



## Academic Senate Meeting

February 23rd, 2024 at 9:10-11 via WebEx

**Present:** Marvin Argersinger, Brittany Barber, Laura Bishop, Brenda Brown, Elizabeth Clifford, Amber Denney, Nancy Dietrich, Lisa Dobson, Paige Duncel, Bruce Farris, Sarah Garcia-Linz, Courtney Geisel, Gerry Haddad, Susan Hardie, Dawn Hardin, Melinda Hernandez, Jessica Hester, Lorin Honeysett, Susan Jepsen, Heidi Jordan, Mark Kelland, Eliza Lee, Megan Lin, Tamara McDiarmid, Robin McGuire, Tricia McKay, Tracy Nothnagel, Charles Page, Louise Rabidoux, Chris Richards, Joann Silsby, Tedd Sperling, Denise Warner, Nancy Weatherwax, Sally Welch, Richard Williams, Jeff Janowick, Jon Ten Brink,

**Absent:** Cheryl Chase, Robyn Corey, Tim Deines, Keshava Demerath-Shanti, Bill Garlick, Scott Poe,

- I. Call to Order
- II. Land Acknowledgement
- III. Roll Call
- IV. Approval of Agenda
  - a. Approved without objection.
- V. Approval of Minutes
  - a. Small grammatical error.
  - b. Approved without objection
- VI. President's Report
  - a. Welcome, Adjuncts.
  - b. Welcome to our potential new Senators who are joining us to today to participate in the discussion.
  - c. Updates from Motion made at February 9<sup>th</sup> Senate Meeting
    - i. Agendas for the Senate Meetings are now posted on the Senate Website
    - ii. Senate Meetings are now on the College's master calendar with the WebEx link
  - d. Lee Gardner has been appointed by the Provost as the CEWD Admin Senator, replacing Nancy Dietrich who retired at the end of the fall semester.
  - e. Food Truck: Big Cheezy Grill food truck will be at the Downtown Campus every Wednesday through the rest of the spring semester, 10:30 a.m. - 3 p.m. Food trucks are on campus throughout the semester and you can find the schedule by searching "food truck" at the [LCC Events Calendar](#).

- f. Student Forum Update: reminder, please mark your calendars for the Student Forum taking place on April 10th, from 8am to 7pm in Gannon 2214. This forum aims to gather valuable feedback on several topics recognized by the Senate. We will have food for students throughout the day. Encourage your students to come and participate. We will also have an event that day on West Campus and I will be reaching out to our West Campus Senators and faculty for assistance.

Forum Topics:

- I. Food on Campus
- II. Course Modality (Including the Use of Cameras in ORT Classes)
- III. Community, Belonging, and Inclusion
- IV. Security and Safety
- V. Awareness of Resources
- VI. Obstacles and Barriers

Call for Volunteers: Seeking volunteers to help with facilitating the forum. IA Sign-Up Genius has been created for your convenience. Secretary Lee will send out the link in the Hot Topics: [Student Forum SignUpGenius](#)

VII. Provost's Report

- a. [Academic Master Plan](#) has been up since last year.
- b. Globalization plan for the campus. Should be posted soon. Already working on tasks in there such as recruiting international students.
- c. Was a comment from West Campus about syllabus confusion. Has been changes in concourse to make things less confusing. Looking for volunteers to look through this.

VIII. Committee Reports

- a. Student Advisory Committee (SAC) – Senator Elizabeth Clifford
  - i. I want to thank our members for being so active and promoting the initiatives they are passionate about to make students' LCC experience even better.
  - ii. Our textbook affordability subcommittee is offering a CTE workshop April 10<sup>th</sup>. We are happy to hear that a course in Physics and another course in History are both moving to OER's.
  - iii. Our Student Resource Page continues to be updated with additional suggestions and will be listed in the College Catalog.
  - iv. We have discussed having more student voices at graduation and are working with the Registrar's Office to move this project forward.
  - v. Another exciting initiative is bringing the Sparrow Mobile Health Clinic here to campus. One of our student members, Andrea Sanchez, works on the mobile clinic and started last summer discussing with Ronda Miller how we could make this additional resource available for our students.

They were able to get dates scheduled May 30, June 27, August 27<sup>th</sup> during next Fall's Welcome Week and October 4<sup>th</sup>.

