

*Massachusetts Community Colleges
2nd Annual
Diversity and Inclusion Summit*

Presents

*Creating a Culture
of
Change and Cohesion*



*Friday, June 12, 2009
8:30 a.m. - 3:00 p.m.*

*Holyoke Community College
303 Homestead Avenue
Holyoke, MA 01040*

“...The Colleges, both collectively and individually, commit themselves to not only the valuing of human dignity, but to the appreciation of the necessity of providing all members of the College Community an experience that equips them to relate to all persons and groups in the increasingly global and diverse world in which we all live and work...”¹



“...The Community Colleges bear a responsibility by edict and an obligation by social morality to promote understanding and acceptance of ethnic, cultural, religious and racial diversity as we strive to create an atmosphere of dignity for all individuals and groups within our system of public higher education...”²

¹The Commonwealth of Massachusetts, Board of Higher Education Massachusetts Community Colleges: Policy on Affirmative Action, p 5p.

² p. 6

Dear Colleagues:

On behalf of Holyoke Community College, I invite you to attend our 2nd Annual Diversity & Inclusion Summit. The evaluations and comments from last year's summit were overwhelmingly positive to continue providing this forum. The second statewide conference has been designed to afford our colleagues with the opportunity to share information on the many programs and initiatives that are being provided to support diversity across the Commonwealth.

All Diversity Councils & Affirmative Action committee members, deans, faculty, student activities professionals, and any other staff that are involved in similar programs are encouraged to attend. The summit is structured so that you will have the opportunity to ask any questions about development, delivery, and content.

The Massachusetts Community Colleges share a unique set of common denominators, such as the BHE, the Unions, and the Non-Unit Management Contract, and a statewide Affirmative Action Policy. Each of these elements affect, guide and inform our actions. This is the principal reason for creating this opportunity to share. We are all committed to cultivating a campus-wide environment that respects differences, ideas, values, and contributions of a culturally diverse community.

We look forward to seeing you on Friday, June 12th.

Sincerely,



*William F. Messner
President, HCC*

PROGRAM AGENDA

June 12, 2009

8:30 - 9:00 a.m. Registration/Breakfast – Picknelly Hall - Frost 265

9:00 - 9:15 a.m. Welcome
Bill Messner, President
Idelia Smith, Host

9:30 - 11:00 a.m. **Session I Presentations**

- A. “Affinity Groups: Who Benefits?”
- B. Teaching for Inclusion
- C. Student Cultural Ambassadors
- D. TransCampus

Round Table Discussion - Picknelly Hall - Frost 265

11:15 - 12:30 p.m. **Session II Presentations**

- A. Welcoming Diversity
- B. Safe Zone Training
- C. Teaching for Inclusion
- D. Promoting a Culture of Civility: Planting the Seed

Round Table Discussion - Picknelly Hall - Frost 265

12:30 -1:30 p.m. **Lunch:** Picknelly Dining Hall - Frost 265

1:30 - 2:45 p.m. **Session III Presentations**

- A. Student Cultural Ambassadors
- B. Welcoming Diversity
- C. Transcampus
- D. Promoting a Culture of Civility: Planting the Seed

Round Table Discussion - Picknelly Hall - Frost 265

3 p.m. **Closing Reception – Frost 309**

Presentations

Welcoming Diversity

Presenters: Joyce Zymaris, MCC; David Houle, NSCC; Judy Gould, NSCC; and Gerard “Sully” Sullivan, NSCC

Bunker Hill Community College, Massasoit Community College, Middlesex Community College, North Shore Community College, and Northern Essex Community College have collaborated and created a Massachusetts Consortium for Welcoming Diversity. The model that is used is from the National Coalition Building Institute (NCBI) in Washington, D.C. North Shore and Massasoit have teamed up to show you the 75 minute version of this NCBI Welcoming Diversity model. You'll get a chance to see the similarities and the differences of the people that attend this session. As we take a look at the groups to which the session members belong, you'll get a chance to see what they most value about their groups and what they never again what to hear said about those same groups.

TransCampus

Presenters: Myriam Quiñones, HCC and Jossie Valentin, HCC

“TransCampus” introduces a series of workshops designed to raise awareness about trans identity, identify trans issues on campus, and develop strategies to become a more trans-friendly organization. TransCampus focuses on changes on two levels: personal steps to becoming a trans ally, and institutional steps to examine (and change when necessary) policies, procedures and practices that impact trans people. We hope participants will increase their basic knowledge about trans issues, and explore how various campus policies may impact trans people.

