



## **2023-24 Annual Report** **President's Council on** **Equity, Diversity, and Inclusion** Prepared May 22, 2024

We are pleased to provide a summary of the activities and accomplishments of the President's Council on Equity, Diversity, and Inclusion for the 2023-24 academic year. The major undertakings of the Council were:

- developing and delivering a transformative justice workshop for all first-year students during Orientation;
- [developing a curriculum and facilitating full-length class discussions about identity, intersectionality, and privilege in all 16 sections of LINK 101;](#)
- auditing and updating Council materials on MMC website and student, faculty, and staff portals;
- participating in AppleFest to share information about our work;
- crunching data from and hosting a series of Town Hall meetings related to the results of the Spring 2023 EDI campus climate survey;
- completing and publishing an in-depth qualitative analysis of open-ended responses to the Spring 2023 Campus Climate Survey;
- organizing and hosting a Faculty of Color celebration open to all full- and part-time faculty;
- presenting the Council's findings to committees of the MMC Board of Trustees;
- conducting and analyzing the result of six focus groups (including two special ones for faculty of color and students of color) in preparation for the development of an EDI Strategic Plan;
- consulting, upon invitation, with academic departments to advise on actualizing EDI commitments;
- expanding transformative justice training to faculty in Department of Communication and Media Arts;
- sponsoring three transformative justice training sessions, open to the community, focused on difficult conversations;
- securing honoraria for student members of President's Council on EDI;
- utilizing MMC Engage, community-wide emails, and web-based stories to provide updates on the work of the Council;
- launching an information campaign about how to report bias incidents;

- collecting and analyzing additional institutional data on faculty, staff, and student diversity to better understand our community and to provide baseline data for our new EDI Strategic Plan; and
- drafting new EDI Strategic Plan, by soliciting inputs from members of the EDI Council, as well as from others within the community.

We are proud of this work, and we look forward to continuing our efforts next year.

Sincerely,

Christine Gregory, Katie LeBesco, Michael Salmon, Sarah Nelson Wright  
Co-Chairs, President's Council on Equity, Diversity, and Inclusion, on behalf of our entire membership:

Tseday Alehegn, Executive Director of HEOP (Arthur O. Eve Higher Education Opportunity Program)

Kenneth Finkle, Assistant Professor of Theatre Arts

Wilton Fontenette, Assistant Vice President of Advancement Operations

Jazelynn Goudy, Assistant Professor of Dance

Hayden Greene, Assistant Dean of Students and Intercultural Center Director

Julie Huntington, Associate Professor of Writing, Literature, and Language

Aimé Donna Kelly, Assistant Professor of Theatre Arts

Jaiden Lang, Student and Dance Major

Lorraine Martinez-Novoa, Assistant Professor of Marketing

Michael Mendez, Assistant Professor of Theatre Arts

Ronke Morgan, Student; SGA Senator for Diversity, Equity, and Inclusion

Norma Ortega, Assistant Director of the Counseling and Wellness Center Students

Kristina Silva, Student and Theater Arts Major