- vi. We always welcome more input and voices. Our meetings are every other Wednesday from 12:10-1 either in Gannon 3246 or people can join online over Webex.
  - b. Curriculum Committee – Senator Courtney Geisel
    - i. Have an opening in HHS area.
    - ii. Meet on NonSenate Wednesdays.
- IX. Consent Agenda
- a. Curriculum Committee Report
- X. Elections Update – Senator Eliza Lee
- a. Following areas are open and call for nominations will be February 12<sup>th</sup> through March 1<sup>st</sup>. Self-nomination is allowed. To nominate, email secretary [Eliza Lee](mailto:lee21@star.lcc.edu) at (lee21@star.lcc.edu)
    - i. Advising
    - ii. Communication, Media, and the Arts (CMA)
    - iii. Community Education and Workforce Development (CEWD) - 1 Division At-Large position
    - iv. English
    - v. Health and Human Services (HHS) – 2 Division At-Large positions
    - vi. Learning Commons
    - vii. Math and Computer Science (MCS)
    - viii. School of Business
    - ix. Science
    - x. Social Science and Humanities (SSH)
    - xi. Technical Careers – 2 Division At-Large positions
    - xii. Member At-Large
    - xiii. Member At-Large Part Time Faculty
- XI. Budget Committee Resolution – Senator Denise Warner
- a. See Appendix I.
  - b. Motion to change the last word to “campuses” to include all campuses.
    - i. Second Senator Gerry Haddad
    - ii. Approved without objection.
  - c. Senator Charles Page – Often feel frustrated with this conversation. Mentions seating but we already have seating in Gannon, West Campus, etc. When reading this, if looking at this from the point of view of we don't want to address, it would be easy to read this literally and say we already do all this. Worried that if it's not very explicit it could be dismissed.

d. Resolution approved as voted.

XII. Adjunct Support Discussion – Senator Tracy Nothnagel

- a. Senators broke into small groups to discuss future project the academic senate could take on to support adjuncts.
- b. Senator Paige Dunckel – Evening hour classes, no support staff there for adjunct instructors and have to rely on public safety. Faculty mentors or shadowing. Adjunct computer work stations are out of date. Onboarding could be better.
- c. Senator Laura Bishop – Seen good onboarding in their program, would like to share that with others. Director support of adjuncts is super important. Lead faculty support is very important. Make sure lead faculty get feedback from full time and part time faculty. A lot of adjuncts use their own computers and struggle with IT and support. Meeting rate is not great, not a lot of incentive to attend.
- d. Senator Marv Argersinger – Hiring process, think about MSU next door. Choice between here and there can be easy because of pay. Pace at which adjuncts get hired, can be very slow. Adjuncts are involved more now than before. Always room for more improvement.
- e. Senator Joann Silsby – Getting paid if classes are cancelled, getting paid for research. Addressing emails outside of classroom emails. Adjuncts coming up with lesson plans for new courses, course development. CTE or other PD isn't paid unless preapproved. Special projects should get extra pay. Some adjuncts have to abide by certain house and others can go over, not consistent. Have to ask permission before attending anything.
- f. Senator Megan Lin – Don't know things, like they can get a phone number or LCC computer. Putting all orientation into one place so anyone can access it. There is HR, CTE, Division, and department orientation; could they be consolidated. Some adjuncts don't know how to get more involved. Departments used to have meetings about teaching and learning in that discipline. Can adjuncts get paid for PD without getting permission, feels demeaning.
- g. Senator Jeff Janowick – Many adjuncts don't feel connected to the institution, due to space and feeling involved. May not have an intimate knowledge of initiatives. Find a way to get them connected and affectively convey the advantages of being connected.
- h. Senator Mark Kelland – Sometimes adjuncts teach a course that needs specialized equipment, need to set it up on their own time or during class.

