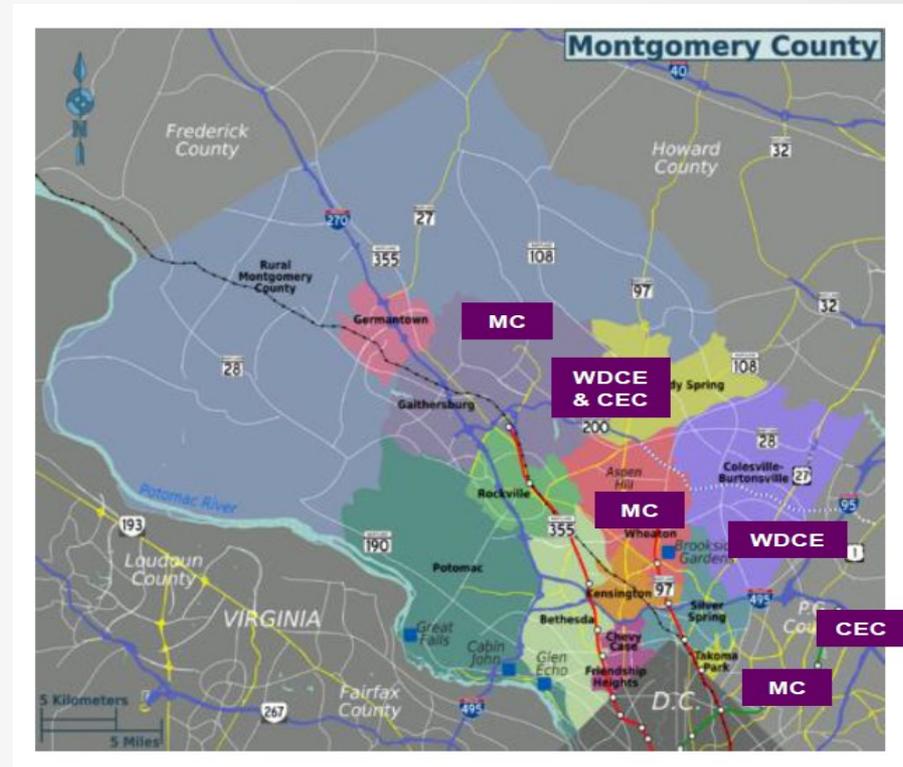


100,000+
Alumni

*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



52 Trustees

Began as 7 Member Board

24 Board Chairs | 36 Board Officers
39 Emeriti Trustees



41 Student Trustees

Transitioned to 8 Member Board



137 College Policies Created (12 Retired)

OUR PRESIDENTS

10



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

Specific

Measurable

Achievable

Relevant

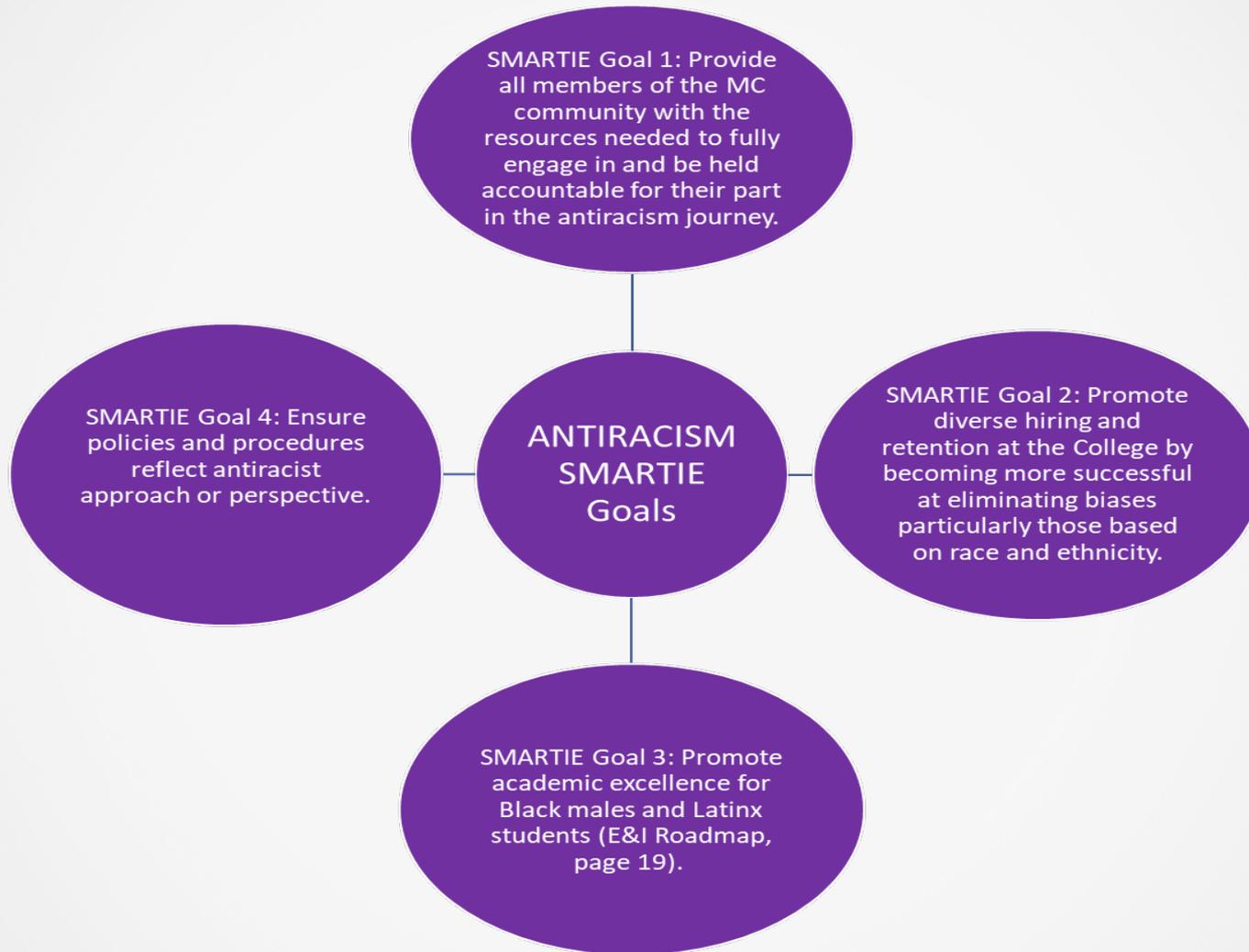
Time-based

Inclusive

Equitable



Antiracism: Four SMARTIE Goals



Components of the Educational Journey

