

**ACCT** **2024**  
**LEADERSHIP**  
**CONGRESS**

Community Colleges as  
**Catalysts:**  
Cultivating Skills for the Future

**Seattle, Washington**  
October 23 - 26, 2024

**#ACCT2024**

# How DEI Commitment Strengthens Board Work

October 24, 2024  
10:30-11:30 a.m.  
Room 603, Level 6

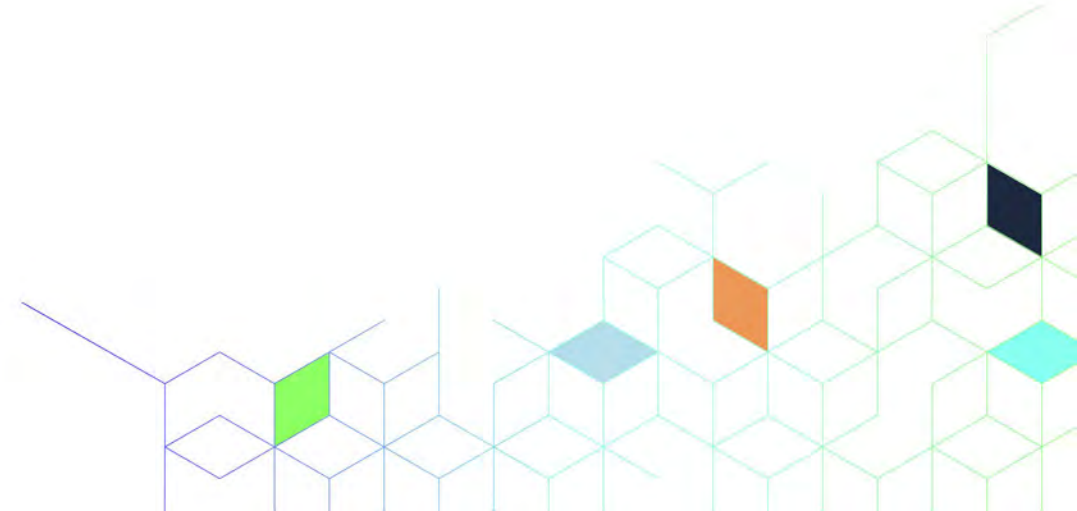
[#ACCT2024](#)

# Montgomery College Session Presenters

- ***Gloria Aparicio Blackwell, Chair Board of Trustees***
- ***Dr. Jermaine F. Williams, President***
- ***Kimberly Jones, Interim Chief Equity and Inclusion Officer***

# Presentation Focus: Learn About Montgomery College

- Board policy development process
- Board role of cultivating a sense of belonging
- Board commitment to College becoming an antiracist institution
- Support of social justice, inclusion, and equity
- Student Success and Diversity, Equity, Inclusion, and Social Justice Policy
- Efforts to review and assess its work



# About Montgomery College

## OUR MISSION

Montgomery College is where students discover their passions and unlock their potential to transform lives, enrich the community, and change the world.

### Our Vision

Montgomery College will serve as the community's institution of choice to transform the lives of students and Montgomery County.

### Our Values

Equity and Inclusion | Excellence | Integrity  
Respect | Innovation | Adaptability | Sustainability

**MONTGOMERY COLLEGE**

Adopted by the Montgomery College Board of Trustees, July 1, 2023.

ACCT **2024**  
LEADERSHIP  
CONGRESS

#ACCT2024

- Three campuses, the East County Education Center, and two workforce development centers
- First community college with a hospital on a campus
- FY23 Budget: **\$335 Million**



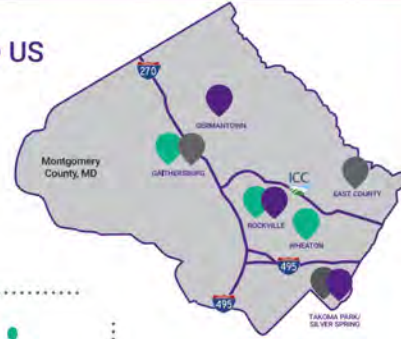
Access

**45,385**  
students seek  
degrees, certificates,  
and training

**79%**  
students of color

WHERE YOU NEED US

- 3 campuses
- 3 training sites
- 3 community engagement centers
- online



66%  
students attend part time



**24**  
average age of degree-seeking student



**39**  
average age of training/certificate-seeking student

**24%**  
receive Federal Pell Grants  
(federal financial aid)  
**\$27,238**  
average household income of Federal Pell Grant recipients



Opportunity

start early

high school students can earn a diploma and a college degree at the same time

achieve your goal

MC Alumni



Carl Buch  
President  
Buch Construction



Sol Graham  
Founder  
Quality Biological, Inc.



