



**NOTICE OF A DIVERSITY, EQUITY & INCLUSION COMMITTEE MEETING BY
VIDEOCONFERENCE OR TELEPHONE CALL OF THE BOARD OF TRUSTEES FOR DALLAS
COLLEGE AND RICHLAND COLLEGIATE HIGH SCHOOL**

Diversity, Equity & Inclusion Committee Meeting Agenda

Tuesday, May 4, 2021

12:00 p.m.

Online: www.dcccd.edu/boardmeetingslive

DUE TO HEALTH AND SAFETY CONCERNS RELATED TO THE COVID-19 CORONAVIRUS, THIS MEETING WILL BE CONDUCTED BY VIDEOCONFERENCE OR TELEPHONE CALL. AT LEAST A QUORUM OF THE BOARD OF TRUSTEES WILL BE PARTICIPATING BY VIDEOCONFERENCE OR TELEPHONE CALL IN ACCORDANCE WITH THE PROVISIONS OF SECTIONS 551.125 OR 551.127 OF THE TEXAS GOVERNMENT CODE THAT HAVE NOT BEEN TEMPORARILY SUSPENDED BY ORDER OF GOVERNOR ABBOTT ON MARCH 16, 2020.

- 1. Roll Call - Announcement of a Quorum**
- 2. Certification of Notice Posted for the Meeting**
- 3. Citizens Desiring to Address the Board**
- 4. Committee Presentations**
 - 4.1. Navigating the Journey to Equity and Inclusion
Presenters: Kenneth Chapman, Justin Lonon, Georgeann Moss,
Marisol Romany
- 5. Items for Review**
 - 5.1. Committee Notes

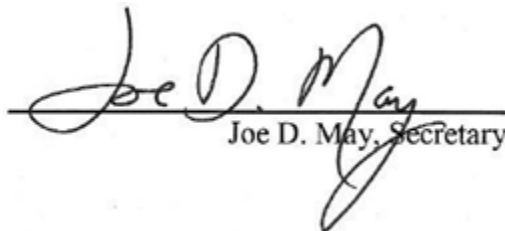
6. Executive Session

- 6.1. Consultation with Attorney Regarding Legal Matters or Pending and/or Contemplated Litigation or Settlement Offers - Section 551.071
- 6.2. Personnel Matters Relating to Appointment, Employment, Evaluation, Assignments, Duties, Discipline, or Dismissal of Officers or Employees - Section 551.074
- 6.3. Deliberate Regarding Real Property Since Open Deliberation would have a Detrimental Effect Upon Negotiations with a Third Person - Section 551.072
- 6.4. Deliberate Regarding Security Devices or Security Audits- Sections 551.076 and 551.089

7. Adjournment

CERTIFICATION OF NOTICE POSTED FOR THE MAY 4, 2021 DIVERSITY EQUITY INCLUSION COMMITTEE MEETING OF DALLAS COLLEGE AND RICHLAND COLLEGIATE HIGH SCHOOL BOARD OF TRUSTEES

I, Joe D. May, Secretary of the Board of Trustees of Dallas College, do certify that a copy of this notice was posted on the Dallas College website on the 30th day of April 2021 in accordance with those provisions of section 551.043 (a)-(b)(1) of the Texas Government Code, and those other provisions of the Texas Government Code that have not been temporarily suspended by order of Governor Abbott on March 16, 2020.


Joe D. May, Secretary

Board of Trustees
DIVERSITY, EQUITY & INCLUSION
COMMITTEE

Navigating the Journey to Equity and Inclusion

May 4, 2021

Moderated by:
Justin Lonon & Marisol Romany
Social Responsibility & Inclusion



Dallas College Mission

To transform lives and communities through higher education.

SOCIAL RESPONSIBILITY & INCLUSION PURPOSE

Provide an integrated, sustainable approach that is focused on providing an inclusive environment for all (through our DEI efforts), enhancing quality of life (through our sustainability efforts) and contributing to the economic development of our community (through our supplier diversity efforts).

Sustainability Outreach & Initiatives

Presenter

Georgeann Elliott Moss

Executive Administrator

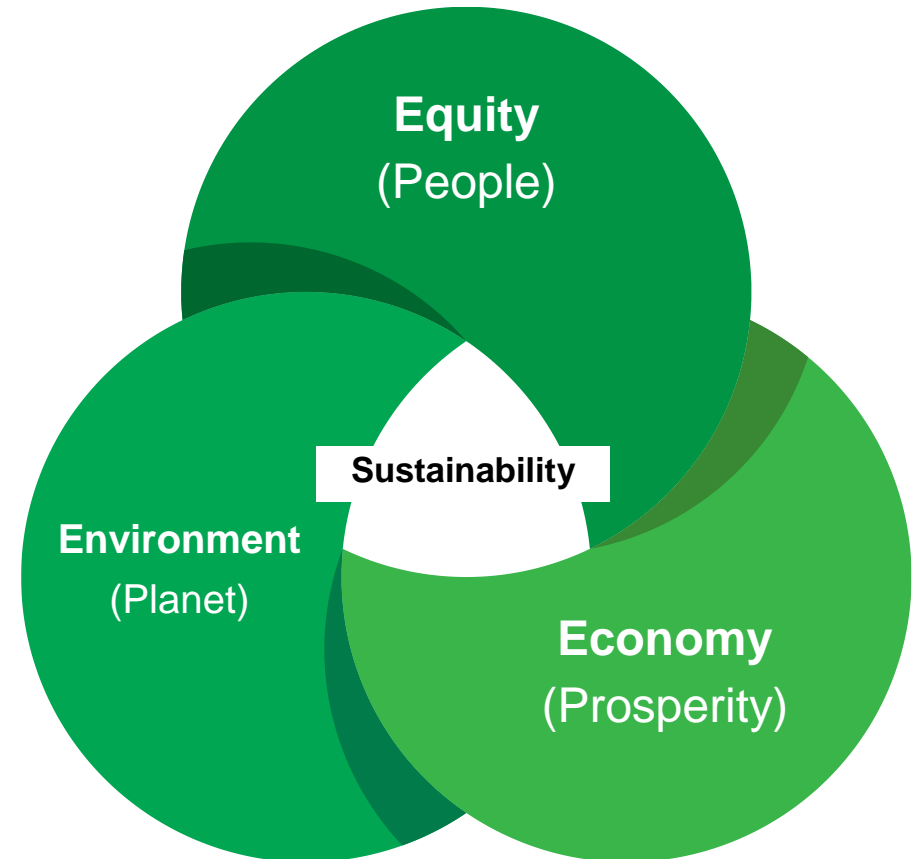
Sustainability, Outreach & Initiatives

Social Responsibility & Inclusion

Sustainability Outreach and Initiatives Purpose

Educate, encourage and empower students, employees and the community to promote **equity**, improve the **economy** and protect the **environment**.

