

MONTGOMERY COLLEGE CULTURAL DIVERSITY REPORT



ANNUAL PROGRESS REPORT

JULY 2022



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President

Michael J. Knapp

The Honorable Michael J. Knapp
Chair, Board of Trustees



Montgomery College Annual Progress Report On Programs of the Cultural Diversity Plan

Section 1: A summary of the institution's Diversity, Equity, and Inclusion (DEI)-explicit initiatives or efforts for the following four populations:

Students

The Student Affairs Division's Justice, Equity, Diversity, Inclusion (JEDI) group focused on several priorities supporting the College's equity and inclusion goals this past year. These included (1) College forms accessibility; (2) food insecurity/basic needs; (3) graduation clearance; (4) Presidential Scholars Program; and (5) training and development.

To address student basic needs security, the Student Health and Wellness Center for Success (SHaW Center) was awarded a \$970,000 federal grant to support students through its Social Resource Program. The funds will be used for a fully functioning food, clothing, and toiletries pantry on the Rockville Campus.

The Student Affairs JEDI group sponsored a "LGBTQIA+ Inclusivity on Campus" session during Equity Week focusing on identities and disambiguate terms. Eighty employees collegewide attended the event, which was recorded for other groups to view.

In support of disability and language inclusivity, the Office of Financial Aid implemented Dynamic Forms (electronic accessibility ADA compliant format) to increase access to documents required for College funding. The Office of Records and Registration also started the process for converting admissions and other forms to this platform. This will reduce the need for students to come to a campus office to complete simple processes, while still maintaining in-person services.

Student Affairs also partnered with the Capital Area Food Bank Mobile Markets to provide home delivery of food to students in the Presidential Scholars Program to foster equity and economic empowerment.

Additional Diversity, Equity, and Inclusion activities included the following:

- Inclusion by Design Summit 2022, counseling faculty presented "Know Your Resources, Disability Support Services (DSS) @ MC."
- Montgomery College's Social Justice Inclusive Leadership Institute held its third cohort in spring 2022, for students who are underrepresented in higher education and student participants earned \$500 scholarships.
- The College celebrated International Transgender Day of Visibility, which provided a platform for Pride + Club to promote their club mission, discuss transgender issues, and celebrate success.
- MC Votes initiatives assisted the student population in understanding how to register to vote, how to locate available voting resources, and how to determine their voting district, and how to contact their representatives.
- The Dream Alliance Club held a DREAM Act 10th Anniversary and Celebration to educate students on the immigrant population issues and success, the state of Maryland DREAM Act and how it affects the Hispanic/Latinx community
- The College held an Eid Celebration to commemorate the close of Ramadan for the College community and highlight the traditions of Muslims all over the world.

Faculty

The Academic Affairs Division has been focused on several DEI efforts.

Montgomery Can Code is an equity and diversity initiative designed to bring high-tech skills, creative thinking, and career pathway guidance to Montgomery County Public Schools (MCPS) middle school students who are from less affluent or underresourced areas of the county. The program, a partnership of Montgomery College, MCPS, the Montgomery County Economic Development Corporation, the county government, and the Apple Corporation, enrolls MCPS middle school students who are eligible for Free and Reduced Meals. Since 2019, more than 3,000 students have participated in Montgomery Can Code summer camps and after school clubs. The new ignITe Hub at the Rockville Campus is an extension of Montgomery Can Code and its equity goals, bringing high-tech skills to the entire community, including MCPS students, Montgomery College students, adult learners, small businesses, and community members seeking to start businesses through app development.

The Montgomery College Criminal Justice Department is partnering with the Montgomery County Police Department to develop initiatives to support community-informed policing. The shared vision is to enhance police training and education in a way that will foster a supportive relationship between law enforcement entities and the greater Montgomery County community. This collaboration will address much-needed social issues concerning recruitment, hiring, and training practices.

Faculty conducted several workshops sponsored by the College's Office of E-Learning, Innovation, and Teaching Excellence (ELITE): the "Transforming Classrooms into Inclusive Spaces: Critical and Inclusive Pedagogies in the Community College Context"; the "Culturally and Linguistically Responsive Teaching" workshop; and the "Getting Started with Critical and Inclusive Pedagogies: Creating Classrooms for All" workshop.