Julie Verratti  
Founder  
Denizens Brewing Co.

choose your path

**144**  
degree and certificate options  
prepare HVAC techs, nurses, engineers, teachers, lab bench workers, and scientists

**533**  
transfer institutions including University of Maryland, Towson, Georgia Tech, and MIT



Affordable



**\$5,322**

Montgomery College  
annual tuition and fees;  
approximately half the cost  
of University of Maryland

open access

high-quality,  
locally provided  
postsecondary education  
for all residents

**\$51M**

in scholarships,  
including  
Federal Pell Grants,  
distributed in 2021

Excellence

**9**

faculty members named  
Maryland professor of the year

in the classroom:  
subject matter  
and  
industry experts

**94%**

faculty with a master's  
degree or higher

Homegrown Talent

Alumni Fuel Montgomery's Economy



Shruti Mistry  
**Biomedical Engineer**  
Food and Drug  
Administration



Alexander Camacho  
**Systems Engineer**  
Leidos



Rowda Muhammad  
**Biomanufacturing  
Associate**  
GlaxoSmithKline



Dimitri Tselenchuk, Ph.D.  
**Scientist I**  
Meso Scale Diagnostics, LLC



Sadiksha Thapa  
**Nurse**  
Suburban Hospital

“MC creates the  
homegrown talent who  
energize our economy.  
Each new hire—each new  
skill learned—is a success  
story because every wage  
earner contributes to the  
greater economy.”

—James Muir III  
Vice President  
Hughes Network Systems, LLC  
MC Alumnus

Good Investment



49%  
MCPS graduates  
who stay in state for  
college attend MC

degree holders  
earn **\$11,300 more**  
per year,  
on average, than  
Maryland high  
school graduates

**79%**

alumni stay in Montgomery County  
and enter the workforce

**\$1B**

MC adds to the county's economy





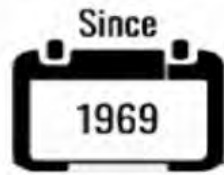
# Board of Trustees and President



# MONTGOMERY COLLEGE TRUSTEES AND PRESIDENTS

## OUR TRUSTEES

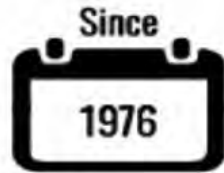
Appointed by the Governor - 6-Year Renewable Term



Began as 7 Member Board

**61** Trustees

28 Board Chairs | 40 Board Officers  
45 Emeriti Trustees



Transitioned to 8 Member Board

**48** Student Trustees



**129** College Policies Created (8 Retired)

## OUR PRESIDENTS

**11** 



8 Male  
3 Female

6 White  
5 African-American

**5** Emeriti Presidents

# Montgomery College President



Dr. Jermaine F. Williams  
11<sup>th</sup> Montgomery College President  
Appointed December 17, 2022

# Commitment to Community and Support



## Montgomery College federally designated:

- Asian American and Native American Pacific Islander Serving Institution (AANAPISI)
- Hispanic Serving Institution (HSI)
- Minority Serving Institution (MSI)



Importance of "**servi**ngness" with Montgomery College's commitment to inclusion and belonging

# Commitment to Equity and Inclusion


- The Maryland environment embraces Equity and Inclusion
  - Cultural Diversity Plan approved by the governing body
  - Annual report to the higher education commission
- Montgomery College Board of Trustees' commitment to policies
  - Student Success Policy
  - Diversity, Equity, Inclusion, Social Justice Policy

# Montgomery College Policy Development



## Overview of the policy development


- Inclusive institutional process
  - Institutional review
  - DEI Review Process
- President's recommendation to the 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.”

— Board of Trustee Institutional Goal (FY21)

#ACCT2024



“Continue the board's attention to policy development that cultivates a sense of belonging; maintains a focus on becoming an antiracist institution; and supports social justice, inclusion, and equity for all within the College and the larger community.”

— Board of Trustee Institutional Goal (FY25)

#ACCT2024



# Social Justice Initiatives and Programs

- HSI Task Force
- AANAPISI Task Force
- DEI Policy Review Committee
- Antiracist training for employees
- Antiracism badge for employees and students
- Expand civility and inclusion training for students and employees



# Reviewing and Assessing DEI Initiatives

- **Internal Review**
  - President's Advisory Committee on Equity and Inclusion
  - Institutional surveys
  - Data dashboard
- **External Review**
  - Community roundtables
  - Consultant firm

# Moving Forward with Equity, Inclusion, and Belonging

○



# THANK YOU FOR ATTENDING

## CONVERSATION & QUESTIONS