XIII. Introduction and ODI Update – Dr. Dale Dan

- a. See Appendix II

- b. [Dr. Dale Dan](#) email address is dand@star.lcc.edu or her executive assistant is [Bethany Berdes](#) (b5berdesb@star.lcc.edu). They are looking for feedback on all areas.
  - c. Renaming ODI to Office of Empowerment (OE).
  - d. Will have 5 main houses: The Deb Haaland Native Center, The Mother Teresa Outreach Center, The Cesar Chavez Multicultural Center, The Maya Angelou Learning Center, The Martin Luther King Equity Center.
    - i. Want to best offer the students all areas. Find which center fits them best but we don't want them to feel not included in any of these centers.
  - e. Senator Rick Williams – What do you feel is the different between equity and equality?
    - i. Dr. Dale Dan – Feel Equality is giving everyone the exact same sandwich even if you don't want one. Equality is taking the time to ask people what they want, they may not want a sandwich. We want to empower people with our new office.
  - f. Senator Amber Denney – At the end of the day we will still stick with the main ideas of DEI: Empathy, respect, awareness.
- XIV. Public Comments- These public comments reflect the thoughts and opinions of their speaker and are not endorsed by the LCC Academic Senate or LCC.
- a. Senator Mel Hernandez- “I would like to speak to the use of the “Public Comment” as a venue to spew violence, to glorify ignorance and, most importantly, its perpetuation by those who witness verbal violence and choose to ignore it. The public comments, at the last Senate meeting, regarding Land Acknowledgements, while concerning was also timely. This semester, I teach Honors Composition 132, and three Composition 122 courses, all focusing on critical reading, writing and research. The course novel this semester, for all four courses, is by Angeline Boulley, *Warrior Girl, Unearthed*. Boulley is an Indigenous author from the Sault Ste. Marie Tribe. Her novel explores the legacy and contemporary impacts of Land Dispossession, Forced Migration, Repatriation, MMIW, and Boarding Schools. My students are incredulous that attitudes creating such atrocities still exist. I thought long and hard about sharing the public comments from the last Senate meeting with my students, but did not, for fear it would make them feel unsafe; I know it made me feel unsafe. Regarding, Land Acknowledgments, I prefer to begin with a story: My father is Native American, Yaqui Yoeme, and served in the United States Army, Special Forces, for thirty years, one of Kennedy's men, he received a Purple Heart and Bronze Star for his valor in combat. When we moved to Michigan, he served at MSU in the ROTC program. There I witnessed on multiple occasions Americans, spitting on his Green Beret and calling him a “Baby Killer. “Not once did he flinch. Not once. I compare this image to today, with citizens thanking soldiers for their

service. While paradoxical, both experiences are true, not just for my father, but many American Veterans. I share this memory of my father because to truly respect his service, and the nation he served, requires the ability to hold for at least a moment, the paradox it represents. To respect the nation my father defended for thirty years is to also acknowledge its responsibility for over 500 years of genocide against Indigenous people, his people. The *Land Acknowledgement* does just that: it respectfully, responsibly, accounts for the duality this nation represents, the past, present, and future. We are not children, defending our rights to ignorance, to ignore, to reduce the complexities of humanity and “the messiness of historical truth” (Kathleen Fine-Dare, *Grave Injustice*, 2002, p.189), to the simplicity of a guess or a wish; rather such assertions as witnessed at the previous senate meeting exemplify what I tell students are critical thinking errors.”

- b. Historian Jeff Janowick – As a historian, always been impressed by the land acknowledgement. Appreciate that it has references to history and can look things up. Two or three sentences can be turned into a teachable moment. Senator Williams is upset with the work acknowledgement. He doesn’t want to talk about it. This is why we have black history month, this is why we have equal pay day, why we have the trans day of remembrance. All ways to acknowledge realities that are sometimes difficult to talk about. The emphasis about not talking about things...that’s exactly why we have the land acknowledgement. Glad that we have it.
- c. MAHE President Eva Menefee – “I would like to say Yaw^ko to the Academic Senate for giving me the opportunity to speak you today. Normally, I don’t really have much to say at this meeting, especially when I am not able to attend. However, after last week’s meeting, I got several calls from folks who were at the meeting and were wondering how I was after the public comments. I asked for and received the recording of the meeting and also saw the minutes of the meeting. I was quite surprised to see that the LCC Land Acknowledgement was considered propaganda by one of my fellow faculty members. I was quite surprised because our land acknowledgement was created not by a group of Native American Faculty and Staff, of which there are only a couple of us, but by a number of non-Native faculty and staff. The Land Acknowledgement is a tradition that has been practiced by Native Americans as long as they have been on Mother Earth. When introducing ourselves, we not only recognized the land from where we are from, but also the land that we are located in. Some tribes even continue to describe the families they come from. I see the importance of this land acknowledgement for us to remember who was on this land prior to the colonization. At many events, you will hear the pledge of allegiance or sing the star-spangled banner. Every time, I hear those, my heart hurts. The death of my ancestors to create this United States are many times forgotten. I would

hope occasionally that remember who inhabited the land before colonization. Just saying the land acknowledgement shouldn't actually be enough, but it is a start."

