

Leading the Way: Championing Diversity, Equity, and Inclusion in the NC Community College System

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Today's Agenda

OVERVIEW

- Introductions
- Overview of the NC Community College System and Davidson-Davie
- The Work
 - Davidson-Davie
 - NC Community College System
- Strategies For Success
 - Equity Coach Academy
 - SB 2023-62 Toolkit & Professional Learning Sessions
- Overcoming Challenges
- Success Stories

WHO IS YOUR SPEAKER

Higher Education - 19 years (2 yr and 4 yr institutions)

- