

# New Faculty Orientation

## Office Of Equity And Inclusion

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# OEI's Vision

**Vision:** Foster a culture that values respect, civil discourse, safety, and success to create an extraordinary educational institution.

**Overall Goal:** To promote social justice, radical inclusion, and racial equity within the College and the broader community, aiming to become an antiracist institution.

# OFFICE OF EQUITY AND INCLUSION

## WHAT WE DO

The Office of Equity and Inclusion at Montgomery College upholds a culture that values civil discourse, a safe environment for sharing, and one that observes, measures, and rewards success so that we can create an extraordinary educational institution. We will promote and create a working and learning environment rooted in the basic tenets of fairness, diversity, and inclusiveness.

### 10 CRITICAL AREAS OF WORK

The charge of the Office of Equity and Inclusion is to build a program that addresses ten critical areas of work:

1. Student Access, Inclusion, and Equity around the Student Completion Agenda
2. Climate and Culture Assessment, Responsiveness, and Action
3. Planning, Benchmarking, and Best Practices
4. Staffing Resourcing and Succession Planning
5. Recruitment and Hiring
6. Promotion and Retention of Employees
7. Faculty Teaching, Research, and Curriculum
8. Diversity, Equity and Inclusion Programming and Policies
9. External Community Engagement, Collaboration, and Linkages
10. Business Practices, Workforce/Career Pathways, and Procurement

### THE IDEALS CONCEPTUAL FRAMEWORK

- Inclusion
- Diversity
- Equity (for students, employees, partners)
- Access (for students, employees, partners)
- Antiracism
- Leadership
- Social Justice

### ANTIRACIST STRATEGY

1. Ensure stakeholders have the resources and educational opportunities to execute, uphold, and measure the implementation of antiracist objectives.
2. Be accountable for hiring and retention of diverse candidates and employees' equitable treatment.
3. Be instrumental in the academic enhancement and excellence for Black and Latinx students.
4. Ensure policies/procedures and opportunities reflect antiracist approach and perspectives.

# OEI Signature Programs

Equity Week:  
April 7-13, 2025

Student Engagement

Let's Talk Series

Fall and Spring  
Equity Dialogues

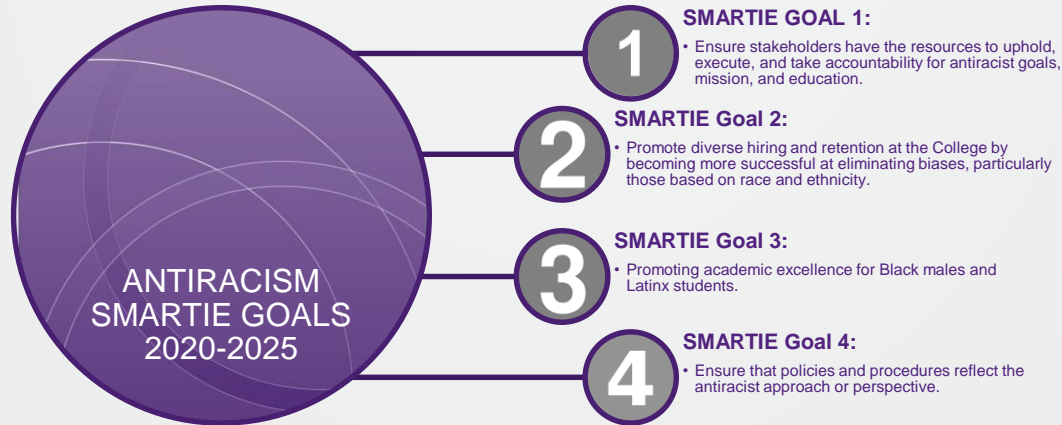
# President's Advisory Committee on Equity and Inclusion (PACEI)

As ambassadors, advocates, and advisors, PACEI identifies, addresses, and improves upon the current inequities in our College environment and helps usher in systemic change for an inclusive, civil, respectful, equitable community where all thrive and succeed.

# Antiracism Strategy

## BOARD OF TRUSTEES:

- Promote social justice, radical inclusion, and racial equity within the College and the broader community and continue the Board focus on the journey to being an antiracist institution (BOT FY22 Institutional Goal)
- Implementing the Antiracism Strategy



# Model for Creating Change



## AWARENESS

Acquire knowledge of a situation and facts, listen, recognize inequities, ask questions, participate in equity and inclusion programming and events

## UNDERSTANDING

Perceive the meaning of equitable and inclusive actions, practice being mindful of them; dialogue with others; seek knowledge and training; do research

## EMBRACING

Acknowledge inequities and social justice issues exist and decide to adopt and wholeheartedly accept that equity and inclusion work is paramount

## COMMITMENT

Get involved; do the work necessary to eradicate inequities and create inclusive environments; be accountable; be dedicated

## ACTION

Identify and execute plans to continually drive equity and inclusion inside and outside of the classroom and within communities

## CHANGE

Review policies, practices, and action plans to continually contribute to being a more equitable and inclusive community; document, evaluate, and strengthen outcomes

# THANK YOU

- Contact the Office of Equity & Inclusion

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