Also known as the 3 Ps: People, Planet, Prosperity



Sustainability Definitions

- **Sustainability** – Meeting the needs of the present without compromising the ability of future generations to meet their own needs (1987, Bruntland Commission)
- **Triple Bottom Line** – economic theory that says instead of one bottom line, there should be three: people, planet, prosperity
- **Three Es** – another way of stating the triple bottom line; Equity, Environment, Economy
- **ESG** – environmental and social governance; what business calls sustainability
- **Resilience** – Ability to survive and thrive after disasters

Our Primary Sustainability Tools

SUSTAINABLE DEVELOPMENT GOALS



Measuring Success

Association for the Advancement of Sustainability in Higher Education (AASHE) Sustainability Tracking, Assessment and Rating System (STARS)

What Sustainability Looks Like

Sustainability Outreach and Initiatives

Sustainability Outreach Goals & Initiatives

Goal 1: Providing Access to Sustainability Education

Internal Audiences (Student, Faculty, Employees)

External Audiences (Business and Community)



Goal 2: Connecting With Our Audiences

Grow and recognize sustainability leaders in our communities

Maintain existing partnerships and develop new ones that support our sustainability goals



Goal 3: Communicating With Our Audiences

Inform internal and external audiences of all related Sustainability initiatives, resources and events available and outcomes of the same



Goal 4: Supporting Local and Global Goals

Grow align Dallas College goals with governmental entities and NGOs that have similar goals and missions



Goals

Alignment with Dallas College Strategic Priorities and/or overall purpose:

- To ensure Dallas County is vibrant, growing and economically viable for current and future generations.
- To provide a teaching and learning environment that exceeds learner expectations and meets the needs of our community and employers.

Collaborations Across Dallas College

Operations

- Strategic Initiatives – V2MOM
- Procurement – Sustainable purchasing
- Facilities - Energy efficiency, renewable energy, bond projects, sustainable construction guidelines
- Marketing – message & event promotion

Workforce and Advancement

- Visualizing sustainability through Geographic Information System (GIS) software
- Fundraising for special programs

Sustainability Outreach and Initiatives

Student Success

- Collaborate on sustainability events
- Infuse sustainability into student leadership programs
- Sustainability Scholar program

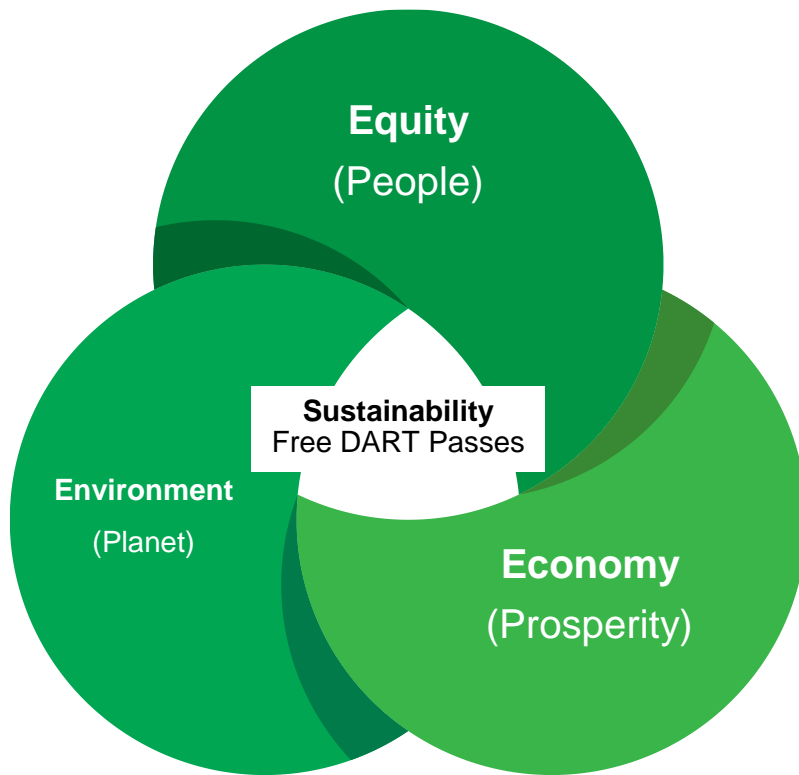
Academics

- Reframing the Curriculum (Sustainability + Social Justice)
- Structured, reflective dialogues

Highlights

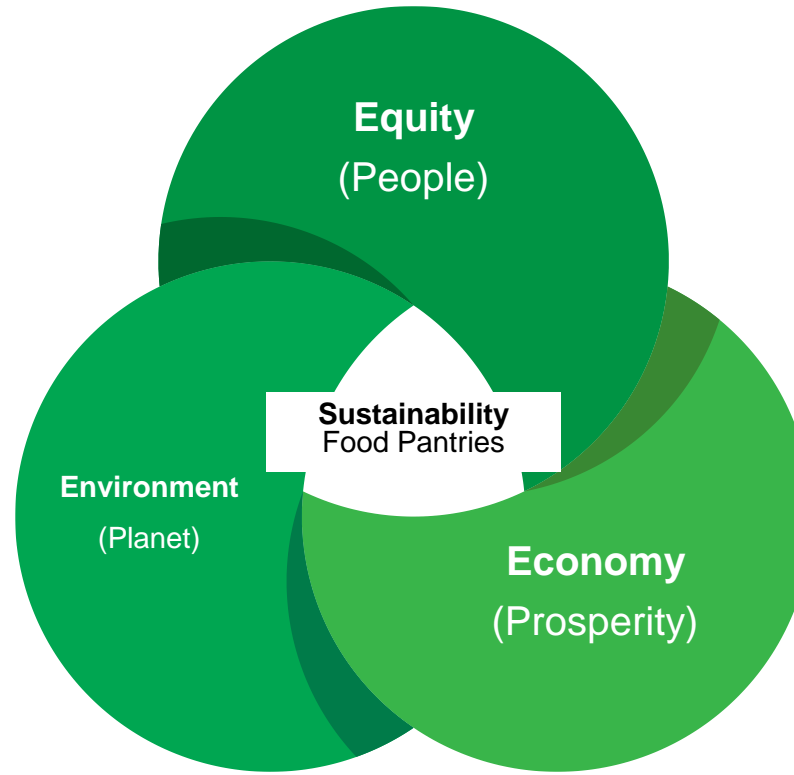
PROGRAMS	GUIDING & ASSESSMENT TOOLS
<ul style="list-style-type: none">• Reframing the Curriculum Initiative• Deliberative Dialogues Initiative• Weekly Webinars/Annual Conference• Student clubs• Race to Zero Waste Competition• Tree Campus USA• Urban Agriculture<ul style="list-style-type: none">a) Support Academyb) Create and Manage Campus Gardens	<ul style="list-style-type: none">• Association for the Advancement of Sustainability in Higher Education (AASHE) Sustainability Tracking Assessment and Rating System (STARS)• SDG Action Manager (Sustainable Development Goals)