The Universal Design Center (UDC), launched by ELITE, supports the College community by removing barriers in working and learning environments by using accessible information, communication technology, inclusive physical environments; and promoting inclusion, social justice, and cultural competence. The UDC offers a networked approach to support faculty and staff, including professional development, coaching, action research, and just-in-time web resources.

The College's academic coaching program, the Achieving the Promise Academy (ATPA), continues to support student success, especially for students historically marginalized and underserved in higher education. In FY22, more than 85 percent of students served by embedded academic coaches in historically challenging courses were students of color, primarily Black/African American and Latinx students. Seventy percent of those students earned grades of A, B, or C in their coursework. ATPA's student outreach campaign destigmatizes help-seeking behaviors, a significant barrier for historically minoritized, marginalized, and underserved student populations.

Non-Faculty Staff

The Office of Advancement and Community Engagement (OACE) is prioritizing the fundraising for two student success initiatives serving Black/African American and Latinx students, with the goal of supporting the College in addressing academic equity. The Presidential Scholars Program (PSP) is open to students of all backgrounds who are committed to increasing representation of African American men in high-wage/high-demand careers. PSP, in its inaugural year, provided financial and academic support as well as mentoring to 18 students. To date, the Montgomery College Foundation has raised \$1.1 million for PSP.

The other student support program, Achieving Collegiate Excellence and Success (ACES), will celebrate its 10th anniversary in 2023. ACES is a supportive pathway from high school to attainment of a bachelor's degree. Montgomery County Public Schools (MCPS), Montgomery College (MC), and the Universities at Shady Grove (USG) are the three educational partners in this program. With 2,700 students in the MCPS-MC-USG pipeline, this program serves underrepresented populations in higher education, including first-generation college students, immigrants, low-income households, and those having differing abilities. At MC, 58 percent of ACES students are Latinx; 28 percent are Black/African American. Since June 2013, the development team has raised \$7.7 million for ACES. The Montgomery College Foundation administers these funds.

The Office of Community Engagement continues to provide multilingual student and outreach services at community centers, nonprofit partners, public events, and through the virtual environment. Community Engagement also produced four virtual events for Native American, Asian American, Arab American, and Black History Months. It also partnered with Montgomery County to support "newcomers," unaccompanied minors from Central America, aiding with educational opportunities and other county resources.

The Office of Communications translated several documents into various languages to facilitate a greater understanding of various programs, including ACES, the Student Health and Wellness Center for Success (SHaW Center), the College's Mobile Markets, and more. To enhance multilingual programming efforts, the office hired a second multicultural producer/director in the MCTV unit. The office now has producer/director personnel fluent in Amharic and Spanish. Communications also supported the College's Critical Race Theory initiative and Equity Week events, including the new Hoffman-Schulsinger Excellence in Equity Award medallion and accompanying award materials, Montgomery County Racial Equity programming. MCTV also produced numerous programs addressing antiracism.

Montgomery College now hosts a Truth, Racial Healing, and Transformation (TRHT) Campus Center. It is one of 55 campus centers housed at colleges and universities across the country. These community-integrated campus centers have a shared goal of preparing the next generation of leaders and thinkers to break down racialized practices and to dismantle the belief in hierarchy of human value. This aligns with the College's commitment to equity and inclusion. OACE serves as the executive sponsor as well as provides co-leadership for this collegewide initiative.

Both faculty and staff participate in educational and training opportunities. Equity, inclusion, and antiracism resources are available to all employees to support their self-learning journey.

Administrators

The Administrative and Fiscal Services (AFS) Division supports the Search Advocate Program, which seeks to proactively recruit, engage, and hire highly qualified talent that more accurately represents the diverse demographics of Montgomery County. Human Resources and Strategic Talent Management (HRSTM) is working in collaboration with the Office of Equity and Inclusion (OEI) to actively cultivate a culture of equity and inclusion, continuous learning, civility, and mutual respect for institutional success. Both HRSTM and OEI will continue to implement the search advocate (SA) program into the College's recruitment and hiring process. Search advocates serve as a neutral process advisor focused on enhancing the equity, validity, diversity, and inclusion of the recruitment process.

