

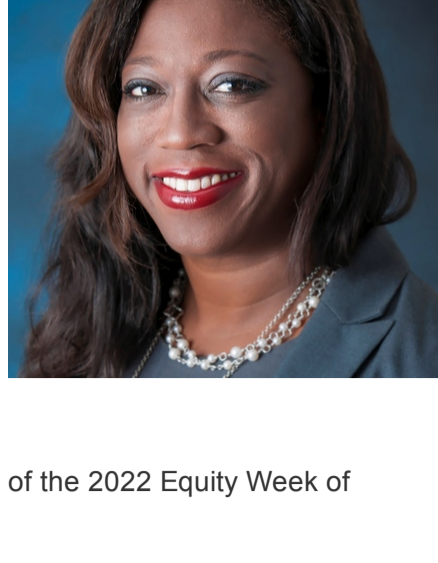
The Office of Equity and Inclusion

Welcome to the Fall 2021 Semester!

Sharon Wilder, CEIO

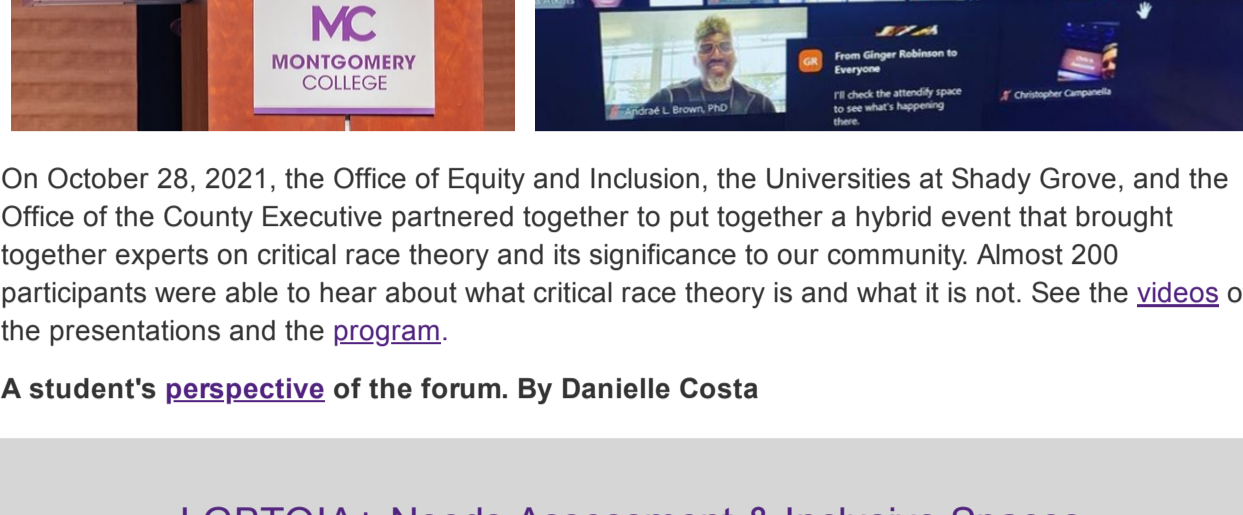
Over the past four years, I have been building the Office of Equity and Inclusion at Montgomery College. Some areas of focus for OEI this year include:

1. Continued work to meet the needs of employee equity and inclusion through uplifting the utilization of Search Advocates in MC Searches and working with hiring managers on implicit bias and antiracism training;
2. Expansion of the Social Justice Inclusive Leadership Institute;
3. Creation of Inclusion Centers;
4. Continuation of Let's Talk dialogue series; and,
5. Hosting the 2022 Equity Summit which will be the conclusion of the 2022 Equity Week of activities.



[Read More](#)

Fall Equity Dialogue: Critical Race Theory Forum - Reframing the Narrative



On October 28, 2021, the Office of Equity and Inclusion, the Universities at Shady Grove, and the Office of the County Executive partnered together to put together a hybrid event that brought together experts on critical race theory and its significance to our community. Almost 200 participants were able to hear about what critical race theory is and what it is not. See the [videos](#) of the presentations and the [program](#).

A student's [perspective](#) of the forum. By Danielle Costa

LGBTQIA+ Needs Assessment & Inclusive Spaces



For some time students have communicated informally to faculty and staff that MC students would benefit greatly from dedicated [LGBTQIA+ inclusion spaces](#) on our campuses. These centers would operate with an anti-racist practice (in programming, leadership, and representation), as well as with an intersectional understanding of LGBTQIA+ identities. Thus, MC's goal is to deepen connections among College employees and students and the broader diverse communities we serve through organized, strategic, and culturally responsive efforts.

