



This Open Meeting of the Board of Trustees is authorized in accordance with the Texas Government Code, §§ 551.001 through 551.146. Verification of Notice of Meeting and Agenda are on file in the Office of Board Relations. Per Texas Government Code § 551.1282, this meeting is being broadcast over the Internet in the manner prescribed by Texas Government Code, § 551.128. In accordance with Texas Government Code § 551.127 one or more members of the Board of Trustees may participate in the meeting via videoconference in accordance with the provisions thereof.

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

**Tuesday, April 5, 2022 | 2:00 PM**

**Administrative Office**

**1601 Botham Jean Blvd. | Room #036**

**Dallas, Texas 75215**

**[www.dallascollege.edu/boardmeetingslive](http://www.dallascollege.edu/boardmeetingslive)**

*Persons who address the Board are reminded that the Board may not take formal action on matters that are not part of the meeting agenda and may not discuss or deliberate on any topic that is not specifically named in the agenda. For any non-agenda topic introduced during this meeting, there are three (3) permissible responses: 1) to provide a factual answer to a question; 2) to cite specific Board Policy relevant to a topic; or 3) the topic may, at a later date, be placed on a Board Agenda for a subsequent meeting.*

*Speakers shall direct their presentations to the Board Chair, or the Board, as a whole.*

**DIVERSITY EQUITY INCLUSION COMMITTEE MEETING AGENDA**

Page


- 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. Making a Difference in Equity & Inclusion 4 - 20  
[20220405 DEI committee presentation making a difference in equity\\_inclusion\\_final ADA.pdf](#)   
Presenter: Marisol Romany

### **5. Items for Review**

- 5.1. Committee Notes  
a. Diversity Equity Inclusion Committee Notes for October 5, 2021 21 - 25  
[20211005 diversity equity & inclusion committee meeting notes](#) 

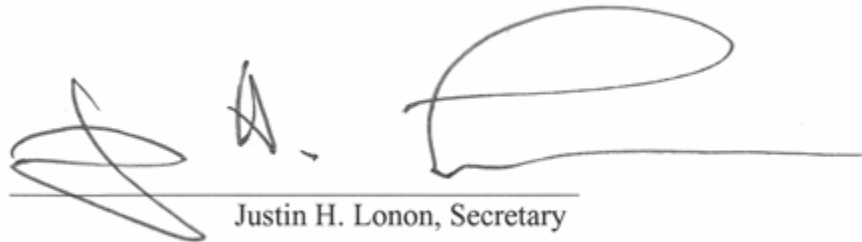
### **6. Executive Session**

- 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 APRIL 5, 2022 DIVERSITY, EQUITY & INCLUSION COMMITTEE MEETING OF DALLAS COLLEGE AND RICHLAND COLLEGIATE HIGH SCHOOL BOARD OF TRUSTEES**

I, Justin H. Lonon, Secretary of the Board of Trustees of Dallas College, do certify that a copy of the notice for this meeting was posted on the 1st day of April 2022 in compliance with the applicable provisions of the Texas Open Meetings Act.



Justin H. Lonon, Secretary



*Board of Trustees*  
***DIVERSITY, EQUITY & INCLUSION***  
***COMMITTEE***

April 5, 2022

**Making a Difference in Equity and Inclusion**

**Moderated by:  
Marisol Romany**

*Social Responsibility & Inclusion (SRI)*





# Social Responsibility and Inclusion (SRI) Strategy

## Sustainability (Environment)

### Enhancing Quality of Life

By 2030, embed sustainability in Academics, Operations, Outreach and Engagement as measured by achieving an **AASHE\* STARS\*\* Gold Rating**.

- Infuse sustainability learning objectives across the curriculum.
- Lower environmental impact through efficient energy use and adoption of clean energy, zero waste and conservation strategies.
- Produce special events and webinars.
- Teach and promote urban agriculture to help address food insecurity.

## Diversity, Equity and Inclusion

### Inclusive Environment

By 2025, embed a culture of inclusion across Dallas College's training, services, and resources.

- Design and launch DEI-focused Orientation, Recruitment, and Professional Development Workshops to Create a Diverse and Inclusive Work and Learning Environment.
- Establish DEI Leadership and Employee Resource Group Councils, respectively.
- Establish Staff and Faculty of Color Leadership Development Program, and Student Cultural Leadership Council, respectively.
- Support gender parity in student and employee recruitment.