AFS is also working with OEI to create Inclusion Centers on all three campuses to function as a central hub to build community and provide resources and opportunities for organic collaboration between faculty, staff, and students.

Facilities is working in collaboration with the President's Advisory Committee on Equity and Inclusion's (PACEI) Disability Inclusion Subcommittee to continue implementing the College's disability inclusion initiative. A collegewide Americans with Disability Act (ADA) infrastructure self-evaluation was conducted in 2020–2021. Correcting field-identified deficiencies is currently underway at the Germantown and Rockville Campuses.

Section 2: A description of the governing, administrative, coordinating bodies, and institutional offices, if any, that exist on campus that are solely dedicated to DEI.

The chief equity and inclusion officer developed a Cycle of Change framework to educate and enhance student, staff, and faculty awareness of equity, inclusion, and antiracism through training, which has been added for all onboarding programs. In collaboration with offices throughout the College, the Office of Equity and Inclusion (OEI) creates forums that provide education, dialogue, community engagement, and celebration including:

- 1) dialogue sessions;
- 2) an annual Equity Week/Summit;
- 3) the annual Excellence in Equity awards;
- 4) one MC Book Club;
- 5) MCTV equity and inclusion programming;
- 6) student professional development panels; and
- 7) equity and inclusion pop-up session, which are either virtual or campus-based events, occurring in small groups and more.

OEI works to improve Montgomery College's culture of civility and collaboration and people stewardship by enriching human working relationships, peer coaching, and in-house consulting and facilitation services.

The President's Advisory Committee on Equity and Inclusion (PACEI), created in 2017, is now a 50-member multicultural, multigenerational committee of faculty, staff, and administrators whose membership represents all facets of the College. PACEI also seeks input from various collegewide student organizations. Led by the chief equity and inclusion officer, PACEI is an advisory group to the president and senior leaders in the areas of equity, inclusion, social justice, and diversity.

PACEI serves to:

- 1) Promote cross-cultural understanding, communication, and cultural competence among students and employees;
- 2) Gather, analyze, and monitor relevant information and data concerning equity and inclusion and recommend specific actions and proposals for achieving and enhancing equity and inclusion;
- 3) Recognize excellence in equity, inclusive excellence, and awareness and promotion of equitable and inclusive outcomes;
- 4) Facilitate timely dialogue and communication about equity and inclusion issues affecting students, faculty, administrators, and staff;
- 5) Advise the president on internal concerns that emerge at Montgomery College.

Section 3: A description of the institution's DEI data or metrics (including, but not limited to, Equity Scorecards, Equity Audits, Campus Climate Surveys). Please do not include actual data; include only a description of the data or metrics. This should also include a description of how these data assist in driving the institution's actions and interventions to eliminate educational diversity, inclusion, and equity gaps.

The President's Advisory Committee on Equity and Inclusion (PACEI) subcommittees are charged with tracking the progress of their goals and objectives through periodic meetings, an annual report, and senior vice president (SVP) liaison progress reports.

PACEI has reviewed data from several surveys, evaluations, climate assessments that have been done across the college from 2017–2021. PACEI has also collected its own anecdotal data through interviews, Town Halls, forums and meetings, which has been analyzed and informed PACEI's six goals listed below. Data sources include many Institutional Assessment and Surveys: (1) Equity and Inclusion Survey 2017 and 2018; (2) Pizza for Your Thoughts with Students 2017, 2018, 2019, 2020; (3) Ethics Survey Recommendations 2018; (4) SENSE Survey, Fall 2018; (5) Employee Engagement 2019; (6) Climate Survey on Sexual Violence, May 2020; (7) Hope Center–#RealCollege, March 2021; (8) Your Voice, Your MC–Employee Experience and Culture Survey 2021; (9) LGBTQIA+ Needs Assessment, October 2021

OEI has focused not only on data collection, but also on seeking a deeper understanding of our students, faculty, and staff. The College uses this data to inform and assist reaching institutional goals and creating actions and interventions to eliminate educational diversity, inclusion, and equity gaps.

PACEI developed six goals to help drive Montgomery College's actions and interventions to eliminate educational diversity, inclusion, and equity gaps.