In response to this request from students, The LGBTQIA+ Needs Assessment was developed with the intent of gathering best practices for sustaining academic, industry, and broad-based community partnerships as they are key to advancing educational opportunities for chronically underserved and under-engaged populations. In concert with the creation of multicultural and LGBTQIA+ spaces supports objective 7.5 of MC's Equity and Inclusion Roadmap for Success, this deepens our institution's commitment to and practice of equity, inclusion, civility and belonging. On October 11, 2021 we distributed the LGBTQIA+ Needs Assessment as we celebrated everyone's authenticity and freedom and reminded everyone of the beauty of their birthright to be unapologetically human and belong. We are honored and grateful for the tremendous value that the LGBTQIA+ community adds to the global community and we stand in solidarity as principle and practice.

Therefore as we move forward as a family, we invite and encourage you to share your lived experience so that we may proactively inform, engage and serve the LGBTQIA+ community by clicking the [LGBTQIA+ Needs Assessment](#) by or before Friday, November 19th. The results of the assessment will be shared with the Board of Trustees through presentations from the Office of Equity and Inclusion for insight and feedback then with the campus community at large accordingly.

Equity Week 2021

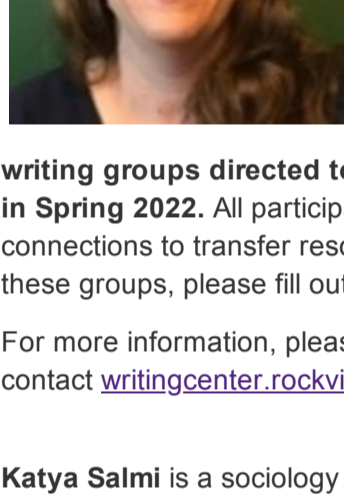
When the world turned upside down in March of 2020, none of us could fathom we'd be where we are now. The COVID-19 pandemic sent us to our respective corners of the world. We were forced to live and work in isolation for the sake of saving lives, including our own. A significant number of us have family, friends, and neighbors who have lost loved ones, lost their jobs, and quite honestly lost their hope.

Racial injustice is an alarming public health issue and a pandemic in its own right. The political landscape continues to be an ongoing tug of war of consistent inconsistency between who's right, who's left, and who's wrong. Climate change has us questioning which season we are in, supposed to be in, or should expect to be in. When all things are considered, we haven't fully addressed our need and want to heal in all areas of our lives mentally, physically, relationally, environmentally, and financially.

It's time to sign our own permission slips and proactively take the initiative to recognize, repair, rebuild and re-invent ourselves and those around us. Thus, our theme for this year is HEAL: Reframing The Narrative.

Please join us in our healing process by [submitting your program for our Spring 2022 Equity Week](#). The deadline is **Friday, December 10, 2021, at 5 pm EST**. Contact George Rice with questions and submissions at George.Rice@montgomerycollege.edu.

PACEI Superstars



Lucinda Grinnell is the manager of the Writing, Reading, and Language Center (WRLCs). In Fall 2021, with the support of an Innovation Grant, the WRLCs offered students diversity affinity-focused and social justice-oriented writing groups. By participating in these writing groups, students have learned strategies for improving reading comprehension and written expression (in various languages including English), as well as have made connections between writing and their identities. In partnership with the Office of Academic Alliances, participants have also learned about opportunities for transfer, particularly to HBCUs, HSIs, and MSIs. College-wide, student-centered **writing groups directed towards Black, Latinx, Asian, and LGBTQ+ students will be offered in Spring 2022**. All participants who meet program requirements will receive a stipend, books, and connections to transfer resources and opportunities. If you are a current MC student interested in these groups, please fill out this form so we can contact you with more information: [Click Here](#)

For more information, please visit: [Learning Centers - Virtual Tutoring](#), or contact writingcenter.rockville@montgomerycollege.edu

Katya Salmi is a sociology professor and sociology coordinator at the Rockville campus. She's been serving at Montgomery College as an advising coordinator of the General Studies Program and a General Studies SSAH program advisor. Katya is a mentor of a Social Justice Inclusive Leadership Institute alum, and she is also part of a team that received an Innovation Grant for the Social Justice Ambassadors Program. The program will pilot in Spring 2022 and focus on including student voices in decolonizing the curriculum at MC. It will involve student-faculty collaborative pairs working together on an aspect of the faculty's course. She's also working with ELITE colleagues on a MOST grant (Maryland Open Source Textbook Initiative) to promote and develop decolonizing higher education at MC through workshops and building content to include in a pressbook to expand this work throughout the college.



In 2021, Katya worked on the antiracism workgroup to develop a new micro-credential Antiracism Badge approved this summer. In addition, she presented at the National Conference on Race and Ethnicity (with Dr. Lucy Grinnell), the American Sociological Association Annual Meeting, at the Part-Time Faculty Conference at MC on Critical Race Theory and Decolonizing Higher Education, and at OEI's Fall Equity Dialogue: Critical Race Theory Four-Reframing the Narrative. On July 15, she became a mom and welcomed her baby girl, Rayane.

