

MONTGOMERY COLLEGE

Office of the President

May 4, 2017

MEMORANDUM

To: Montgomery College Colleagues

From: Dr. DeRionne P. Pollard, President

Subject: Appointment of Chief Equity and Inclusion Officer

I am pleased to announce the appointment of Sharon Bland as the College's new chief equity and inclusion officer. Ms. Bland will begin her role on Monday, May 8.

The chief equity and inclusion officer is a new role at Montgomery College. When I announced the position last fall, I wrote that equity, diversity, and inclusion are fundamental to the fabric of life at the College, and that we work diligently to ensure that they are vital forces in our decision-making, growth, and planning. The purpose of the chief equity and inclusion officer is to fully integrate equity, diversity, and inclusion policies, procedures, and programs across every aspect of the College's work. This includes the student experience—from enrollment to classroom to graduation; the employee experience—from hiring to retention; the business community experience—from procurement to internships, and the broader community experience—from community engagement to philanthropy. The officer will also challenge us, where appropriate, around equity, diversity and inclusion in our curriculum and culture.

Ms. Bland has extensive experience in the public and private sectors, including adjunct teaching at the David A. Clarke School of Law at the University of the District of Columbia. Most recently, she has led her consulting firm, Indigo Mid-Atlantic, and, prior to that, served as vice president of Johnson, Mirmiran & Thompson, an architecture/engineering/information technology firm. Her public service includes a cabinet-level appointment in the State Education Office in the District of Columbia as well as service as a senior policy advisor in the Office of Policy and Legislative Affairs. Ms. Bland earned her bachelor's degree in political science at the University of Massachusetts, Amherst, and her JD at the Georgetown University Law School. In addition, she is a certified public manager, and a member of the National Bar Association and the National Forum for Black Public Administrators. In her various roles, Ms. Bland has been an outspoken advocate of equity and inclusion.

Over the coming weeks and months, Ms. Bland will be getting to know the College community through visits and discussions. I encourage everyone to take the opportunity to meet her and to learn more about her role. The College already has numerous efforts in place that increase diversity, including the Office of Human Resources and Strategic Talent Management that manages the College's equal employment opportunity and non-discrimination policies and procedures. To be clear, the chief equity and inclusion officer's role is one of transforming all aspects of the institution—it is *not* an enforcement role. Any concerns or complaints about equal employment opportunity law or policies should continue to be directed to Heather Pratt in the Office of Human Resources and Strategic Talent Management at 240-567-3097.

Ms. Bland's office will be located in the Central Services Building (CT), room S420 next month. She is temporarily located in the Mannakee Building until the Office of the President moves in late June. Beginning May 8, she can be reached on College email and phone.

I want to thank the faculty, staff, administrators and student who served on the search committee for the chief equity and inclusion officer this spring. Your efforts are deeply appreciated! As I mentioned in the fall, this position was created by reallocating an existing, vacant administrator position.

Please join me in welcoming Sharon Bland to Montgomery College!