
3
4 Chapter: Organization

Modification No. 001

5
6 Subject: Diversity, Equity, Inclusion, and Social Justice
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9 I. Montgomery College is an institution committed to diversity, equity, inclusion, and social justice
10 and works continuously to create robust learning and work environments in which all persons feel
11 safe voicing their perspectives and where intellectual rigor is the basis for engaging across
12 difference. The College will continue to affirm the rights of all persons to work, study, and pursue
13 opportunity through education and employment free from fear and distraction. Our institution will
14 continue to be a place where diversity, equity, inclusion, and social justice thrives, and where
15 difference is celebrated.

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17 At our core, we believe in welcoming all students, faculty, and staff into a community that stresses
18 belonging and in giving every individual what they need to succeed (Equity and Inclusion). Our
19 faculty and staff strive to perform teaching and service duties with distinction (Excellence) in an
20 ethical, fair, and trustworthy manner (Integrity). We are dedicated to being a transformational
21 institution and are continuously updating and improving all our learning environments, the
22 curriculum, and student services (Innovation) to meet the changing needs of our community
23 (Adaptability). We conduct ourselves with civility, courtesy, and professionalism in all our
24 interactions (Respect).

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26 Through our actions, policies, and procedures we support and encourage efforts to promote
27 social justice, radical inclusion, and racial equity within the College and the broader community
28 and continue the Board focus on the journey to being an antiracist institution. Advancing social
29 justice, antiracism, radical inclusion, and creating a sense of belonging through addressing
30 systemic inequities are bedrocks of Montgomery College's commitment to student success,
31 inclusive excellence, and institutional cultural competency. Cultural competency enables our
32 organization to acquire the wisdom and develop capabilities for critically examining our
33 institutional and social policies and how cultural worldviews influence perceptions of power,
34 dominance, and inequality.

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36 II. Applicability

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38 This Policy applies to all students, faculty, and staff, including temporary employees, contractual
39 employees, student employees, as well as members of the Board of Trustees, the Montgomery
40 College Foundation Board of Directors, the PIC MC Foundation Board of Directors, and the
41 Alumni Association Board of Governors. The Office of Equity and Inclusion is responsible for
42 monitoring this policy.

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44 III. Definitions

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46 To ensure consistency of language throughout the organization, Montgomery College defines
47 diversity, equity, inclusion, social justice, antiracism, inclusion, cultural competency, and
48 belonging in the following way:

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50 A. **Diversity:** Montgomery College defines diversity as individual differences (e.g. personality,
51 language, learning styles and life experiences) and group-social differences (e.g. race, ethnicity,
52 class, gender, gender identity, sexual orientation, sexual identity, disability, country of origin, and
53 ability status as well as cultural, political, religious or other affiliations) that can be engaged in the
54 service of learning.
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- B. **Equity:** Montgomery College defines equity as the creation of opportunities that intentionally incorporates diverse and/or traditionally underrepresented thoughts and perspectives for students, faculty, staff, and businesses/community members. Equity can be further defined or viewed from different perspectives:
 - 1. **Student focus:** From a student focus, equity is defined as the creation of opportunities and intentional design of the College experience for each student to ensure, preserve participation in, and provide equal access to educational programs that are capable of closing the achievement and equity gaps in student success and completion.
 - 2. **Employee focus:** From an employee focus, equity is defined as the creation of opportunities that provide all employees (faculty and staff) with equal access to professional growth opportunities and resource networks that are capable of closing the disparities in leadership roles in all spheres of institutional functioning.
 - 3. **Business focus:** From a business focus, equity is defined as the creation of opportunities for all local businesses to have equal access to the College’s procurement and partner relationships.
 - C. **Inclusion:** Montgomery College defines inclusion as the actualization of diversity that draws on the collective perspectives, strengths, and backgrounds of all individuals for the benefit of the endeavor. The active, intentional, and ongoing engagement with diversity—in people, in the curriculum, and in communities (intellectual, social, cultural, geographical) with which individuals might connect—in ways that increase one’s awareness, content knowledge, cognitive sophistication, and empathic understanding of the complex ways individuals interact within (and change) systems and institutions.
 - D. **Social Justice:** Montgomery College defines social justice as a concept of fair and just relations between the individual and society, as measured by the distribution of wealth, opportunities for personal activity, and social privileges. The concept of social justice has often referred to the process of ensuring that all individuals fulfill their societal roles and receive what was their due from society. In the current movements for social justice, the emphasis has been on the breaking of barriers for social mobility, the creation of safety nets, social equality, and economic justice.
 - E. **Antiracism:** Montgomery College defines antiracism as the work of actively opposing racism by advocating for changes in political, economic, and social life. Antiracism tends to be an individualized approach and set up in opposition to individual racist behaviors and impacts. An antiracist is someone who is supporting an antiracist policy through their actions or expressing antiracist ideas. This includes the expression of ideas that racial groups are equals and do not need developing and supporting policies that reduce racial inequity. From an organizational perspective, becoming an antiracist institution is the active process of identifying, challenging, and confronting racism, which requires confronting systems, organizational structures, policies, practices, behaviors, and attitudes. This active process should seek to redistribute power in an effort to foster equitable outcomes.
 - F. **Cultural Competency:** Montgomery College defines cultural competency as the state of having and applying knowledge and skill in communicating and interacting effectively with people from diverse cultures, backgrounds, and experiences, specifically it is: awareness of one’s own cultural worldview; recognition of one’s attitudes toward cultural differences; realization of different cultural practices and worldviews; reflective practices and improvement; and thoughtfulness in cross-cultural interaction. Institutional Cultural Competency is a best practice for valuing diversity, practicing inclusion, and creating equity for all people.
 - G. **Belonging:** Montgomery College defines belonging as the feeling of one’s physical, emotional and psychological safety; the feeling of truly being welcomed and included.

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IV. Promotion and Education

The College embraces, promotes, fosters, cultivates, and sustains diversity, equity, inclusion, and social justice in all its activities, admissions, community involvement, curriculum, co-curriculum, education, employment, operations, business practices, policies, and programs. All divisions of the College including academic affairs, student affairs, advancement and community engagement, and administrative and fiscal services will work with the Office of Equity and Inclusion to ensure diversity, equity, inclusion, and social justice are the bedrock of all operations. Montgomery College is committed to being an equity-minded institution that champions inclusive excellence for all stakeholders.

Further, the College will work across departments to provide relevant, continuous educational opportunities for all students, faculty, and staff to ensure our actions, policies, and procedures support and encourage efforts to promote social justice, radical inclusion, and racial equity within the College and the broader community and continue the Board's focus on the journey to being an antiracist institution.

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Board Approval: DATE