## Supplier Diversity (Economy)

### Equal Access to Business Opportunities

By 2025, improve the livelihood of diverse suppliers and economic development in our community by **increasing our supplier diversity utilization and spend**.

- Increase number of diverse suppliers that have access to procurement opportunities.
- Establish mentorship programs to grow our diverse suppliers.
- If any exist, address disparities in contracting.

# Functional Structure

## Social Responsibility and Inclusion

### Sustainability

- Operations
- Special Programs
- Outreach and Engagement
- Education
- Urban Agriculture
- Metrics and Recognition

### Diversity, Equity and Inclusion

- Learning & Professional Development
- DEI-focused Communications
- Special Events and Programs
- Dual Language Special
- Events and Programs

### Supplier Diversity

- Operations

# Staffing Update

**Neil Kaufman**



Assistant Director of  
Sustainability,  
Urban Agriculture

**Dr. Jasmine  
Parker**



Senior Director  
of Diversity, Equity  
and Inclusion

**Malcolm Mayo**



Associate Director of  
Supplier Diversity

# Who and How We Serve



**Employees:** The infusion of sustainability and DEI practices that improve environment, economy and equity in: hiring processes, retention, cultural competence, internal relations, productivity, workforce development, employee morale, energy efficiency, high performance buildings and renewable energy .



**Students and Families:** Crafting an inclusive approach to market our efforts and commitment in a culturally appropriate manner that will effectively connect, engage, and optimize student learning, the college's provision of services and its outreach efforts geared towards diverse students and families.



**Suppliers:** The establishment of a Supplier Diversity program that connects, educates, vets, and secures qualified, certified and diverse suppliers to provide equal access to business opportunities with Dallas College.



**Community:** Demonstrating a serious commitment to supporting underserved and underrepresented populations and becoming an ally to cause-based initiatives and programming that advocate for equity, social justice and sustainability.

# Highlights of SRI Efforts

1. Baseline
2. Professional Development, Learning & Outreach
3. Updates
4. Upcoming Efforts
5. Community Partners
6. Success Stories



# SRI Program Baseline

## CHALLENGE

- Establishing a baseline for DEI, Sustainability and Supplier Diversity

## STRATEGY

- Using a reputable baseline tool

## COLLABORATION

- DEI Team, The Offices of the Presidents, Institutional Research, Strategic Initiatives, Human Resources, Institutional Equity and Compliance, Student Success, Marketing & Communications, Center for Excellence in Teaching and Learning (CETL), Academic Affairs, Facilities Management, Procurement, and the Business Office



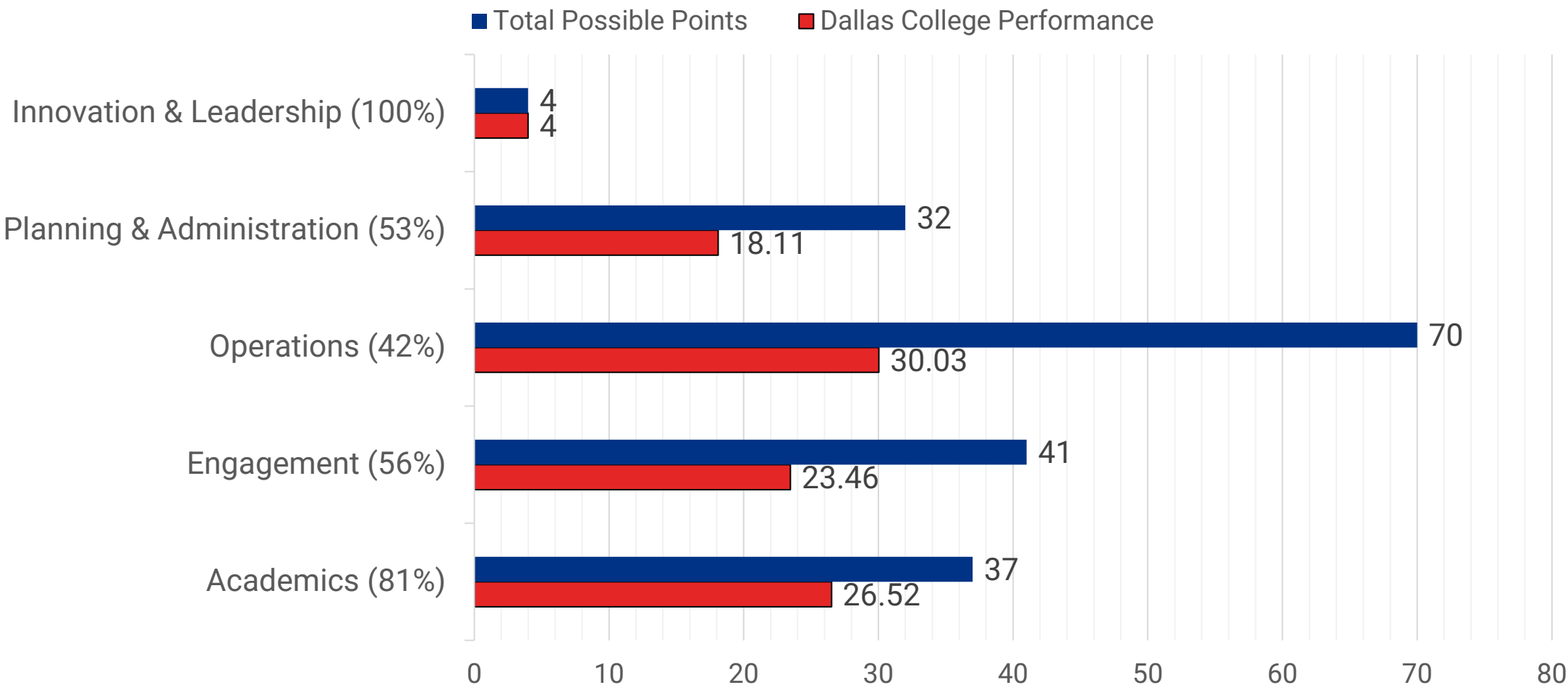
Association for the Advancement of Sustainability in Higher Education (AASHE)

