

## Equity and Inclusion Team Charter, 2019

Hello Donna,

The Equity & Inclusion Team will transition to an Advisory Board for the Office of Diversity, Equity, and Inclusion effective July 1, 2019.

I plan to meet with the group in April to discuss the role and identity of an advisory group.

Thank you  
Afeni

Team Name: Equity and Inclusion Team

Team Leader: ~~Domingo Hernández-Gómez~~-B. Afeni McNeely Cobham

### 1. Purpose of the Team

The Equity and Inclusion Team is an advisory team that provides equity and inclusion counsel to the College in support of the College's vision, mission, and values. In this capacity, the team will provide recommendations ranging from community engagement, student/staff/faculty-centered programming and college policy.

### 2. Decision-making Context and Scope

By consensus the team will make decisions on recommending initiatives, programs, and policies to be considered by the College. This includes input or feedback on community matters, college-wide issues and/or broad objectives for the Woodrick Center.

### 3. Team Goals, Action Projects, and Timelines

- To support and leverage existing equity and inclusion activities in all academic and student support departments such as Disability Support Services (DSS), Student Support Services (TRIO), the College Success Center. Initiatives include, but not limited to Challenge Scholars, Academic Foundations Program and FastTrack.
- To assist and support the development of the following equity and inclusion related College Action Projects:
  - Alpha Beta Omega. C.A.P. # 1.3.4
  - Campus Climate. C.A.P. #1.1.3
  - First Scholars. C.A.P. # 1.2.5
  - NIA C.A.P. # 1.3.5
  - Reduction of Financial Aid Barriers. C.A.P. # 1.2.4
  - Latino Student Support. C.A.P. #1.3.3
- To provide feedback on the enhancement of existing programs or input on new student-centered initiatives and faculty and staff initiatives that advance the equity and inclusion work.

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- To promote and advocate for equity and inclusion policies that address critical needs of students, staff and faculty.
- To develop a team of ambassadors of equity and inclusion initiatives who will promote, inform, and monitor equity and inclusion activities within each department.

#### 4. Stakeholders and their Key Requirements

Faculty, Staff, Students, and the community at-large. The key requirement is a broad range of programming and learning opportunities addressing the needs of all stakeholders.

#### 5. Resources Needed

- Professional development funds for members of the team to stay current on new ideas, trends and issues affecting the community and the College; and capacity building for new and upcoming leaders at the College.
- Increase fund allocation for the Woodrick Center for Equity and Inclusion to expand its student-centered initiatives and programs for faculty and staff (in partnership with other departments).
- Assistance with fundraising efforts and sponsorships for some of the Woodrick Center's community-based services such as the Diversity Lecture Services, Latino Youth Conference, Martin Luther King Jr. commemoration events and other activities.
- Volunteer time from all members of the GRCC community for community-based and student-centered activities.

#### 6. Troubleshooting Path

Adherence to the mission and vision of the College along with adherence to specific goals and objectives of each initiative, program and department. The team will have an opportunity for dialogue and discussion to recommend resolutions and request a neutral facilitator, if needed. The team makes recommendations for final decision to GRCC's executive leadership.

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### 7. Requirements for Integration with other Departments or Teams

- The team will work very closely with the CAPs mentioned under section number three. All CAPs will have representation on the team.
- The team will work with other teams, departments, offices and divisions to collaborate on ideas, processes, programs and policies.
- The team will work with teams such as the Accessibility Team, ProDeans, Academic Governing Council (AGC), Strategic Leadership Team (SLT), President's Cabinet, Human Resources and the Office of General Counsel to collaborate on ideas, processes, programs and policies.
- The team will ensure that at least one equity and inclusion ambassador be represented during the development and planning of College initiatives for all stakeholders.

### 8. Review Progress

- The team will provide a report to ProDeans and Deans each semester.
- The team will provide an annual report to the President's Cabinet.
- The team will communicate with the college Community through multiple venues of communication such as GRCC Today, the Woodrick Center web site, etc.

### 9. Team Leader, Current Members, and Membership Specifications

- The team membership will include a combination of volunteer and appointed members (including the team leader). The team is seeking new members.
- At this time the term is not limited.
- The following are the team members
  - Andre Fields, Counseling and Career Development
  - Domingo Hernández-Gómez, Woodrick Center
  - Emily Nisley, Counseling and Career Development
  - Erica Brown, Cashier's Office
  - Jennifer Smith, Woodrick Center
  - Katherine Hughes, Academic Advising and Transfer Center
  - Kathleen Bruinsma, Board of Trustees
  - Kimberly DeVries, General Counsel
  - Kimberly Olushola, English Department
  - Krystle Duthil – Workforce Development
  - Lydia Cruz, Human Resources
  - Mansfield Mathewson, Purchasing Department

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- Marisol Blanco, College Success Center
- Michelle Urbane, Theater
- Misty McClure-Anderson, President's Office
- Sarah Rose, Disability Support Services and Occupational Support
- Shavval Fleming, English Department
- Sophia Brewer, Library and Learning Commons
- Tamber Bustance, Woodrick Center
- Tess Dodd – Student Employment
- Theresa Kent-Williams, College Success Center

10. List the major team accomplishments over the past year.

This report is since September of 2017.

- In an effort to contribute to the development of the new strategic plan for the college the team has had several discussion sessions regarding the following topics:
  - The team discussed what Diversity, Equity and Inclusion means from a conceptual perspective.
  - The team assessed the current diversity, equity and inclusion initiatives and programs (what we do well, what needs improvement, what we need or completely missing, what are some practices that are unnecessary or impeding progress that we should stop doing?) and provided suggestion for improvement.
  - The team analyzed the college's work on inclusion through the infrastructure lens (progress made, challenges in design, space use, accessibility, safety etc.) and provided ideas for improvement.
  - The team discussed and identified values that should drive equity and inclusion work at GRCC: Advocacy, Accountability, Collaboration, Communication (deep level), and Innovation.
- The team has supported and monitored the development of CAPs and programs mentioned in this document as well new initiatives through regular updates and suggestions for improvement.

11. List the major team goals for the upcoming year.

- A more empowered, robust and action-oriented team membership.
- The development of ambassadors in all departments of the College.

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- An exploration of ideas and priorities for the new direction of the Woodrick Center. Focusing on Student Success.
- An increase in the integration of equity inclusion activities into curricular and non-curricular activities.
- Recommendations of policy ideas to the College to increase equity and inclusion at the College.
- Recruit more students to be on the team.
- Offer training opportunities in regards to Equity and Inclusion.
- Promote and encourage innovations
- Compile an inventory of talent on the team and provide opportunities to exercise those talents.

12. Please describe any current challenges the team is facing.

- Financial resources to expand current programs or start new initiatives.
- Transition to the new strategic plan.
- Campus climate. There seems to be a cultural tension on campus related to national events.
- Incorporate equity and inclusion in Department planning and goal redirection.
- Impacting classroom behaviors and curriculum as a challenge.
- National concerns related to grant funded activities that impact students directly.
- Student enrollment and retention.
- Consistent student involvement on equity and inclusion activities.
- Capacity to serve students, faculty and staff due to Woodrick Center's small team
- Team members' time to serve due to multiple committee memberships and other responsibilities.