- d. Compliance Coordinator Katie Fall - "Lansing Community College's Michigan Women's ACE Network is looking ahead to March and acknowledges Women's History Month, International Women's Day and Equal Pay Day. Equal Pay Day is an annual observance that symbolizes the ongoing issue of pay disparity and the wage gap between men and women. The date itself symbolizes how far into the year women must work to make as much as men during the previous year. Join us in the Michigan Room located in the Gannon Building for breakfast and special guest speaker Shaquila Myers, Senior Advisor to Governor Whitmer on March 13<sup>th</sup> at 7:30AM. We encourage you to wear red! Attendees need to [RSVP to reserve your spot.](#)"
- e. Senator Mark Kelland – "As many of you know, transitioning to online education at the beginning of the COVID pandemic was difficult for many colleges and universities. Although it was not without its challenges here at LCC, and the Provost continues to emphasize strengthening all of our distance education offerings in anticipation of the upcoming HLC site visit, we do have a long history of providing quality online education. I'm able to count myself among those who have been teaching online for 25 or more years. So, perhaps it should not be surprising that there is, once again, some good news. Recently, Forbes Advisor rated our Psychology Program as one of the 10 best online psychology associate degree programs in the nation. Although they did not rank the top ten against one another, it is interesting to note that there were no other institutions from either Michigan or any of the states on our borders. This is also not the first time we've been ranked highly amongst our peers – last time we were ranked #1 - so it is gratifying to know it wasn't just a one-time honor. I encourage other programs to remain attentive to awards and honors that our academic programs receive. The recent information is available in the current President's Report, but our previous acknowledgement came to my attention either through The Chronicle of Higher Education or Inside Higher Education; I honestly don't remember which one. Regardless, perhaps these types of program awards are something we should make a point of acknowledging here in the Academic Senate on a regular basis. Thank you for your attention."
- f. Senator Keshava Demerath-Shanti – "Good morning to my fellow academic senators and broader LCC community. I am Keshava Demerath-Shanti, a student and Academic Senator here at Lansing Community College. At the last meeting you heard a public comment which raised concerns about LCC's Land Acknowledgment and referred to it as "propaganda" and "failed rhetoric." This comment raised 3 important questions: First, what is the point of the LCC Land Acknowledgment? Second, how long should it continue? And third, what exactly

is the Land Acknowledgment? I would like to tell a brief story that I think will help to answer the first two questions. As some of you may know, I was recently lucky enough to go to Washington, DC with the college for the national legislative Summit. While I was there, we went on a tour of the White House. As we were leaving, I noticed a tent across the street from the White House, surrounded by anti-war, pro-peace, and human rights flags and posters. Later that night I looked into what this was and found myself reading about the White House Peace Vigil, which has been across the street from the White House for over 40 years. It has been interrupted only briefly for a few hours every decade or so as the police take it down anytime it is unoccupied. I found that the Peace Vigil had received some criticism over the years, because of how long it had been there. It was argued that it was ineffective and pointless, but it was actually one of the things said in defense of the vigil that stuck with me. The quote was that “you may not be able to keep a movement going, but you can keep an issue alive.” While I am not drawing any equivalencies, I do believe that the LCC Land Acknowledgment keeps an important issue alive. It keeps the issue of indigenous people’s rights alive in the wake of our shared history. As far as the question of “how long?” goes, I personally believe that there should be no time limit on how long we keep the issue of anyone's rights alive. Turning to what the Land Acknowledgment is, if you read it you will find that it is simply a list of historical and physical facts. I say “physical facts” because I noticed that the Senator’s comment included quotation marks around the word “occupies” as if he somehow disagreed that LCC occupies any space. While I'm not a physics major, I was under the impression that physical things like buildings and people occupied space. I didn't think that was up for debate. Despite the Senator’s disagreement with physical facts and definitions of words he did not seem to have any direct disagreement with the historical facts listed in the Land Acknowledgment which are that “the Anishnaabeg - Three Fires Confederacy of Ojibwe, Odawa, and Potawatomi peoples” are some of the people who previously and currently occupy the same space that LCC's physical buildings and community occupies, and that “the City of Lansing and LCC reside on land ceded in the 1819 Treaty of Saginaw.” It seems quite clear from this that LCC's Land Acknowledgement is not a piece of propaganda, it is simply an acknowledgment and statement of our shared history. Now if the argument is that we should learn and acknowledge more of this history, the importance of which I think was pointed out by one of our trustees at the last board meeting, then I absolutely agree. That all being said, I want to be clear: the Lansing Community College Land Acknowledgment is not some piece of propaganda, it is simply the truth, and I believe, especially within an educational institution, we should only ever advocate for more of the truth and never less. Thank You”