Sustainability Tracking, Assessment and Rating System (STARS)



# Baseline 1 - Sustainability

Dallas College STARS Rating: Silver (53.56%)



# Baseline 2 - DEI

## AASHE STARS



**DEI Score**  
**7.81/10**



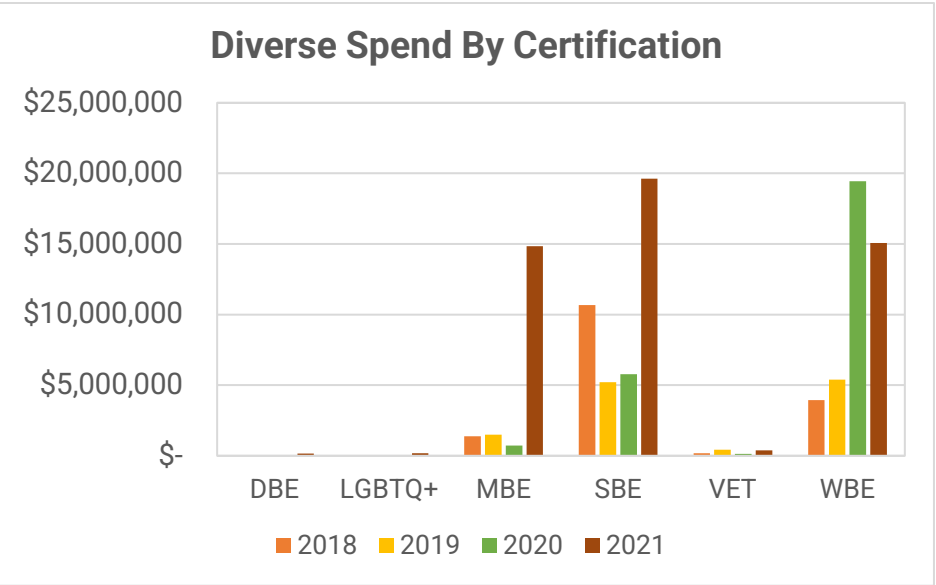
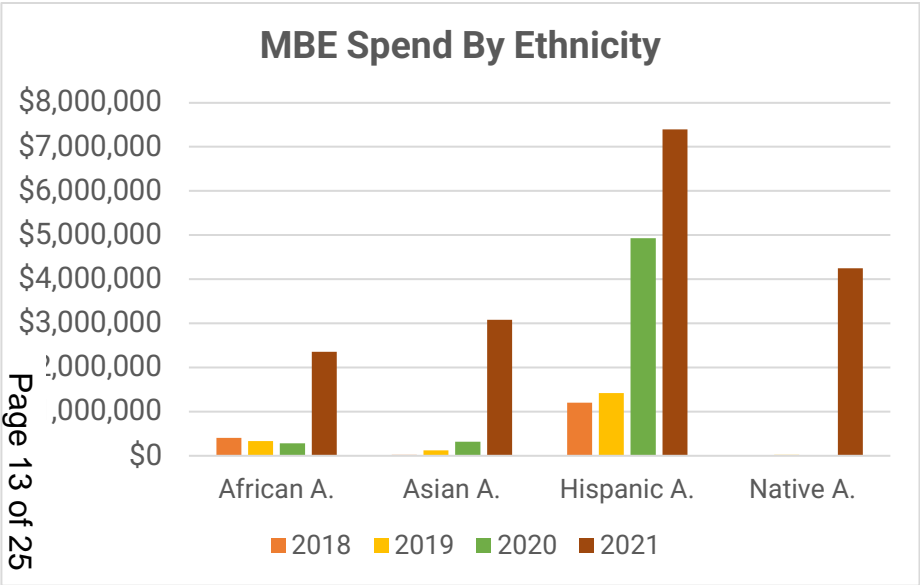
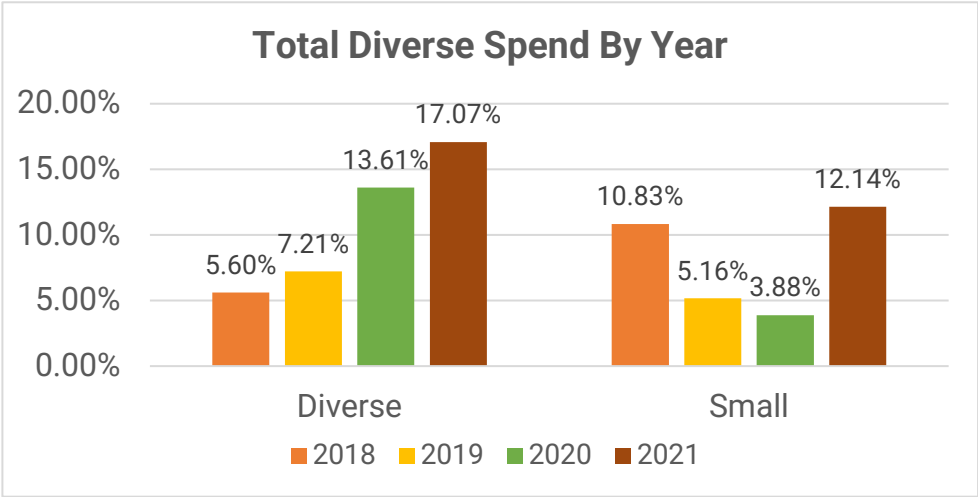
**Silver**

Planning and Administration		
Credit	Description	Points
Diversity and Equity Coordination	Office of DEI focuses on students and employees.	1.33 / 2.00
Assessing Diversity and Equity	DEI assessment survey (2019) included employees but not students.	0.75 / 1.00
Support for Underrepresented Groups	Non-discrimination statement, and support programs for diverse populations.	3.00 / 3.00
Affordability and Access	Percent of students with financial needs met, student loan debt, and graduation success rate of low-income students.	2.73 / 4.00

# Baseline 3 - Supplier Diversity Spend

## Data Enrichment Results

F.Y 2018	F.Y 2019	F.Y 2020	F.Y 2021
Total Spend <b>98,411,942</b>	Total Spend <b>101,037,600</b>	Total Spend <b>149,182,125</b>	Total Spend <b>161,529,310</b>
Diverse Spend <b>5,508,268</b>	Diverse Spend <b>7,279,944</b>	Diverse Spend <b>20,303,951</b>	Diverse Spend <b>27,578,433</b>
Small Business <b>10,660,358</b>	Small Business <b>5,218,338</b>	Small Business <b>5,781,744</b>	Small Business <b>19,613,724</b>