Dallas College Sustainable Solutions



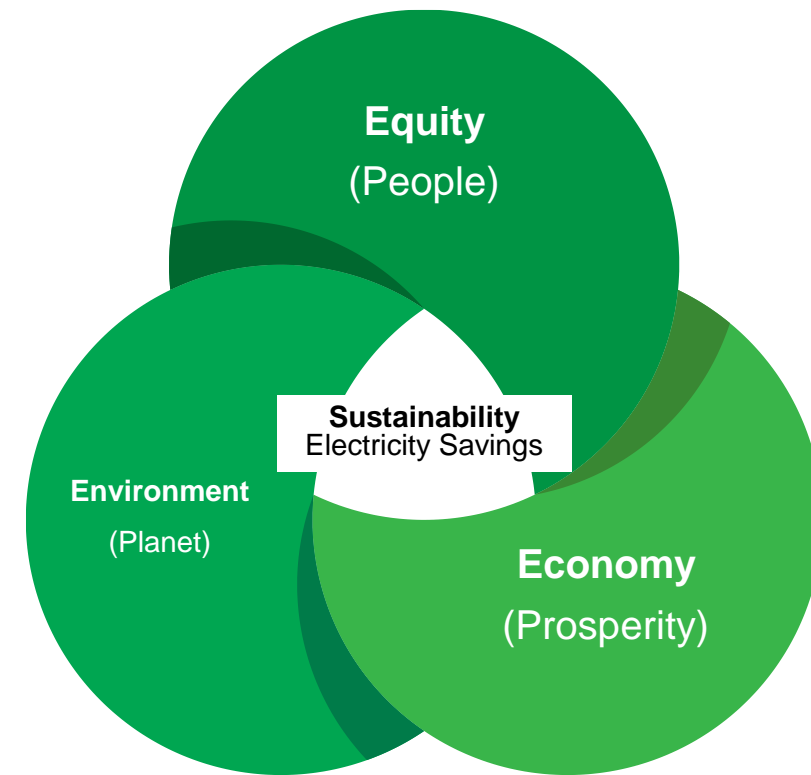
SOLUTION

Access to Transportation



SOLUTION

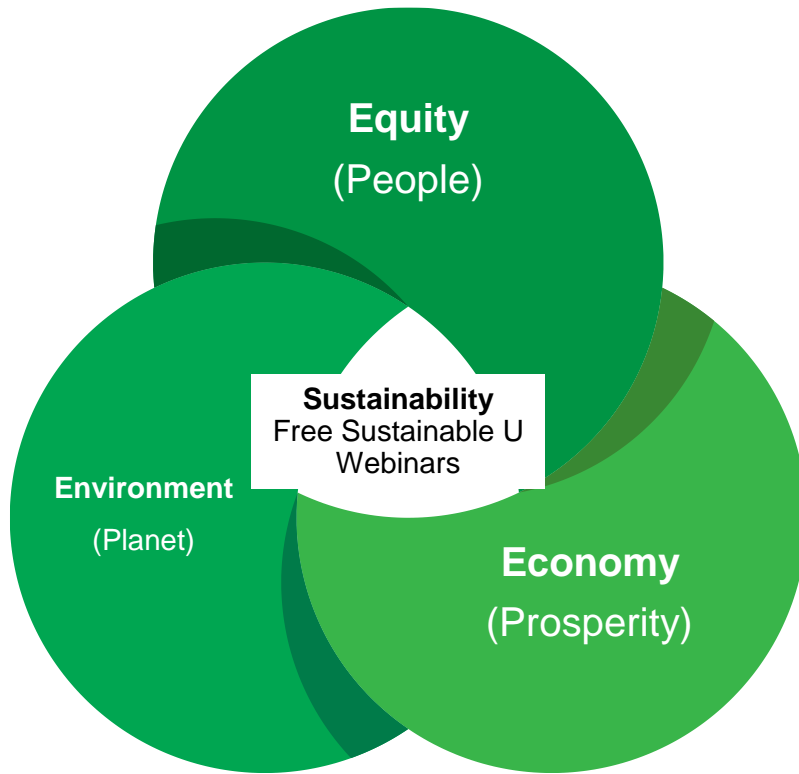
Food Security



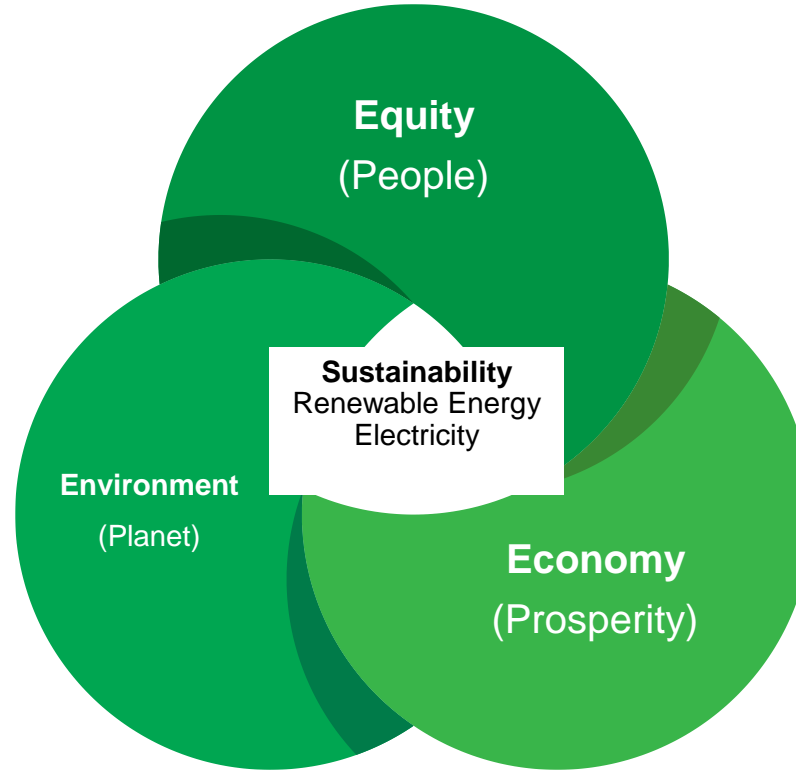
SOLUTION

Energy Efficiency Program

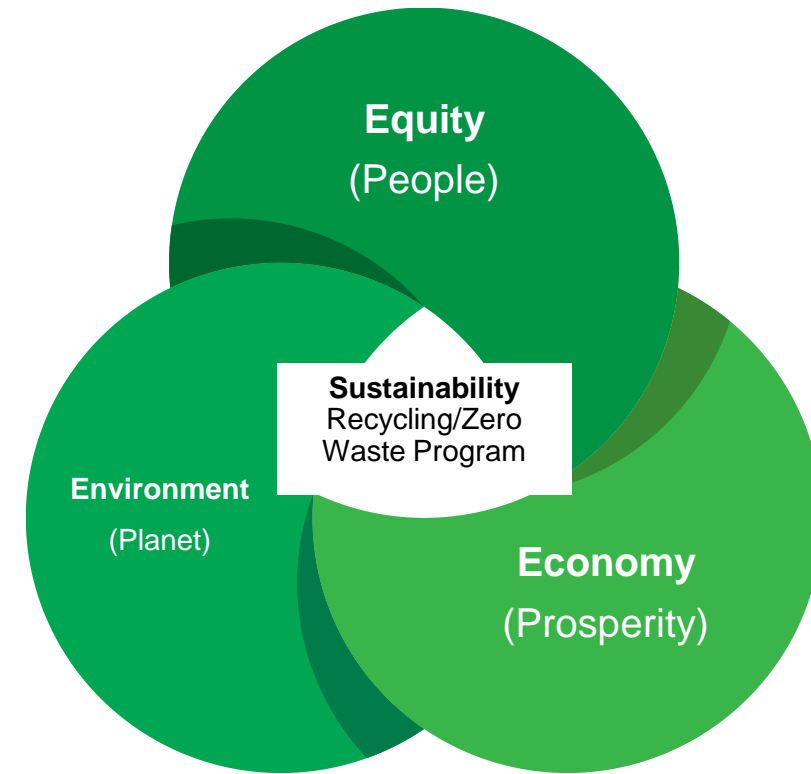
Dallas College Sustainable Solutions



SOLUTION
Access to Education



SOLUTION
Affordable and Clean Energy



SOLUTION
Waste Management

Renewable Energy Solution

Renewable Energy Electricity:

1. Participated in the decision making to pursue renewable energy when the current contract expires in collaboration with Facilities and Purchasing to:
 - reduce fossil fuel emissions.
 - promote the long-term health and well-being of Dallas county citizens.
 - create local jobs.
 - create savings - the renewable energy contract will cost less than the current fossil fuel contract.
2. Participation included:
 - providing information about the benefits of renewable energy.
 - Serving on the renewable energy purchasing selection team.

Diversity, Equity & Inclusion

Presenter

Kenneth Chapman Jr., Ph.D.

