

Chancellor Medina's Recommendations Progress as of December 4, 2017

Human Resources

1. Serious consideration should be given to hiring a Chief Diversity Officer (CDO) on a full-time basis.

The CDO draft description has been shared with SCAA for its review.

2. Reconstitute the Diversity Advisory Council and give it a new charge. This group of faculty and staff should work collaboratively with the CDO in examining the retention, tenure and promotion processes for every department at MCC with an eye towards ensuring equity and cultural competency.

This process will occur upon appointment of the new CDO. At present, Dr. Joel Frater is leading the rank tenure and promotion (RTP) process review as part of the overall review of search, hire, tenure, promotion.

3. Ensure diversity on all search committees.

This is being added to the search and hire processes, and HR will be searching for an Assistant Director for Diversity Recruitment, Retention, Development, and Advancement

4. Create a faculty and staff mentor program.

The ALANA (African, Latino, Asian and Native American) employees have begun these discussions.

5. Create a crisis management team.

This is in place with a goal of including the CDO and leveraging the revised Diversity Council once the CDO is hired.

Education and Professional Development

1. Based on the number of concerns expressed by many regarding the frequency of micro-aggressions experienced by students and in some cases faculty and staff of color, there needs to be mandatory cultural competency education, especially for new hires.

Melissa Fingar and Kristin Lowe are working with the EEOC to bring training to MCC in Spring.

2. Institute a "Critical Dialogues" series of talks throughout the academic year on hot button issues, on both the Brighton and Downtown campuses. This will help raise awareness and understanding on issues that tend to polarize people.

Such conversations are occurring in the PRISM Multicultural Center but need to be made more visible. We are also in the planning stages for a PRISM Center at the Downtown Campus, which will be finished before the end of the academic year.

3. Have educational workshops on various diversity, equity and inclusion topics throughout the year.

See above: much is happening on campus but it needs to gain visibility. Having coordination from the CDO and a central website will assist.

4. Conduct a Campus Climate Survey that is widely distributed. This will give you a baseline measure on where the campus really is relative to diversity and inclusion.

Review and recommendation on an appropriate instrument will be taken on by the new CDO.

5. There is a perception that the DC campus is viewed as the “Ghetto Campus” at MCC, which serves a predominantly Black and Latino population of students.... Education and branding that increases the pride of MCC, in its entirety, needs to be undertaken.

Downtown Campus Executive Dean Joel Frater will lead a user centered design process to begin to address the perception with Marketing and Community Relations.

Student-Based Initiatives

1. During times of crisis, there should be counselors available who are trained in cross-cultural understanding and be supportive of students experiencing isolation, marginalization and fear for their safety.

Student Services VP Dr. Lloyd Holmes is addressing this recommendation.

2. Have more activities and events that reflect under-represented minority (URM) students and the contributions of diverse cultures and people throughout the year, including LGBTQ.

See notes above about the number of activities but the limited visibility and attendance and plans to address.

3. Increase ways to bring faculty and students together to debunk myths about students of color.

The new CDO will build on good work already occurring, and the College is committed to two annual convenings on race that will engage ALANA faculty and student organizations in their planning.

Other Diversity, Equity and Inclusion Efforts

1. The 18-point plan that was developed to address issues of recruitment and professional development relative to diversity should be revisited and look to involve a larger cross-section of the campus, thereby creating a more comprehensive plan reflective of the collaborative effort.

This has already occurred, with input from the ALANA faculty and student organizations. Discussions continue.

2. Increase support for the existing Violence Prevention Program which promises to be a best practice.

The Provost is reviewing support for the MVP program.

3. In light of all the issues brought forward during this three-day visit, please revisit MCC's "Strategic Diversity Plan" and make adjustments where needed.

The CDO will review the strategic diversity plan and will assure the initial action plan and all recommendations from Dr. Medina and stakeholder groups are considered.