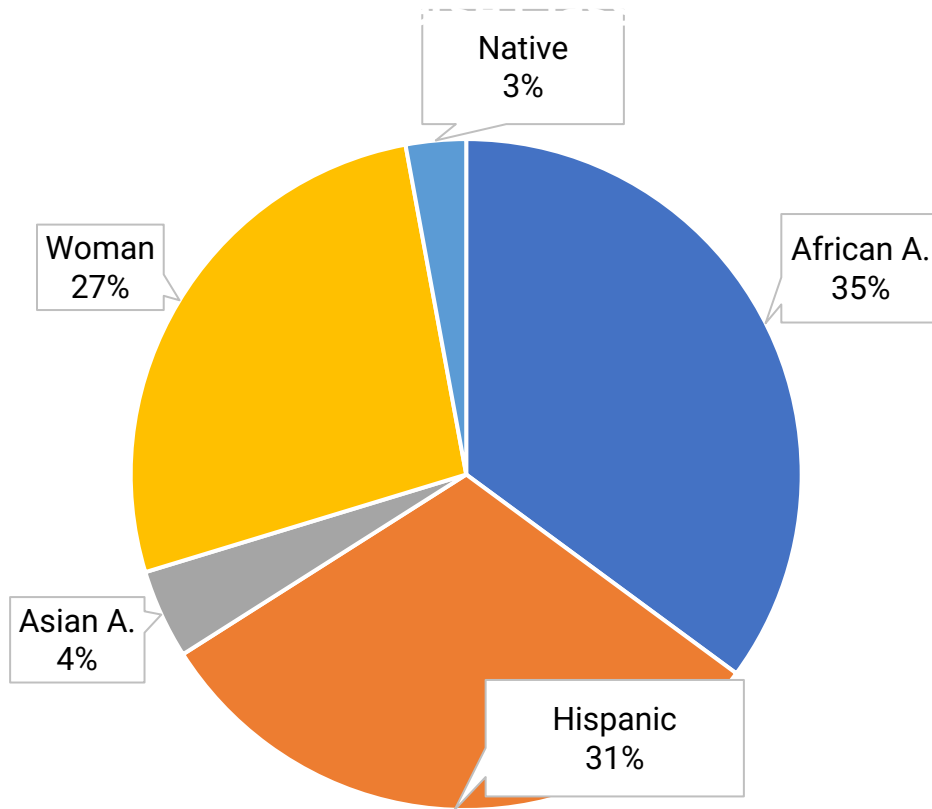


**Certifications**

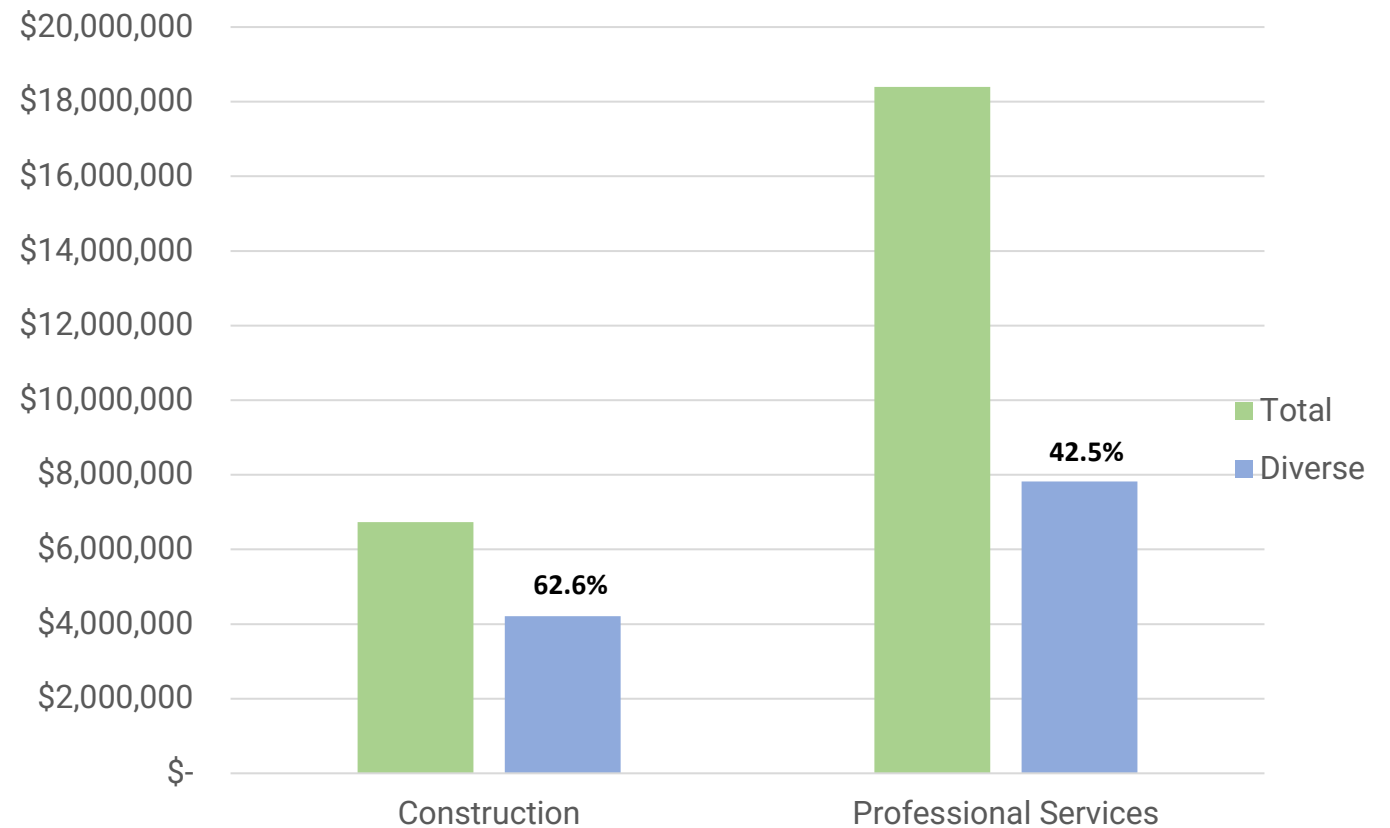
- DBE**  
Disadvantaged Business Enterprise
- MBE**  
Minority Business Enterprise
- SBE**  
Small Business Enterprise
- VET**  
Veteran Owned Business
- WBE**  
Woman Owned Business Enterprise
- LGBTQ+**  
Lesbian, Gay, Bisexual, Trans, Queer

