MACC DEI Committee

Year in Review
2020-2021
<table>
<thead>
<tr>
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<th><strong>DEI Goals 2020-2021</strong></th>
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<td>To evaluate the campus climate of each site through a formal Diversity audit, focus groups, and/or climate survey.</td>
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<td>To research the feasibility of and advocate for all-gender restroom options at every location.</td>
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**Status**:

- **Met**
- **In Progress**
- **Not Met**
To develop a library of resources on diversity, equity, and inclusion

- Established a DEI Resource Library subcommittee
- List of DEI Resources in Teams
- LARC: DEI materials added to collection
To expand college-wide cultural competency through frequent and ongoing professional development activities

- College-Wide Employee Professional Development Day (Oct 2020)
- DEI Webinars flyer (Dec 2020)
- The Center Project BRITE training (Mar 2021)
- Faculty Professional Development Day (April 2021)
- SafeColleges trainings
To seek out and lift the students’ voices regarding diversity, equity, and inclusion

- Established a DEI Scholarship subcommittee
- Board approved DEI Ambassadors Scholarship for 2021-2022
  - $500 per semester
  - 5 recipients
- Advertised application to students
To provide opportunities for growth and engagement within our student body with respect to diversity, equity, and inclusion

- Interdisciplinary Project: Gender Revolution (Feb 2021)
- History Dept. Women’s History Month Art Gallery (March 2021)
- Technicolor Hounds
To evaluate the campus climate of each site through a formal Diversity Audit, focus groups, and/or climate survey

- Established a Diversity Audit subcommittee
- Institutional Data Review
- Conducted Faculty, Staff, and Student Focus Groups
- Conducted College-Wide DEI Climate Survey
- Drafted Diversity Audit Report template
To research the feasibility of and advocate for all-gender restroom options at every location

- Commitment from Dr. Lashley (Sept 2020)
  - Columbia
  - Moberly

- Lactation Rooms
  - Designated room at each location
To provide “Safe Spaces” training for faculty and staff to promote a more welcoming environment for all our students

- The Center Project BRITE training (Mar 2021)
  - 30 MACC participants
To activate and engage the MACC community for action regarding diversity, equity, and inclusion

- Established a DEI marketing subcommittee
- Created DEI webpage under “About Us” on MACC homepage
  - DEI mission, definitions, & goals
- Promoted MACC DEI-related events
  - Social Media
  - KWIX Radio Interview
To support the addition of diversity-related topics in teaching and curriculum

• Professional Development Opportunities
• Interdisciplinary Project: Gender Revolution
• Proposed addition to Faculty Teaching Portfolio/Evaluation
To aid in the recruitment of, retaining, and supporting a more diverse faculty and staff at MACC

- Established a DEI Employee Engagement subcommittee
- New Online Hiring System- NEOED
- SafeColleges trainings
- Inclusive language in MACC policy
  - Non-discrimination policy
- Website changes
  - Career Opportunities webpage
  - Principles of Community
Thank You!

There’s still more work to do!