Senior Director Diversity, Equity & Inclusion

Social Responsibility & Inclusion

DEI Purpose

Dallas College values a culture where we integrate diversity, equity and inclusion (DEI) throughout the system. We respect and appreciate our similarities and differences, they enable us to better serve our students, one another, and our community. Our goal is to empower, educate, and encourage a commitment to the promotion of an inclusive environment.

DEI Definitions

- **Diversity** - refers to the wide range of identities such as race, ethnicity, gender, age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, veteran status, physical appearance, etc. It also encompasses different ideas, perspectives, and values.
- **Equity** - The fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.
- **Inclusion** - The act of creating environments in which any individual or group can be and feel welcomed, respected, supported and valued as a fully participating member. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people.

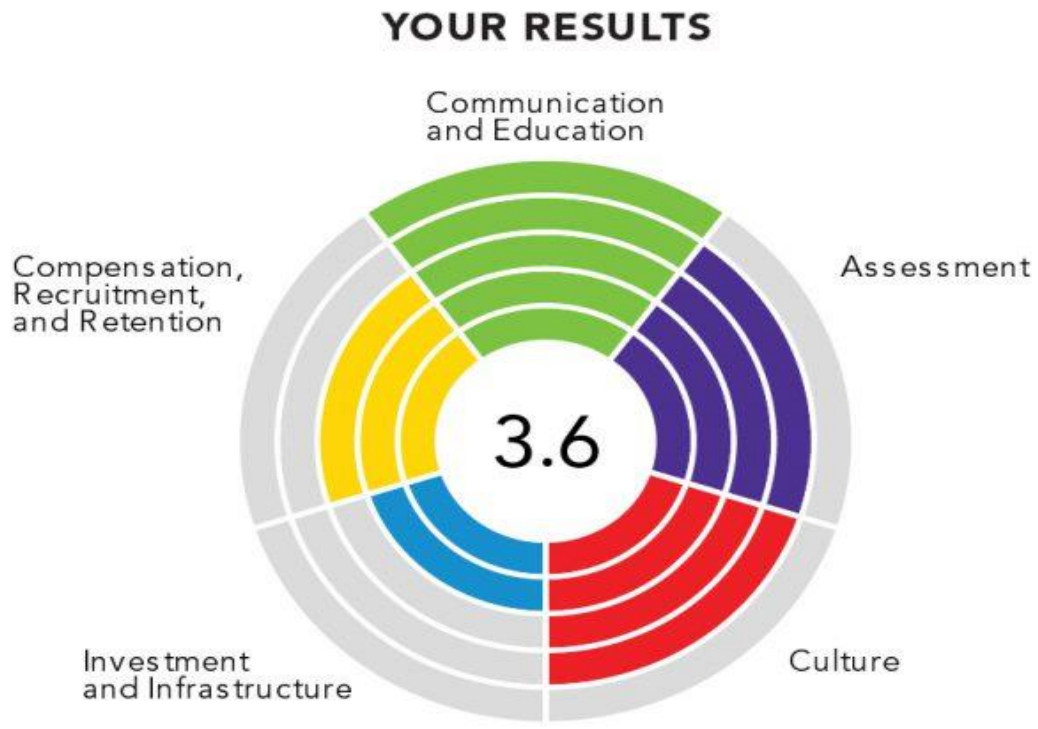
Our Primary Diversity, Equity & Inclusion Tools



