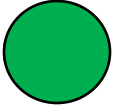
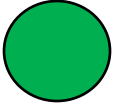

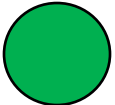
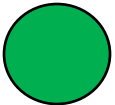

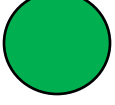
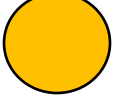
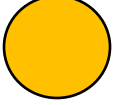
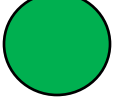







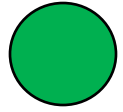
# MACC DEI Committee

Year in Review  
2021-2022

# DEI Goals 2020-2022

	1. To develop a library of resources on diversity, equity, and inclusion.
	2. To expand college-wide cultural competency through frequent and ongoing professional development activities.
	3. To seek out and lift the students' voices regarding diversity, equity, and inclusion.
	4. To provide opportunities for growth and engagement within our student body with respect to diversity, equity, and inclusion.
	5. To evaluate the campus climate of each site through a formal Diversity audit, focus groups, and/or climate survey.
	6. To research the feasibility of and advocate for all-gender restroom options at every location.
	7. To provide "Safe Spaces" training for faculty and staff to promote a more welcoming environment for all our students.
	8. To activate and engage the MACC community for action regarding diversity, equity, and inclusion.
	9. To support the addition of diversity-related topics in teaching and curriculum.
	10. To aid in the recruitment of, retaining, and supporting a more diverse faculty and staff at MACC.

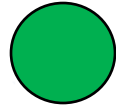
	Met
	In Progress
	Not Met



*To develop a library of resources on diversity, equity, and inclusion*

- Established a DEI Resource Library subcommittee
- Developed a list of DEI Resources that is posted on our webpage and in MACC-U
- 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; Feb 2022)
- Faculty Professional Development Day (April 2021; Oct 2021; April 2022)
- SafeColleges trainings

● *To seek out and lift the students' voices regarding diversity, equity, and inclusion*

- Established a DEI Scholarship subcommittee
- Board approved annual DEI Ambassadors Scholarship (2021)
  - \$500 per semester
  - 5 recipients per year
- Advertised application to students
- Selected 5 DEI Ambassadors for 21/22 AY
- Adapted Scholarship Notification Form to include an agreement to provide 10 hours of DEI service.
- Selected new Ambassadors for 22/23 AY
- In process of designing t-shirts





*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
- The Center Project BRITE training for Students (Mar 2022)
- In process of establishing a Student-Centered Resource Library

*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
- Conducted location-specific Physical Spaces Visual Audits
- Drafted Diversity Audit Report

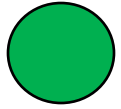




● *To research the feasibility of and advocate for all-gender restroom options at every location*

- Commitment from Dr. Lashley (Sept 2020)
  - Columbia
  - Moberly
- Lactation Rooms
  - Designated room at each location