# Construction Spend

## Spend by Diverse Classification



## Diverse Spend by Category





# Professional Development, Learning & Outreach

## CHALLENGE

- Providing professional development, learning and outreach

## STRATEGY

- Continuous expansion and increased access to information

## COLLABORATION

- DEI Team, Institutional Research, HR, Facilities Management, Marketing & Communications, ERG's, CETL, and Academic Affairs

### Professional Development, Learning and Outreach Efforts

FYTD Professional Development and Learning			FYTD Outreach		
AREA	# OFFERINGS	# ATTENDEES	AREA	# SESSIONS	# ATTENDEES
DEI	29	1710	Supplier Diversity	12	430
Sustainability	72	1880			

# Updates

## Sustainability

Sustainability Town Hall  
*Hosted by Board Chair Bravo*  
Feb. 24  
192 attendees



Coming soon:  
Dr. Robert Bullard, *Father of Environmental Justice*  
April 29 – Noon-1 p.m.  
Online

## DEI

ERG Update	Members
Adelante	(128) 130 (+1.5%)
African American	(248) 255 (+4.5%)
Asian American	74
LGBTQ+	84
Women Empowered	342

## ERG In Action

5 Webinars  
4 Trainings  
3 Programs

*New ERG alert:*  
Veterans ERG

## Women's Empowerment Speakers:

Panel Walking in Her Shoes– hosted by Board Chair Bravo (March 8th)  
Living Authentically - Pat Smith (March 30th)

Produced by the Women's Empowered ERG + LGBTQ+ ERG + the Office of DEI

## Supplier Diversity

Availability & Disparity  
Study

REQUEST FOR  
PROPOSAL

PROPOSAL  
REVIEW

INTERVIEW

SELECTION

# Upcoming Efforts-Three Year Plan

## Strategic Goal #1: Student Success

Provide instructional excellence in a supportive, inclusive, and equitable environment for student learning success.

2022	2023	2024
<ul style="list-style-type: none"> <li>• DEI Benchmarking Assessment, Learning &amp; Education</li> </ul>	<ul style="list-style-type: none"> <li>• Equity Audits, Indexes and Metric Assessments</li> </ul>	<ul style="list-style-type: none"> <li>• Action-Driven Policy Revisions</li> <li>• Institutional Climate Survey</li> </ul>

## Strategic Goal #2: Employee Success

Develop leaders at every level of the organization to promote an equitable culture of diversity, inclusion, and high performance.