Welcome to the OEI Team, Danielle and Maria!

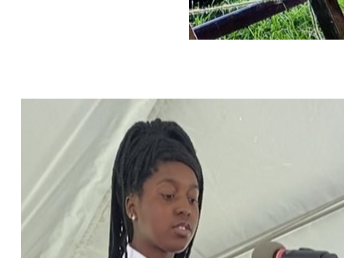


Danielle Costa currently serves as a student worker for the Office of Equity and Inclusion at Montgomery College. Ms. Costa is an enthusiastic student pursuing an associate degree in graphic design and holds an associate's degree in general studies HACL (Humanities, Arts, Communication, and Languages) at MC. She has a GPA of 4.00 and was awarded the Dean's List all semesters of her journey at Montgomery College. Danielle is a Phi Theta Kappa Honor Society member and was awarded the Dr. Harry Harden Jr. Student Academic Excellence Awards this past Spring 2021. She was also awarded "Excellence in Leadership" for her position as editor-in-chief of the Advocate Newspaper at Montgomery College. Danielle is passionate about bringing social change and justice through digital design & storytelling. She was a digital storytelling intern at Montgomery College and currently works as a co-creator and researcher to implement a Public Stories Lab at the University of Maryland, Baltimore City (UMBC). Danielle is thrilled about her new position at the EIO Office and looking forward to continuing to amplify voices and fight for justice & social change.

Maria Cevallos Rodriguez is the most recent addition as an executive associate to the Office of the President/Office of Equity and Inclusion at Montgomery College. She joined MC two years ago working for the World Languages and Philosophy department. Ms. Cevallos earned her AA in business administration at Montgomery College and a communication BA at the University of Maryland. Previously, she has worked in various industries, including working with local nonprofit organizations. As an immigrant herself, she is aware of the hardships underserved communities face when seeking higher education and is committed to bridging the gaps to make education and opportunities accessible to all.

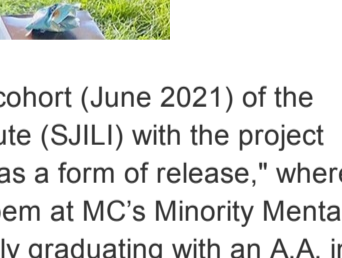


SJILI Alumni News



Adjo Evonlah graduated in the second cohort (June 2021) of the Social Justice Inclusive Leadership Institute (SJILI) with the project "Mental Health Coping Mechanisms; Art as a form of release," where she performed a moving original slam poem at MC's Minority Mental Health Month celebration. Adjo is currently graduating with an A.A. in business in the fall of 2021 at Montgomery College. Ms. Evonlah was invited to read the biography of Mr. Sidney Randolph in The Soil Collection Ceremony, memorializing the historical lynchings of two African-American men in our county in collaboration with the Montgomery County Lynching Memorial Project. She received a 2020 Audience Choice Award for her Raptor Tank Project: Jojo's Outstanding Jojoba Oil. Adjo also received a 2021 Excellence in Equity Award from MC's Office of Equity and Inclusion. Ms. Evonlah is currently applying to a myriad of transfer institutions, hoping to study international business and journalism.

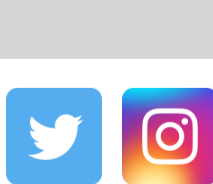
Patrick Ibanez graduated in the second cohort (June 2021) of the Social Justice Inclusive Leadership Institute (SJILI) with the project "Providing Online, Private, One-on-one Support Sessions (POSS) for LGBTQIA+ individuals who are confused with their identity and/or sexuality" to promote inclusivity in the community. Patrick is currently a business student at Montgomery College and an intern in the Disaster Recovery Sector of Good360. Mr. Ibanez's SJILI project was incorporated into the established Peer Advocate Program at the Shaw Center, which leads support groups for fellow students and offers mental wellness-focused programming and activities. He was also invited to participate in The Soil Collection Ceremony for Remembrance Weekend. Patrick has served the Office of Equity and Inclusion as a volunteer scribe in the breakout room Community Healing at the CRT Forum event a few weeks ago. He is involved with MC Leads and is part of the Southern Management Leadership Program and in the Montgomery Scholars Program leading the project "Researching how discriminatory policies against LGBTQIA+ individuals affect the labor input, productivity, and worker attendance of a business internationally."



Visit Us Virtually at the Office of Equity and Inclusion and Read Our Equity and Inclusion Roadmap for Success!

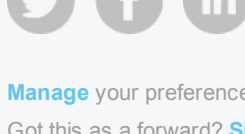


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