What diversity looks Like

Source: grandenswartzrowe.com

DEI Maturity Index

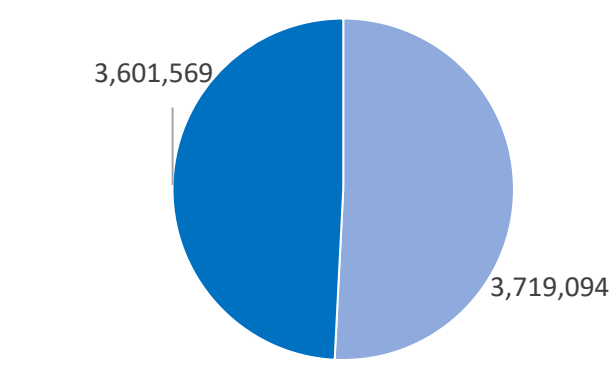
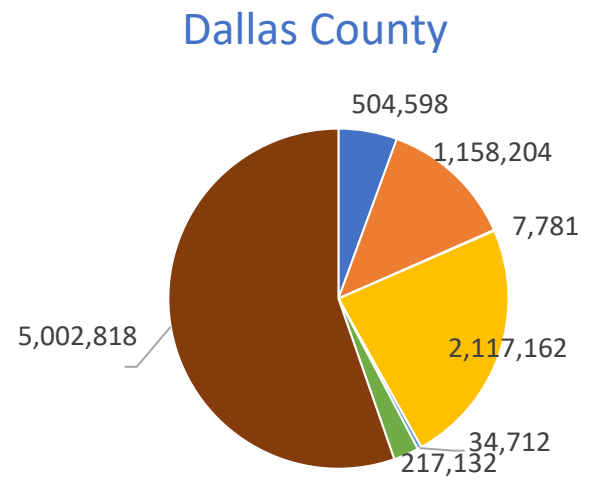
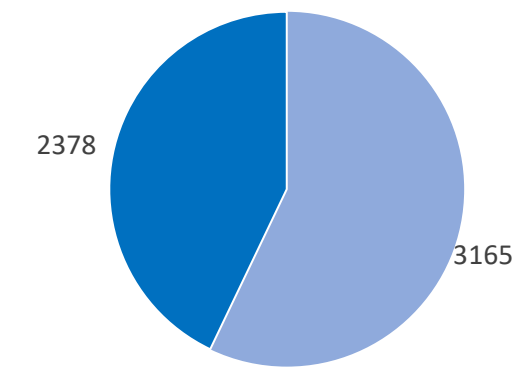
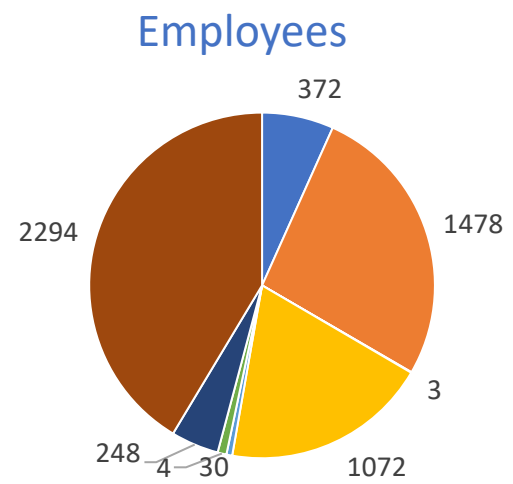
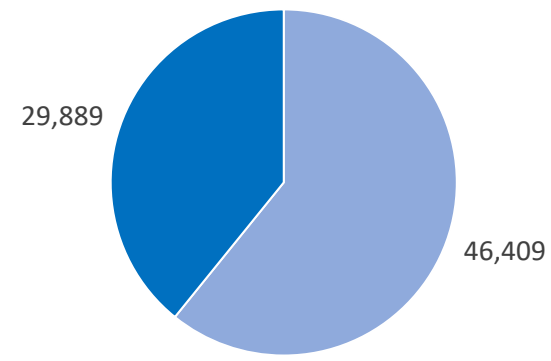
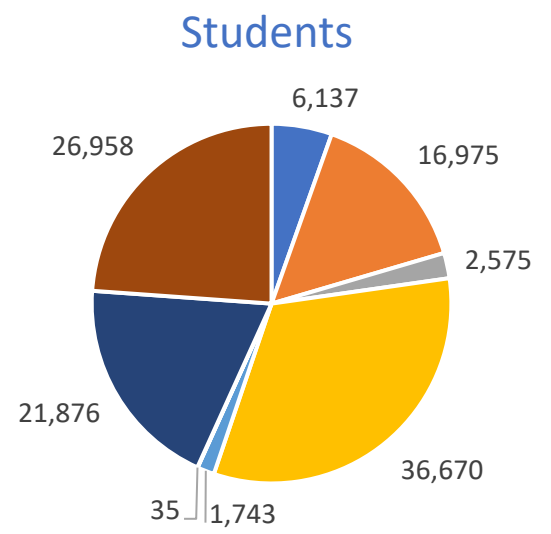


Measuring Success

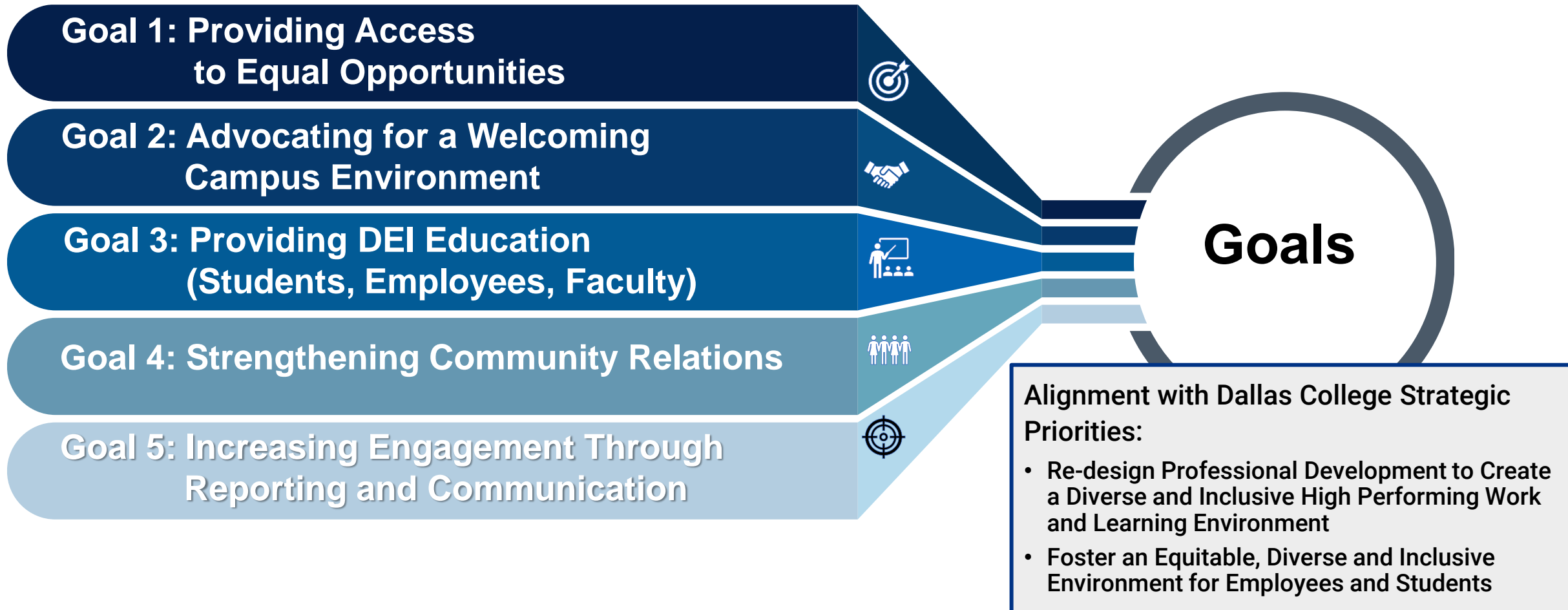
Demographics

- Race**
- Asian
 - Black
 - Hawaiian/Pacific Islander
 - Hispanic/Latino
 - International
 - Native American/Alaskan