<ul style="list-style-type: none"> <li>• DEI Orientation, and DEI Leadership Council Development</li> </ul>	<ul style="list-style-type: none"> <li>• Equity Audits, Indexes and Metric Assessments</li> </ul>	<ul style="list-style-type: none"> <li>• Action-Driven Policy Revisions</li> <li>• Institutional Climate Survey</li> </ul>
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## Strategic Goal #3: Community Engagement

Leverage partnerships to strengthen communities through higher education, career-connected learning, and talent supply chain.

<ul style="list-style-type: none"> <li>• Establish accurate baseline</li> <li>• Develop Diverse Spend Tracking System</li> <li>• Report Supplier Diversity Spend</li> </ul>	<ul style="list-style-type: none"> <li>• Database of Diverse Suppliers</li> <li>• Diverse Utilization Compliance</li> <li>• Report Economic Impact</li> </ul>	<ul style="list-style-type: none"> <li>• Create Advisory Committee</li> <li>• Mentorship</li> <li>• Availability &amp; Disparity Study Implementation</li> </ul>
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## Strategic Goal #4: Ensure Institutional Effectiveness

Provide instructional excellence in a supportive, inclusive, and equitable environment for student learning success.

<ul style="list-style-type: none"> <li>• Obtain funding for Resilience and Climate Action Plan (RCAP) development and conduct search for consultant</li> </ul>	<ul style="list-style-type: none"> <li>• Begin RCAP Development</li> </ul>	<ul style="list-style-type: none"> <li>• Complete RCAP</li> <li>• Begin implementation and reporting</li> <li>• Institutional Climate Survey</li> </ul>
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# Community Partners

Total Investment  
**\$ 181,250**

Group	Investment
Asian	16.55%
Black	21.79%
Hispanic	22.34%
LGBTQIA+	2.76%
Certifying Agencies	15.03%
Dallas Regional Chamber	4.14%
Sustainability	8.28%
Diversity	9.10%



WOMEN'S  
BUSINESS  
COUNCIL  
—  
SOUTHWEST



Greater Dallas  
Hispanic Chamber  
of Commerce



Dallas Fort Worth  
Minority Supplier  
Development Council, Inc.  
MEANINGFUL CONNECTIONS. IMPACTFUL GROWTH.



FORT WORTH  
HISPANIC CHAMBER  
OF COMMERCE



ONE BOOK. ONE CITY.



# Success Stories



## Wright Resource Group



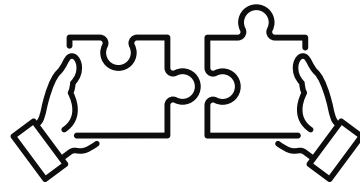
Provides professional development services for businesses that include employee training, staff development, and business growth.



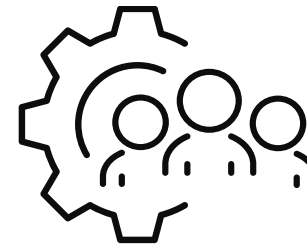
**Paula Sullivan,  
General Partner**



Goldman Sachs  
10K Small  
Business Program  
Alumni, 2019



Received  
contract for  
\$360k with  
Workforce  
Development



Trained over 30  
diverse  
businesses



10 alumni from  
Goldman Sachs have  
utilized WRG to train  
over 60 employees



# THANK YOU!



## ITEMS FOR REVIEW NO. 5.1.a.

### Diversity, Equity & Inclusion Committee Notes for October 5, 2021

A Diversity, Equity & Inclusion Finance Committee virtual meeting of the Board of Trustees of the Dallas College was held Tuesday, October 5, 2021, beginning at 1:33 p.m. at the administrative office in room 036 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  
Ms. Dorothy Zimmermann

#### **Board Members Absent**

None.

1. **Roll Call - Announcement of a Quorum** confirmed by Trustee Diana Flores.
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**
  - 4.1. SRI at Dallas College: Navigating the Journey to Equity and Inclusion  
Presenters: Georgeann Moss, Marisol Romany, Jeanette Schutz
5. **Items for Review**