GOAL 1: Student Equity–Improve persistence, retention, and completion/graduation/transfer of all students, particularly African American male and Latinx students;

GOAL 2: College Workforce–Improve employee recruitment, hiring, onboarding, development, and training procedures and practices to attract and retain a diverse workforce that includes leaders, managers, faculty, and staff reflective of the diversity of the College's students;

GOAL 3: College Culture–Foster a College culture of equity, inclusion, civility, accessibility, kindness, trust, and respect for human dignity through targeted programs, activities, and educational opportunities;

GOAL 4: Multicultural Teaching/Learning–Integrate relevant and equitable multicultural teaching practices that infuse international/multicultural awareness into the educational experience, classrooms, and curriculum;

GOAL 5: Communitywide Opportunities–Support diversity and inclusion in our staff, students, community, and business populations. Provide increased opportunities for the College's communities to foster equity and economic empowerment;

GOAL 6: Antiracism–Promote social justice, radical inclusion, and racial equity within the College and the broader community and continue the Board of Trustees' focus on the journey to being an antiracist institution.

Section 4: A description of how the diverse perspectives and voices of all students are captured and utilized in informing the campus's DEI efforts.

Student success is the top priority at Montgomery College. Faculty and staff strive to create an inclusive learning environment by making sure that each student is seen and heard. The College utilizes data, surveys, and programming to serve the needs of our diverse student population.

The Social Justice Inclusive Leadership Institute (SJILI) trains, empowers, and directs the next generation of Montgomery College students to be social justice advocates in their communities through a curriculum that aligns with the Social Justice Badge, which is earned by successful completion of the institute.

The *Let's Talk!* Series provides a safe space for the College's staff, faculty, and students to talk about current events and important topics regarding race, social justice, and all issues related to equity, diversity, and inclusion.

Equity Dialogues, Equity Week, and Equity Summit were created to proactively include and apprise students, faculty, and staff of the ever-changing local and national topics including microaggressions, white fragility, implicit bias, Critical Race Theory, the Black Lives Matter movement, Asian hate crimes, etc. and utilize the Awareness to Action Cycle of Change model.

PACEI 2020–2022 advises the president and senior leadership, monitors the Equity and Inclusion Roadmap for Success, makes recommendations, and considers areas for review and research on antiracism and Inclusion, Diversity, Equity for students, Equity for employees, Access, Leadership, Social Justice (IDEEALS).

LGBTQIA+ students are an underrepresented and often marginalized group in higher education. LGBTQIA+ employees also have unique experiences and needs based on their identities. The College will use the results of the LGBTQIA+ survey conducted in fall 2021 to improve and expand its services and support for LGBTQIA+ students and employees.

Students are driving our efforts to create Inclusion Centers on all three campuses. These centers will function as a central hub to build community, provide resources, and offer opportunities for organic collaboration between faculty, staff, and students. The centers will serve as a home base for the SJILI, Safe Zone training, and PACEI. The centers will also provide a safe space for culturally diverse and relevant resources and programming geared toward students of color, LGBTQIA+, and other students to enhance their academic, personal, and professional capacity and provide a sense of welcoming and belonging.

Appendix: Copy of the diversity plan in place during the reporting year (Academic Year 2021–2022). This should be the plan approved by the institution’s Board of Trustees on or before July 1, 2021.

Institutional Diversity Statement

Montgomery College has grown into an institution where radical inclusion—that is, deeply rooted values of welcoming all individuals who seek higher education or continuing education—is an essential element of our identity. By intentionally cultivating our campuses as places where equal opportunity flourishes, we have advanced our own educational mission, contributed to the aspirations of Montgomery County, and added to the vision of our nation.

Montgomery College Mission, Vision, and Core Values

OUR MISSION

We empower our students to change their lives, and we enrich the life of our community. We are accountable for our results.

OUR VISION

With a sense of urgency for the future, Montgomery College will be a national model of educational excellence, opportunity, and student success. Our organization will be characterized by agility and relevance as it meets the dynamic challenges facing our students and community.

OUR VALUES

Excellence | Integrity | Innovation | Equity and Inclusion | Stewardship | Sustainability

Appendix 1:

EQUITY AND INCLUSION: ROADMAP FOR SUCCESS

July 1, 2020

2020–2025

Appendix 2:

EQUITY AND INCLUSION ANNUAL REPORT–FY21

July 1, 2020