Goal One Strategy: Create professional development, training, education, and a toolbox of materials that supports this goal

BOARD LEARNING:

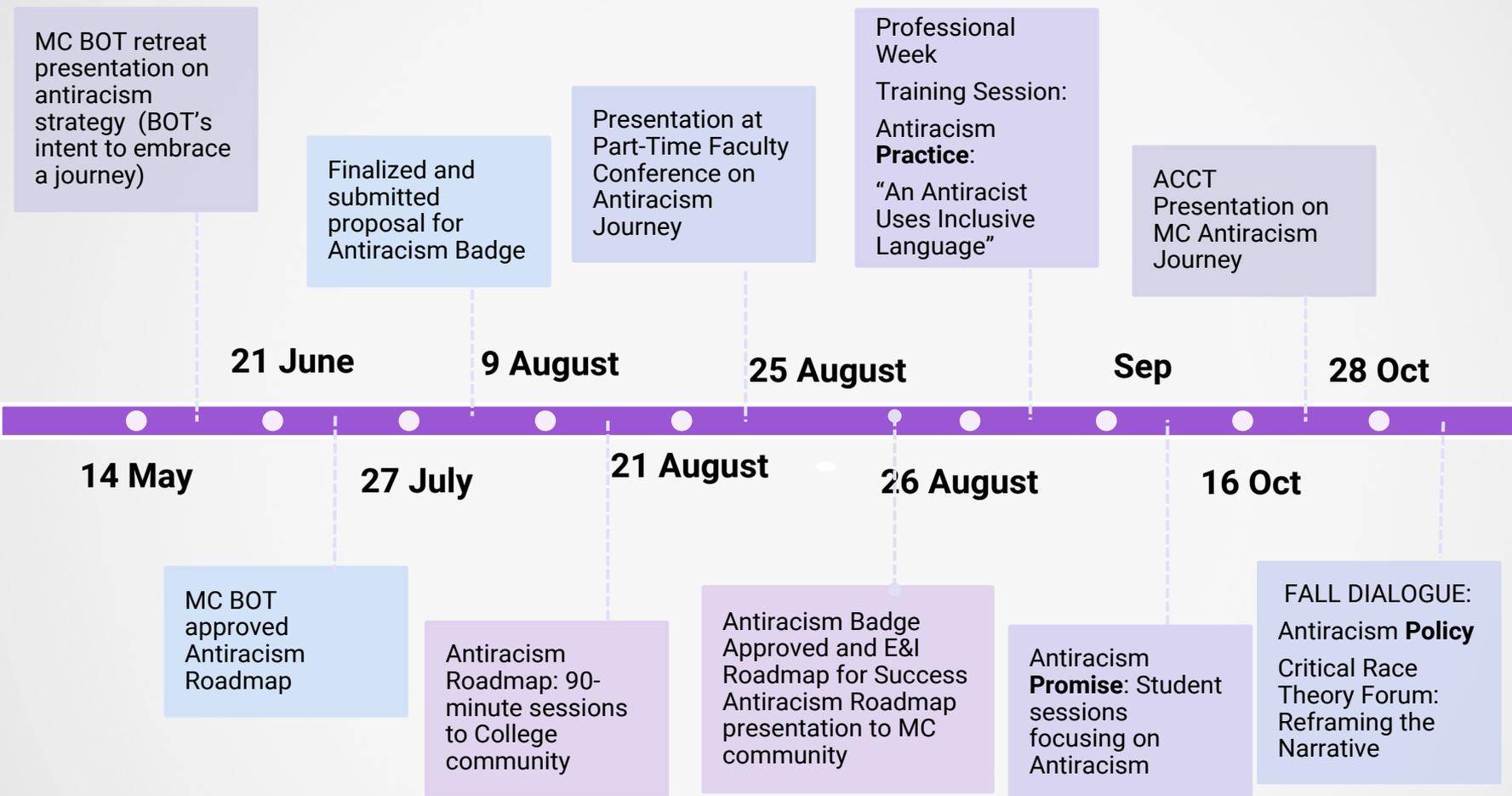
- Educational journey for the Board of Trustees
- Educational journey for president and senior leaders
- Information session for employees
- Antiracism Journey Badge

The Journey: From Awareness to Action to Change

Board of Trustees Journey

- **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



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

MC MONTGOMERY
COLLEGE