## 5.1. Committee Notes

### a. Diversity, Equity & Inclusion Committee Notes for May 4, 2021

#### DEI Goals:

- ASHEE Start Self- Assessment
  - ✓ Academics
  - ✓ Engagement
  - ✓ Operations
  - ✓ Planning & Administration
  - ✓ Innovation & Leadership
- 17 SDG
  - ✓ Equity
  - ✓ Economy
  - ✓ Environment
  - ✓ Peace, Justice & Strong Institutions
  - ✓ Partnerships for the Goals
- Sustainability Goals
  - ✓ Providing access to sustainability education
  - ✓ Connecting with our audiences
  - ✓ Communicating with our audiences
  - ✓ Measuring our support of local and global goals
- Metrics
  - ✓ Carbon Neutrality by 2050 in alignment with the second nature commitment and its alignment with the 17SDG's alignment with the Paris Agreement.
  - ✓ Zero Waste by 2040 in alignment with City of Dallas zero waste goal
  - ✓ Infuse sustainability
  - ✓ Teach the sustainable solution's frameworks
  - ✓ Increase our outreach effort through expanding our newsletter mailing list

#### Sustainability Program Education target includes:

- Faculty to ensure students and staff have a thorough understanding of sustainability
- Students to ensure 80% of students scheduled to graduate complete and pass the sustainability literacy assessment and are awarded virtual badges

- Employees to ensure that staff have a comprehensive of how they contribute to sustainability practices

Three focus areas for Sustainability that align with the ASHEE/Stars and program area include:

- Education  
This included working with key stakeholders including faculty and sustainability education staff to develop a sustainable literacy assessment to provide students regarding literacy success rate.
- Operations  
This included two key targets: Procurement and Facilities working with Energy Manager – Garrett Rosser, Facilities Sustainability Coordinator – Ted Spradley, Focus is to institutionalize stability.

Goals:

- Carbon Neutrality by 2050(Energy Efficiency + Renewable Energy)
- Meet City of Dallas' Net Zero Waste Goal by 2040
- Carbon Neutrality by 2050
- Carbon Neutrality by 2050

- Outreach and engagement  
This includes two key targets: Internal (students/employees) and External (community)

Goals:

- Build Awareness through Education
- Engage Students through Service Learning
- Grow Socially Responsible Citizens

To provide access to sustainable Education, DEI does the following:

Reflective Structured Dialogues Training that includes:

- Facilitator Training this includes 20 attendees
- Conference Day, platform webinar
- Workshop done in October included 50 attendees

Upcoming Events:

- Sustainability Summit
- Texas Regional Alliance for Campus Sustainability

Diversity, Equity and Inclusion

Strategic Priorities includes:

- Re-design Professional Development to Create a Diverse and Inclusive High Performing Work and Learning Environment.
- Foster an Equitable, Diverse and Inclusive Environment for Employees and Students.

Driving Change focuses on:

- Cultures
- Physical Ability
- Gender
- Generations
- LGBTQ+

Goals includes:

1) DEI Maturity Index:

- Assessment
- Investment and Infrastructure
- Compensation, Recruitment and Retention
- Communication
- Education
- Community Outreach

2) DEI Office Goals:

- Providing access to equal opportunities
- Advocating for a welcoming campus environment
- Providing DEI education
- Strengthening community relations
- Increasing engagement through reporting and communication

Updates were provided on ERG (Employee Resource Group) and announcement of upcoming events:

Supplier Diversity:

Provided the flow chart of how the

- Supplier diversity flows
- Process and Outcomes
- Goals



Goals included:

- Establish Supplier Diversity Program
- Create Internal Processes & Relationship
- Strengthen External Relationships
- Participate in Strategic Outreach
- Enhance Brand Awareness
- Report Supplier Diversity Impact

Goals align with Dallas College in an effort to ensure vibrant, growth and economic viable for generations to come current and future.

Supplier Diversity shared:

- the expanded Baseline classification Metric chart with the board.
- Outreach sessions for Mountain View, Richland and Cedar Valley Campus

Next Steps consisted of:

- Increase Supplier Diversity Outreach Sessions from Construction to Include All Purchasing Areas
- Create an Inclusive Supplier Diversity Program to Expand Supplier Diversity Impact in the Community
- Availability & Disparity Study Timeline Will Be Included on the Board Agenda for February

DEI provided an analysis report on Availability and Disparity Study which included recommendations for Dallas College use of local suppliers and identified areas prime for supplier development.

## **6. Executive Session**

None.

## **7. Adjournment** at 3:33 p.m.

*Captioned video and transcripts for Dallas College Board Meetings are available at our website, [www.dcccd.edu/boardmeetingslive](http://www.dcccd.edu/boardmeetingslive), under the Archived Videos section.*