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Chapter: Organization

Modification No. 001

Subject: Diversity, Equity, Inclusion, and Social Justice

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- I. Montgomery College is an institution committed to diversity, equity, inclusion, and social justice as values essential to its mission. It seeks to create robust learning and work environments that are welcoming to all, in which all persons feel safe voicing their perspectives, and where intellectual rigor is the basis for engaging across difference. The College affirms the rights of all persons to work, study, and pursue opportunity through education and employment free from fear and distraction. Our institution will continue to be a place where diversity, equity, inclusion, and social justice thrive, and where difference is celebrated.

Through policies and actions, the College supports and encourages efforts to promote social justice, radical inclusion, and equity within the College and the broader community and continues its focus on the journey to being an antiracist institution. Advancing social justice and antiracism and embracing difference are bedrocks of Montgomery College's commitment to student success, inclusive excellence, and equity of outcomes, and to cultivating a sense of belonging for all. Achieving these goals calls for cultivating rich institutional and personal cultural competency across the College and with our students for understanding and valuing the experiences of others and for examining critically the institutional and social policies that affect teaching, learning, and access to opportunities.

- II. The College embraces, fosters, and sustains diversity, equity, inclusion, and social justice in all its activities, including curricula, academic programs, co-curricular and extracurricular activities, employment, business operations and practices, policies, and community involvement. This policy applies to everyone at the College and everyone who engages with the College. Montgomery College is committed to being an equity-minded institution that champions inclusive excellence for all stakeholders.
- III. The president is authorized and directed to establish procedures necessary to implement and monitor this policy.

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Board Approval: May 15, 2023