

**From:** [DeRionne Pollard, Montgomery College President](#)  
**Subject:** Chief Equity and Inclusion Officer  
**Date:** Tuesday, November 22, 2016 4:29:42 PM

---

**MONTGOMERY COLLEGE**

Office of the President

November 22, 2016

**MEMORANDUM**

**To:** Montgomery College Colleagues  
**From:** Dr. DeRionne P. Pollard, President  
**Subject:** Chief Equity and Inclusion Officer

Equity, diversity, and inclusion are fundamental to the fabric of life at the College. We work diligently to ensure that they are active, vital forces in our decision-making, growth, and planning. As we engage more purposefully in a number of strategies to improve student outcomes, the diversity of the College has become a topic of continuous attention.

Last spring, the Board of Trustees asked me to strengthen our efforts by establishing the role of chief equity and inclusion officer. This person would be tasked with fully integrating equity, diversity, and inclusion policies, procedures, and programs across the College in every aspect of its work. This would include student enrollment, hiring and retention of diverse faculty and staff, and challenging us, where appropriate, in our curriculum and culture.

Our recruitment for this position will begin soon and we will enlist the assistance of Greenwood Asher, a national search firm that has successfully placed people in similar roles at colleges and universities across the country. I have asked Dr. Stephen Cain, chief of staff/chief strategy officer, to lead the search process. He will make an announcement soon regarding the creation of the search committee and the search timeline. Please note that this position will be filled by the reallocation of an existing administrator position.

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. Adding a strategic approach to equity, diversity, and inclusion, in the form of this new officer, is valuable for our culture and our operations. Research has shown that identifying a person to coordinate the many facets of equity, diversity, and inclusion initiatives in a large organization has productive outcomes for employees and students.

I look forward to this addition to our leadership team to strengthen our processes around equity, diversity, and inclusion.