

From: [DeRionne Pollard, Montgomery College President](#)
Subject: President's Advisory Committee on Equity and Inclusion
Date: Friday, August 25, 2017 11:35:32 AM
Attachments: [Application form OEI application form.docx](#)

MONTGOMERY COLLEGE
Office of the President

August 25, 2017

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MEMORANDUM

To: Montgomery College Colleagues
From: Dr. DeRionne P. Pollard, President
Subject: President's Advisory Committee on Equity and Inclusion

As I announced at the Fall Opening Meeting this week, I am establishing a Committee on Equity and Inclusion to advise me and Chief Equity and Inclusion Officer Sharon Bland on several important topics. As the College works to infuse our campuses with more equity, the committee will look closely at the existing climates in our classrooms and work environments. It will provide recommendations about how to reduce barriers to equal access, create practices that produce more equitable outcomes, and infuse more equity-mindedness in our teaching and learning.

As I mentioned in my comments on Monday, equity-mindedness is essential for student success as the College seeks to level the playing field of educational opportunity. Equity for College employees will also be an area of work for the committee, which will assess the extent to which College employees experience equal opportunities to train and advance professionally.

Maximizing the creation of diverse, equitable, and inclusive work and learning environments requires long-term planning, monitoring, and evaluation. To this end, the committee will assist Ms. Bland in the creation of a master plan, with recommendations on how we best build a culture of inclusive policies and procedures, programs, and initiatives. This process will include a review of existing policies and possible recommendations for change or improvement.

The committee will consist of both appointed and nominated members of the College community. The Staff, Faculty, Administrator, and Student councils will represent MC Governance with one member appointed from each of these councils. Additionally, members of the College community who are interested in serving on the committee are invited to complete the attached Statement of Interest to be considered for membership by September 25, 2017, and submitted to CEIOAdvisor@montgomerycollege.edu.

If you need further information, please contact Sharon Bland, chief equity and inclusion officer at 240-567-3080 or on College email.



Office of Equity and Inclusion

President's Advisory Committee on Equity and Inclusion

Mission: Provides leadership to create an inclusive, civil and respectful community that achieve equity for all

Purpose: Advisory to the president and senior administrative leadership team (SALT) in areas of equity, inclusion, justice, and diversity

Leadership Team: Up to five (5) members selected from within the committee membership to serve on leadership team to provide focus and direction for the committee

Meetings: 2nd Tuesday of each month, from 2:00-4:30 p.m. in the CT building, 9221 Corporate Boulevard, Rockville, MD

Term limits:

Employees – Two (2) year terms; not to exceed two consecutive terms

Students – One (1) year term, not to exceed two consecutive terms

Statement of Interest

Expressions of interest to serve on the President's Advisory Committee on Equity and Inclusion will be sought through the Governance Councils. If you are interested in being considered for membership on the advisory committee, please complete this form and e-mail to:

CEIOAdvisor@montgomerycollege.edu. Applications should be submitted by September 25, 2017.

Name: _____

Department/Unit: _____

Job Title: _____

Are you a Governance Council member? Yes No

Why are you interested in serving on the Advisory Committee:

Do you have any special skills/training that would enable you to contribute uniquely to the Committee's work? Please describe.

Are there any areas of the College's policies/programing you would be interested in focusing on?