g. Senator Aral Gribble - "I would like to address a comment made during our last senate meeting regarding Land Acknowledgements. Trigger Warning: I'll be discussing violent colonialist actions, so please take care of yourself, stop away or mute me if you need to. A faculty member at this institution had the audacity to ask, and I'm paraphrasing "how long he has to be subjected to the "propaganda" of Land Acknowledgements, which he never voted for, and why we do them at all." As a student and American who values truth, knowledge, and liberty and justice for ALL, I found this comment offensive, ignorant, very frustrating, and ultimately disappointing. That a faculty member at a place of higher learning would not only display such an enormous lack of knowledge, but also willful and defiant ignorance in front of their peers and colleagues should give us all pause. However, in case he's with us today, or if others might share the same lack of understanding, please permit me to attempt to address their concerns, not from an official LCC position, but from my own personal and limited position as a non-native student. According to the Native American Institute at MSU: "The purpose of a land acknowledgement is to recognize, respect and affirm the ongoing relationship between Indigenous people and the land." A relationship that, I'll remind everyone, consists of federally protected rights to utilize that land as they and their ancestors have for thousands of years. The NAI continues: "Land acknowledgements also raise awareness about the Indigenous histories, perspectives and experiences that are often suppressed or forgotten." Herein we see the irony of the faculty member's use of the word "propaganda" in reference to a land acknowledgement, when indeed, it is the white supremacist, colonialist propaganda that drove the suppression of Indigenous perspectives and experiences. Propaganda that demonized native Americans, labeling them untamed savages, uncivilized, and in need of "saving from themselves." During the colonization of the Americas by invading Europeans tens of millions of First Nations People died from out and out genocidal practices - starvation, the deliberate spreading of European diseases like smallpox, and violent massacre at their hands. Such as the Massacre at Sand Creek in Colorado. It's a historical fact that Methodist minister Col. Chivington and his soldiers massacred between 200 and 400 Cheyenne and Arapaho Indians, most of the victims were women, children, and elderly men. Chivington specifically ordered the killing of children. When asked why, he said, "Kill and scalp all, big and little; nits make lice." Another example: At Wounded Knee Creek in South Dakota, the U.S. 7th Cavalry, on December 29, 1890, attacked, while they were engaged in a spiritual practice known as the "Ghost Dance," 350 unarmed Lakota Sioux. Approximately 90 warriors and 200 women and children were killed. Although the attack was officially reported by Field Commander General Nelson A. Miles as an "unjustifiable massacre," twenty three soldiers were awarded the Medal of Honor for their participation in the slaughter. The

unarmed Lakota men fought back with bare hands. The elderly men and women stood and sang their death songs while falling under the hail of bullets. Soldiers stripped the bodies of the dead Lakota, keeping their ceremonial religious clothing as souvenirs. In spite of this, modern US governments have been steadfast in refusing to revoke the medals. When it comes to the history behind our own land acknowledgement and the Treaty of Saginaw, we love to imagine a peaceful and amiable signing of the Treaty, all sides coming together in good faith, smoking the peace pipe as one group, and all lived happily ever after. When in fact, the Treaty was signed through a process of coercion, half-promises, threats of violence (from Governor Lewis Cass) and ultimately through the manipulative use of 15 barrels of whiskey to lull the First Nations People into a drunken stupor. The fact that I wasn't taught these actual historical facts in school...is because of propaganda. The fact that most Michiganders don't understand the rights of the multiple active tribes in our midst...is because propaganda. Land acknowledgements are a first step in trying to repair the harms and right the wrongs this country has inflicted and continues to inflict on First Nations People. To help dismantle the existing propaganda. They are NOT propaganda. My hope is that all members of the LCC community continue to examine their own personal biases, and to fill in the gaps of knowledge we may have around issues of oppression, both in our own lives and in those around us. In the immortal words of Maya Angelou 'Do the best you can until you know better. Then when you know better, do better.' LCC - we must do better."

- h. LCC Student Alec- Indigenous student, email went out from Senators Williams. This was the first introduction to the academic Senate. As a student this was utterly harmful. After sitting through the meeting, it seems the Academic Senate does want to help students. Emails going out to hundreds of people putting the land acknowledgement in quotation marks as if it is not a real thing, as if native students do not have the right to be acknowledged as Native Americans who this land is stolen from. This email included a sentence saying "I do enjoy representing everybody in CEWD." This is not a representation we want. Currently mourning trans native student who was murder. Learning that a senator is saying this in public at a Senate that is supposed to represent students and make LCC a safer environment is hard. The United States was built on genocide, we all know that. If you care about this country at all you would care about that and want that to be acknowledged. Thank you to everyone else that has spoken in agreement.