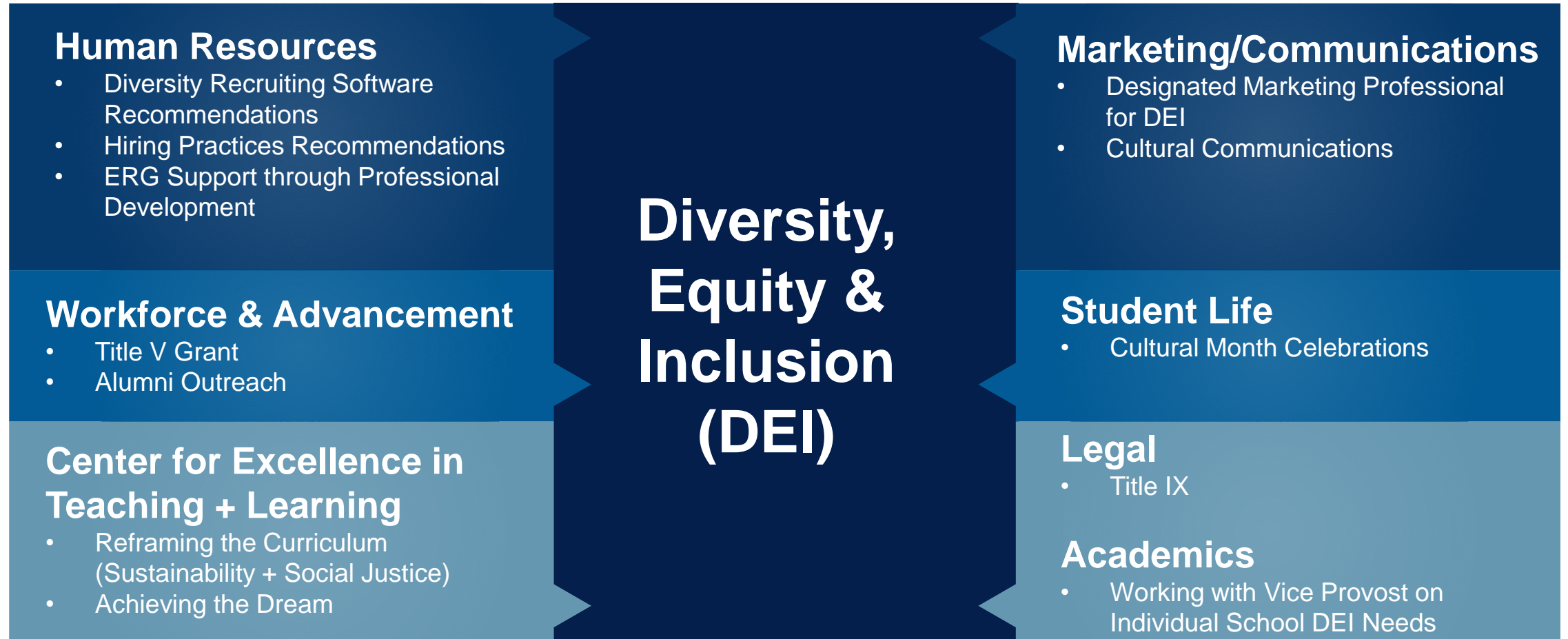
- Gender**
- Female
 - Male



DEI Goals & Initiatives



Collaborations Across Dallas College



Collaborations Across Dallas College



Highlights

EDUCATION	EMPLOYEES	COMMUNITY OUTREACH	RESOURCES
Social Responsibility and Inclusion Conversation Series	Employee Resource Groups	UNT Collaborative	Website dallascollege.edu/SocialResponsibility
Reviewing vendors to provide annual DEI training	Social Responsibility and Inclusion Review Committee	Diverse associations and professional organizations that help support our efforts	E-mail Socialresponsibility@dcccd.edu
Reframing the Curriculum workshops and support for faculty (social justice and sustainability)	College wide inter-department support and establishing partnerships within new one college structure	Other educational institutions (ISD partners, 4 yr. partners)	“Your Voice” line (May 2021)

2021 Initiatives Update

Diversity, Equity & Inclusion

4 Human Resources

- Viewed 2 Vendors for Diversity Recruitment Software to Recommend to HR
- We sourced two Associations to source diverse candidates

56 Social Responsibility and Inclusion Conversation Series

- Topic: Understanding the Legal Aspect of Social Justice
- 76 Registered, 56 Attended
- Planned Monthly

2

Student Services

- Partnered on 2 Cultural Month Celebrations

2

Marketing/Communications

- Worked on 2 Cultural Month Communications

1

Center for Excellence in Teaching and Learning

- Achieving the Dream Focus Groups 1x

4

Presentations

- 4 Department Presentations Across the College

ERG Update 2021

Employee Resource Groups

Black History Month (ERG + Student Life)

- 20 Events Across the Month
- 981 Attendees at Events

Women's History Month (ERG + Student Life)

- 21 Events Across the Month
- 800 Attendees at Events

70 (10.3%)
Asian American ERG

- Restructuring Based on New Guidelines
- Developing a Unique Name

247 (11.1%)
African American ERG

- Restructuring Based on New Guidelines
- Developing a Unique Name

100 (6.1%)
Adelante

- Restructuring Based on New Guidelines
- Plan to Focus on Mentoring

307 (5.9%)
Women Empowered

- Restructuring Based on New Guidelines
- Attended Texas Women in HE Conference

80
LGBTQ+

- Restructuring Based on New Guidelines
- Currently Planning for Pride Month

Supplier Diversity

Presenter

Marisol Romany

Chief Officer

Social Responsibility & Inclusion

Supplier Diversity Purpose

The Supplier Diversity Program aims to develop, maintain, and enhance participation with diverse suppliers by providing equal access to business opportunities at Dallas College.