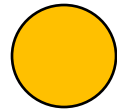
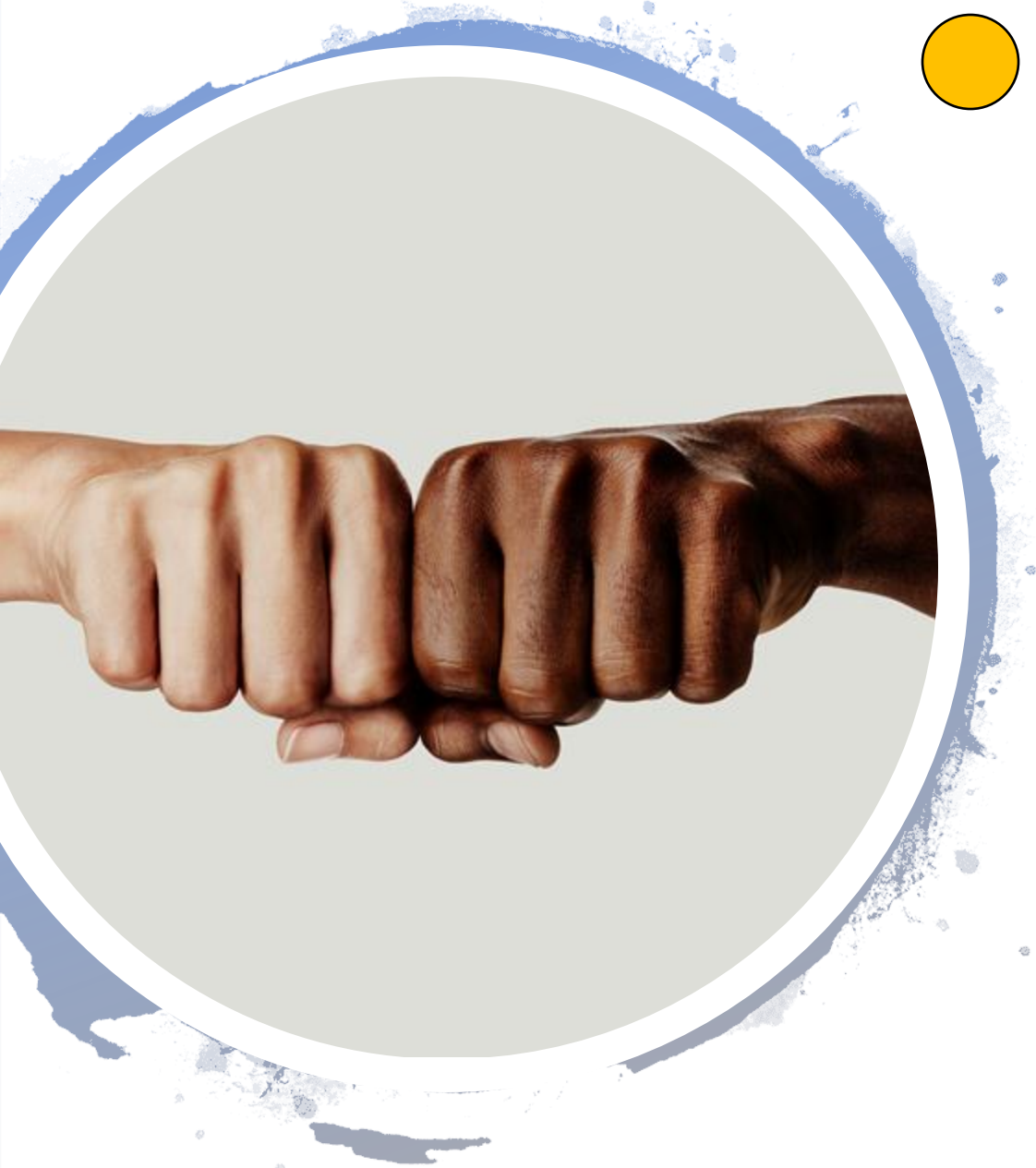




*To provide “Safe Spaces” training for faculty and staff to promote a more welcoming environment for all our students*

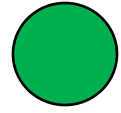
- The Center Project BRITE training (Mar 2021; Feb 2022)
- Established a Student-Centered Resource Library





## *To activate and engage the MACC community for action regarding diversity, equity, and inclusion*

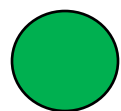
- Created DEI webpage under “About Us” on MACC homepage
  - DEI mission, definitions, & goals
- Promoted MACC DEI-related events
  - Social Media
  - KWIX Radio Interview
- Attended all Fall Picnics
- Established an Email Series subcommittee
- Established a Strategic Planning Liaison subcommittee
- In process of designing t-shirts
- Advocated for rebranding of more diverse language and images around campuses



*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
- Gained a permanent DEI member on the MACC PD planning committee
- Created a Teaching & Learning Resource Library





*To aid in the recruitment of, retaining, and supporting a more diverse faculty and staff at MACC*

- Established a DEI Employee Engagement subcommittee (2020/21)
- 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!

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*There's still more work to do!*