#### XV. Potential Future Agenda Items

- a. Senator Mark Kelland – Discussion of the purpose of public comment in the Academic Senate. Discuss, clarify and make sure that if someone wants to talk

about a controversial issue that we know if the topic is coming from the person or from their area.

XVI. Adjourn – 10:57AM

***Purpose:*** *The purpose of the Academic Senate will be to provide faculty input and advice to the administration concerning issues of College-wide educational philosophy, College-wide academic policy, and priorities in the College-wide deployment of capital or financial resources, except as covered by the scope of collective bargaining. The Senate will be proactive and collaborative in its approach, seeking consensus whenever possible, and will foster and support effective and transparent communication with the college community. Student learning is the ultimate goal of this body.*

***LCC Mission Statement:*** *Lansing Community College provides high-quality education ensuring that all students successfully complete their educational goals while developing life skills necessary for them to enrich and support themselves, their families, and their community as engaged global citizens.*

***Land Acknowledgement:*** *Lansing Community College occupies the ancestral, traditional and contemporary lands of the Anishnaabeg - Three Fires Confederacy of Ojibwe, Odawa, and Potawatomi peoples. In particular, the City of Lansing and LCC reside on land ceded in the 1819 Treaty of Saginaw.*

Respectfully submitted by Academic Senate Secretary, Eliza Lee.

## **Appendix I**

### Academic Senate Lansing Community College

#### Resolution on Food Choices on Campus

**Whereas**, we recognize that this is a complex issue, and we appreciate the efforts that have been made toward providing food choices on our campuses; and

**Whereas**, the mission of LCC is to serve students, we believe that in addition to grab-n-go, hot food choices at locations that provide the opportunity to sit down and socialize fit within our mission and can promote a culture of care among students, staff, and faculty, increase engagement with campus activities, as well as provide a tailwind to the College's retention efforts; and

**Whereas**, the Academic Senate understands that improving the food experience might be costly, offering affordable food on campus at locations that provide seating and the opportunity for social interaction should be a budgetary priority for the College; therefore, be it

**Resolved**, that the Academic Senate recommends that the college continue to explore options, and if need be, subsidize food choices that afford students, faculty, and staff the opportunity to sit down, socialize, and spend time on our beautiful campus.

## Appendix II



### **Academic Senate**

Friday, February 23, 2024

~ **ODI Handout** ~

**Dr. Dale Dan**

1. Highlights on our ODI Evolution. Still a *proposal* so we value all input:

- Broadening the definition of Diversity to ensure Inclusivity
- Renaming of department to focus on the core purpose of DEI

### **Office of Empowerment (OE)**

*Equipping our Stars through Diversity, Equity & Inclusion*

- OE to house 5 main centers
  - **The Cesar Chavez Multicultural Center**  
Adding 'multicultural' since some students feel that the center is only for Latino students. Chavez was about all cultures. Will house programs that serve multiple groups.
  - **The Maya Angelou Learning Center**  
Will have 5 'RISE Certifications' for leaders, staff, faculty, students, community. Will measure outcomes through training success and also through daily application of DEI knowledge to campus life where those with whom we connect feel empowered.
  - **The Martin Luther King Equity Center**  
DEI Research & Data Analytics done internally and externally with a focus on adopting best practices and ensuring success through benchmarking.

- **The Deb Haaland Native Center**  
Oversees all aspects of *The Deb Haaland Native Center* to ensure that our Native American stakeholders have a space and voice within our college communities.
- **The Mother Teresa Outreach Center**  
Oversees all aspects of *The Mother Teresa Outreach Center* to ensure students coming from Transition Homes (half-way houses) as well as the poorest of poor within our communities have their space and a voice.
- Adding a team of internal and external consultants with specialized skills that add quality input to our DEI work.
- Internal and External Committees that evaluate our ongoing efforts:
  - Internal: group of leaders, staff, faculty, students
  - External: one leader from each of the 5 major sectors: Business, Government, Education, Church, NGOs

***Please review and come ready with questions and input.  
We value what you have to share.***

***Song dedication from your CDO***

<https://m.youtube.com/watch?v=SuWAGT9ZkYE&pp=ygUYU3RhbmQgYnkgbWUgZ3JvdXAgbHlyYWZ>