Supplier Diversity Definitions

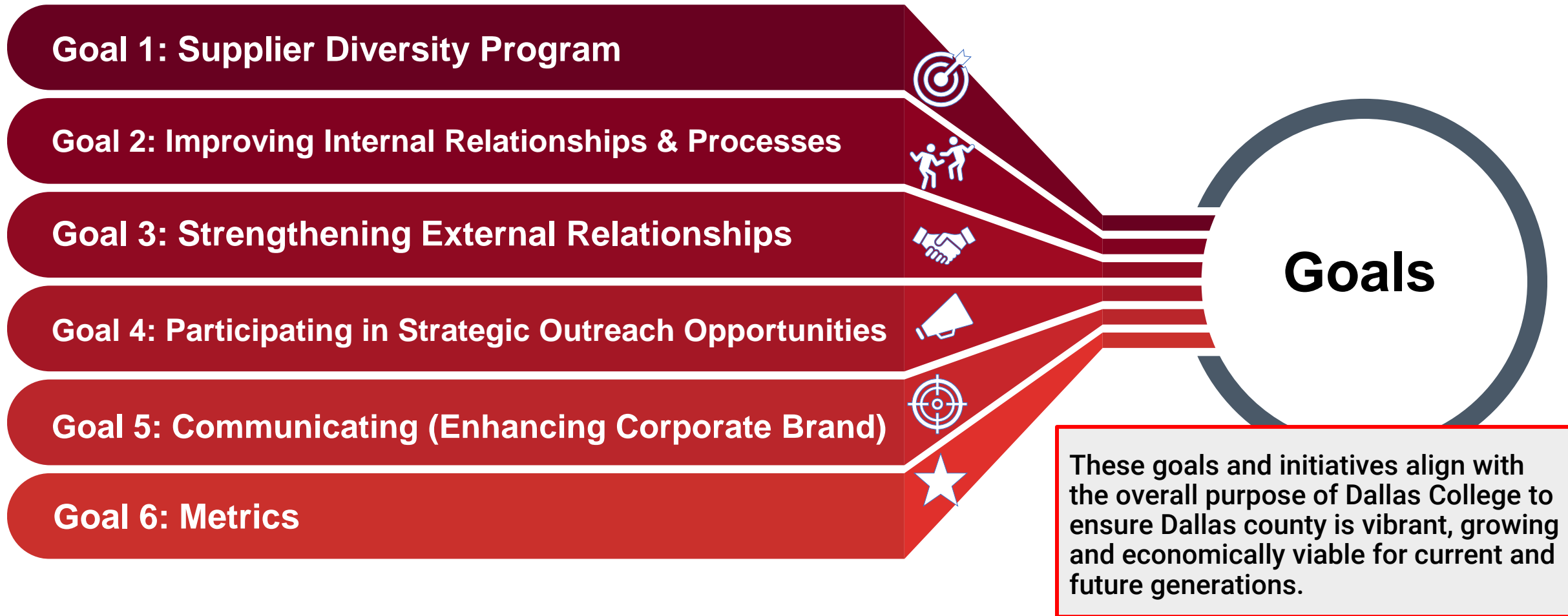
- **Supplier Diversity Program** - A supplier diversity program is a proactive business program which encourages the use of minority-owned, women-owned, veteran-owned, owned, LGBT owned, service-disabled veteran owned, historically underutilized business, and Small Business Administration-defined small business concerns as suppliers and other diverse classifications.
- **Diverse Suppliers Classification**
 - **Minority Business Enterprise** (MBE) is at least 51% owned and controlled by one or more citizens or lawful permanent residents of the United States who are either African American, Asian American, Hispanic American, & Native American.
 - **Women-Owned Business Enterprise** (WBE) is at least 51% owned and controlled by one or more citizens or lawful permanent residents of the United States who are non-minority females.

Supplier Diversity Definitions

- **Diverse Supplier Classifications (cont.)**

- **Small Business Enterprise (SBE)** defined by the Small Business Administration is based on the number of employees, average annual receipts and its NAICS codes industry(s).
- **Lesbian, Gay, Bi-Sexual, Transgender Business Enterprise (LGBTBE)** business is majority (at least 51% owned, operated, managed, and controls by an LGBT person(s) who are either U.S. citizens or lawful permanent resident exercise independent from non-LGBT business enterprise.
- **Veteran Owned Business Enterprise (VOBE)** *is independent and continuing operation for profit, performing a business at least 51% of the stock is owned by one or more veterans, and whose management and daily business operations are controlled by such veterans.*
- **Historically Underutilized Business Program (HUB)** is a business in which at least 51% percent of the business is owned, operated and controlled by one or more minority groups (American Women, Black Americans, Hispanic Americans, Asian Pacific Americans, or Native Americans or Service-Disabled Veterans) who are economically disadvantaged and who have been historically underutilized because of their identification as members of these groups.

Supplier Diversity Goals & Initiatives



Collaborations Across Dallas College

Purchasing

- Providing opportunities for suppliers
- Participating in RFP/RFQ/RFB Reviews & Evaluations
- Attending Pre-Bid & Pre-Construction Meetings

2019 Bond Program

- Updates on upcoming projects
- Attending Pre-Bid & Pre-Construction Meetings
- Participating in the RFP/RFQ Reviews & Evaluations

Supplier Diversity

Outreach

- 10K Small Business Goldman Sachs
- Small Business Development Center
- Workforce Development

Facilities

- Updates on Upcoming Projects

Information Technology

- Updates on Upcoming Projects
- Updating Colleague with New Diverse Supplier's Classifications

Highlights

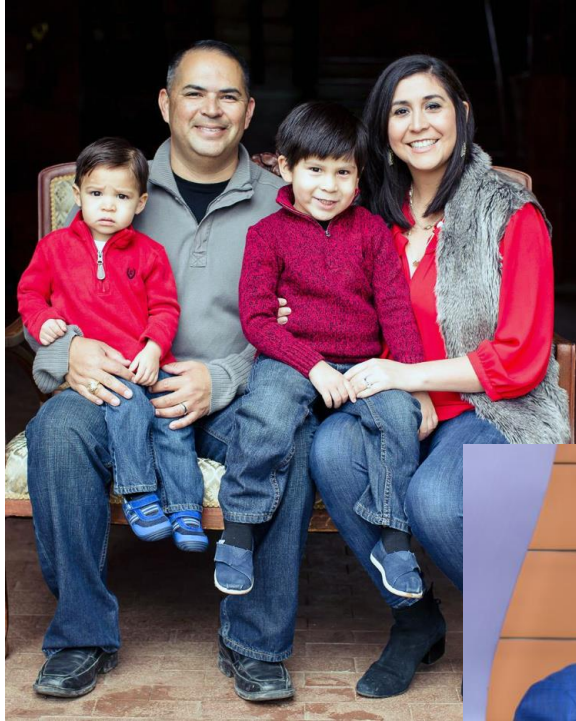
BOND	AVAILABILITY AND DISPARITY STUDY	OUTREACH	PROCESS IMPROVEMENTS
Writing criteria for doing business with Dallas College	Writing the scope	Meeting chambers of commerce and certifying agencies	Improving process within systems
Working with Bond manager and outreach company	Releasing the RFP Selecting a Consultant	Participating in Supplier Diversity events: ACCESS 2021, Hat Hard Construction, Connection to Contracts, Business Connections, etc.	Updating all diverse suppliers in current & future systems Developing workshops for buyers & suppliers Restructuring supplier diversity reports

Supplier Diversity Program

Advantage:

1. **Connection** – to buyers from Purchasing and Facilities for Suppliers wanting to do business with Dallas College.
2. **Mentorship** - to become business ready for doing business with Dallas College.
3. **Communication** - outreach activities to communicate upcoming business opportunities at Dallas College.

