

Welcome to the new Academic Year! At the beginning of this year, who would have thought we would be still in the middle of a pandemic and in a remote work environment?!? But we are. So thank you for being MC Strong, MC Resilient and MC Proud!!! I am honored to work with so many talented and caring people and a student population that is very special in its diversity. Also, on behalf of the President's Advisory Committee on Equity and Inclusion (PACEI), I am pleased to share the Equity and Inclusion Roadmap for Success 2020-2025, which is attached [here](#). The Roadmap will guide Montgomery College's efforts over the next five years as we strive to become a more civil, inclusive, and equity-minded institution where all students and members of the College community are empowered to succeed. I hope you enjoy this Fall Newsletter. Inside you will find a wealth of information and a list of our planned events and activities coming up soon, including our Friday Forum Town Halls which you can read more about [here](#).

The initiatives presented in this *Roadmap* are centered on five key goals, which align with the College's mission, the strategic initiatives in the *Montgomery College 2025* strategic plan, the Academic Master Plan (AMP), and the Student Affairs Master Plan (StAMP). These goals are:

1. Improve persistence, retention, and completion/graduation/transfer rates of all students, particularly African-American male and Latinx students.
2. Improve employee recruitment, hiring, onboarding, development, and training procedures and practices to attract and retain a diverse workforce that includes leaders, managers, faculty, and staff reflective of the College's diverse student population.
3. Foster a Montgomery College culture of equity, inclusion, civility, accessibility, kindness, trust, and respect for human dignity through targeted programs, activities, and educational opportunities.
4. Integrate relevant and equitable multicultural teaching practices that infuse international/multicultural awareness into the educational experience, classrooms, and curriculum.
5. Support diversity and inclusion in our staff, faculty, students, community, and business populations. Provide increased opportunities for the College's communities to foster equity and economic empowerment.

I'd like to acknowledge the extraordinary work of PACEI—a multicultural, multi-generational team of faculty, staff, and administrators representing all facets of the College - as well the multiple students who provided invaluable input, all of whom worked tirelessly and collaboratively to develop the goals, objectives, and recommendations outlined in the *Roadmap*. Thank you for doing your part in making Montgomery College a radically inclusive, racially equitable community.