“Affinity Groups: Who Benefits?”

Presenter: Pamela Nolan Young, NSCC

Affinity groups began to appear in the late 1970's after the passage of Title VII anti-discrimination laws as employers and employees worked toward work place diversity. In this interactive presentation, the presenter will define affinity groups, review their background, examine their operation, discuss concerns and benefits, and provide participants with a reference list. The participant will leave the session with the desire and information to make affinity groups a reality on his or her campus.

Teaching for Inclusion: Engaged Learning, Cultural Competence and Beyond

Tracy Ross-Perkins, HCC

The central goal of educators is to instill academic confidence and self-efficacy in their students. Faculty members measure their own success in this area in myriad ways and against yardsticks from all manner of academic disciplines. I would like to encourage all participants to reflect on the ways in which their classrooms prepare students to engage with the core elements of learning. This interactive session combines engaged pedagogy with influences from the disability rights movement, as well as current literature on efforts aimed at incorporating an anti-racism perspective in teaching.

Presentations (continued)

Promoting A Culture of Civility: Planting the Seed

Presenters: Ronald Smith, QCC, and Nancy Donohue-Berthiaume, QCC

This workshop presentation will highlight the conceptualization, design, implementation and progress of Quinsigamond Community College's innovative college-wide Civility Initiative. Participants will explore how this particular campus civility program model can be adopted for practical application at your college.

Student Cultural Ambassadors

Presenter: Louise Vrande, BHCC

The Student Cultural Ambassadors are part of Bunker Hill Community Colleges' Difficult Dialogues Initiative, originally funded by the Ford Foundation. The program is now supported by the college's budget. The Ambassadors' mission is to facilitate conversation among their peers on difficult subjects such as religion, race, gender, class, and culture. To prepare for this mission, they keep up-to-date on issues around the world by reading news media from at least two cultures (U.S. and another culture not their own), and they are trained in facilitating dialogue and welcoming diversity.

Safe Zone Training

Presenter: Liz Golan, HCC

Safe Zone is a two-hour training that was developed and is facilitated by HCC staff and faculty for the entire campus community, including students. Safe Zone is an interactive workshop that covers topics such as: LGBTQ history, terminology, personal stories, how to be an ally, and resources. The goal is to encourage an open dialogue regarding LGBTQ issues among HCC community members and to foster a safe environment on campus.

**Massachusetts Community College Summit
June 12, 2009**

College _____

1. Name and Title _____

I will be attending the following presentations.

9:30-11:00 session _____

11:15-12:30 session _____

1:30-2:45 session _____

2. Name and Title _____

I will be attending the following presentations.

9:30-11:00 session _____

11:15-12:30 session _____

1:30-2:45 session _____

3. Name and Title _____

I will be attending the following presentations.

9:30-11:00 session _____

11:15-12:30 session _____

1:30-2:45 session _____

Feel free to duplicate and extend this invitation to your colleagues.

Please email or fax the following information to

kwilson@hcc.mass.edu or

Fax (413) 552-2045/534-8975

Attention: Kim Wilson

Directs to the Summit

From Mass. Turnpike: Take Exit 4 to I - 91 North

From I-91 North Take Exit 16 to Route 202. At light take a left on to Homestead Avenue. Go South on Route 202 (Homestead) for 0.8 mile to campus



Parking in Lots K and L

Registration in front of Picknelly Dining Hall Frost 265

Please send RSVP or regrets by June 3, 2009 to:

Kimberly Wilson
Special Projects Manager
Holyoke Community College
(413) 552-2164 or
kwilson@hcc.mass.edu

**Holyoke Community College's
Council for Community, Diversity, Equity, and Inclusion**

Robert Baran
Gloria DeFillipo
Jen Dolan
Clara Elliott
Elizabeth Golen
Kelly Keane
Joanne Kostides
Sue Mackler
Carlos Malave
Vivian Ostrowski
Myriam Quiñones
Tracy Ross-Perkins
Michele Sedor
Sr. Mary Shea
Idelia Smith
Jossie Valentin
Maria Vargas
Philip Warren

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COMMUNITY COLLEGE

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