Success Stories



Joint Venture:

Rey Morales, Founder, Morales Construction Services
Will Hodges, President, Cadence McShane Construction
Thomas Crowther, President & CEO, The Crowther Group



Theresa Coryell, Owner/President
Coryell Commercial Roofing
Brookhaven Campus, Roofing Projects



Jimmy Porch, President
Myriad Roofing & Construction
Richland Campus, Roofing Projects

ITEMS FOR REVIEW NO. 5.1.a.

Diversity, Equity & Inclusion Committee Notes for February 2, 2021

A Diversity, Equity & Inclusion Finance Committee virtual meeting of the Board of Trustees of the Dallas College was held Tuesday, February 2, 2021, beginning at 3:25 p.m. on the Cisco Webex platform and was broadcast via the streaming link: <http://www.dcccd.edu/boardmeetingslive>. This meeting was convened by Committee Chair Diana Flores. This committee is a Committee of the Whole.

Board Members and Officers Present

Mr. Cliff Boyd
Ms. Monica Lira Bravo (board chair)
Ms. Charletta Rogers Compton
Ms. Diana Flores (committee chair)
Dr. Joe May (secretary and chancellor)
Mr. Philip J. Ritter
Mr. JL Sonny Williams
Ms. Dorothy Zimmermann

Board Members Absent

None.

1. Roll Call - Announcement of a Quorum confirmed by Perla Molina.

2. Certification of Notice posted for the meeting was confirmed by Chancellor Joe May.

3. Citizens Desiring to Address the Board
None.

4. Committee Presentations

A. Diversity Equity Inclusion (DEI) Committee Charter Review
Presenters: Justin Lonon, Marisol Romany, Rob Wendland

Justin Lonon, Marisol Romany, and Rob Wendland presented the Diversity Equity Inclusion (DEI) Committee Charter Review. The information was reviewed with the committee as follows:

The revised Diversity, Equity, & Inclusion Committee Charter was shared with the committee. No additional revisions were requested to the charter.

B. Social Responsibility & Inclusion Update and Strategic Direction

Presenters: Justin Lonon, Marisol Romany

Dr. Justin Lonon and Marisol Romany gave the Social Responsibility & Inclusion Update and Strategic Direction presentation. The following information was reviewed with the committee:

Romany informed the committee that working with the diverse community that Dallas College serves required DEI education and resources to ensure connectivity and meet service goals for students, employees, community, and suppliers. Dallas College's approach to DEI was to provide meaningful change through education, empowerment, and engagement to promote an equitable, diverse, and inclusive institution.

Romany informed the committee about the DEI program roadmap for students. The program included:

- DEI Education
- Cultural Awareness Education
- Resources
- Connecting
- End of Year Report

Romany informed the committee about the DEI program roadmap for employees. The program included:

- DEI Education
- Cultural Awareness Education
- HR Initiatives
- Resources
- Connecting
- End of Year Report

Romany informed the committee about the benefits of DEI. The benefits included enhanced relationships, delivery of culturally appropriate education, services and resources, compliance with laws and regulations, mitigation of risk and building trust.

Trustee Zimmermann asked for clarification on what “delivery of culturally appropriate education referred to. Romany informed Trustee Zimmermann that it referred to the training that Dallas College would need to provide to Dallas College employees to be able to communicate and work with Dallas College students.

Romany informed the committee about the opportunities in DEI. The opportunities included selecting an HR diversity initiative, restructuring employee resource groups, launching DEI and cultural awareness education, forming a DEI committee, and creating a five-year plan of action.

Romany informed the committee about sustainability was an approach to problem-solving that addresses the three main pillars of sustainability: equity, the economy, and the environment. The three pillars would be addressed by:

- Educating students and employees about the benefits of practicing sustainability.
- Ensuring that Dallas College operations are practicing sustainability.

Romany informed the committee about the sustainability program roadmap. The program included:

- Sustainability work
- Education
- Resources
- Connecting
- Report results

Romany discussed the benefits of sustainability. The benefits included building community relationships, green business practices, reducing our environmental impact, enhancing our brand, and

having a positive economic impact in the community. Romany highlighted the opportunities in sustainability which included:

- Completing the application for STARS.
- Formalizing relationships with the United Nations regarding the 17 Sustainable Development Goals (SDG).
- Expanding programs.
- Implementing programs and policies at all campuses.
- Launching deliberative dialogues and active citizenship online.
- Reviewing policies, processes, and practices to include social, economic, and environmental sustainability.
- Removing barriers to success.
- Advocating for construction of sustainable facilities and operations.
- Creating a 5-year plan of action.

Romany shared with the committee that a supplier diversity program was a proactive program that encouraged the use of minority, woman, veteran, LGBTQ+ , service-disabled veteran-owned businesses; historically underutilized businesses and Small Business Administration-defined small business concerns as suppliers. This approach provided diverse suppliers with access to business opportunities.

- Romany informed the committee about the program roadmap for suppliers which included Registration
- Review
- Mentoring
- Introduction
- Connecting
- Report results

Romany talked the benefits of supplier diversity. The benefits included community relationships, fair business practice, positive impact on purchasing, enhanced corporate brand, and a positive economic impact in the community. Opportunities in supplier diversity included:

- Implementing supplier diversity program.
- Review purchasing policies, processes, and practices.

- Remove barriers to business opportunities.
- Advocate for use of diverse suppliers.
- Create a five-year plan of action.

Trustee Ritter requested that the MWBE program to be added to the agenda at a future committee meeting for further discussion.

Trustee Compton requested that the Board look at inclusion across all segments of the Dallas College, allowing equal access to everyone.

5. Items for Review

A. Committee Notes

- 1) Diversity Equity Inclusion Committee Notes for October 6, 2020
Were reviewed and no edits were made.

6. Executive Session

None.

7. Adjournment

The Diversity, Equity & Inclusion Committee adjourned at 4:24 p.m.

Captioned video and transcripts for Dallas College Board Meetings are available at our website, www.dcccd.edu/boardmeetingslive, under the Archived Videos section.