



President's Advisory Council on Diversity, Equity and Inclusion Accomplishments, Plans, and Activities

October 3, 2019 – October 3, 2020

PACDEI's Establishment

The President's Advisory Council on Diversity, Equity and Inclusion (PACDEI) plans, organizes and hosts monthly meetings to discuss updates, problem areas, challenges, and steps for making HCCC a welcoming campus that promotes and supports diversity, equity, and inclusion. The meeting is an opportunity for members to share real time needs and desires that are often noticed as work is happening around the campus and the community. These meetings also allow the group to obtain quality data to help make informed decisions on which actions the Council should advise and pursue. Since its inception, PACDEI has completed the following:

- Updated and administered a climate survey that was completed by nearly 800 college community members. The survey results were reformatted into a comprehensive document, then formally shared with the entire College community for review.
- Conducted Survey Discussion Fora to collect qualitative reactions and further data from the college community from the survey results to inform PACDEI's strategic direction. Worksheets completed by the college community during the fora were collected and used by PACDEI to select its three areas of focus.
- Identified three overarching goals:
 - GOAL # 1 – Supporting an inclusive culture of care at HCCC: Creating DEI infrastructure and developing training, programs and initiatives across the College.
 - GOAL # 2 – Weaving Diversity, Equity and Inclusion guidelines and practices into recruitment and hiring practices, screening committee policies, promotion considerations, and succession planning.
 - GOAL # 3 – Create clear and transparent processes for Safety, Security, and Incident Reporting that are free of intimidation and respectful of confidentiality.

Charting PACDEI's Strategic Direction

Based on the analysis of the climate survey results, three PACDEI subcommittees were formed. Each was assigned to its corresponding overarching strategic goal. These subcommittees meet once every two weeks for the purpose of developing initiatives, action steps, and timelines that will inform the crafting of the DEI strategic framework and the first multi-year action plan for each goal.

PACDEI's Strategic Partnerships and Collaborations

The three overarching initiatives identified by PACDEI will align with other college-wide strategic projects, namely:

- Development of the Academic Master Plan (AMP). Both Co-Chairs of PACDEI participated in the development of the AMP and recommended the inclusion of PACDEI as a strategic partner in all pertinent areas of focus.
- Achieving the Dream (ATD) and student success initiatives. Co-Chairs meet with ATD "Dream Team" and ATD coaches periodically.
- HCCC's Office of Institutional Research (IR) has partnered with PACDEI to better interpret and share the data from the climate surveys. IR presentations were presented to the full membership of PACDEI, and the Executive Director of Institutional Research is a member of the working group developing PACDEI's Action Plan.

PACDEI is working closely with the Office of Human Resources to promote DEI in the areas of recruitment, development and promotion of employees. The VP of HR is a frequent meeting visitor, presenter and collaborator for PACDEI.

A smaller working group that includes community members is synthesizing all information in order to draft the DEI Action Plan.

In response to a request from New Jersey City University (NJCU), PACDEI drafted a proposal for NJCU's doctoral students from the Community College Leadership program to serve as interns for PACDEI. NJCU accepted our proposal.

PACDEI's Response to the George Floyd Murder and DEI Initiatives

- After HCCC President Christopher Reber sent a college-wide communication addressing the murder of George Floyd and condemning racism, hatred and injustice, a special presidential Town Hall was scheduled where the President tasked PACDEI with providing open dialogue opportunities, other platforms for meaningful discussion, and sharing of resources. Shortly after, PACDEI held a special planning meeting that formulated the following response:
 - Two additional Discussion Forums were held
 - Current open dialogue opportunities were highlighted
 - Same Same Different (hosted by staff and open to all)
 - Wanna Talk about It? (hosted by staff and open to employees)
 - What's Up? (hosted by staff and open to students)
 - The Student Corner (hosted by students and open to students)
 - Events were coordinated
 - Multi-week Book Talk featuring the New York Times bestselling book titled *White Fragility: Why It's So Hard for White People to Talk About Racism*
 - Students in the Movement Panel
 - Rest in Power: Virtual Vigil
 - Candid Conversations with Men of Hudson
 - Allyship Panel
 - Virtual Memorial Honoring the life of the late Congressman John Lewis

- Established “Our Stories Untold: Speaker Series,” which highlight members of the College Community telling their powerful stories of challenges, successes, and journeys
- Other important programs
 - Virtual Memorial Honoring the Life of the Late Supreme Court Justice, Ruth Bader Ginsburg
 - Voting Campaign Initiatives
 - Myth Busting the Vote
 - The Importance of Voter Participation: Historical Reflections
 - Voto Latino
 - Ripple Effects (A panel discussion on the micro-moments that define us and others)
 - What's Your Privilege?
 - Talking to Your Children about Race
 - Experiences of First-Generation Students
 - Adios America
 - The Anne Frank Exhibit
 - "The Color of Law" (Richard Rothstein, author of "The Color of Law" talks about the forgotten history of how our government segregated America)

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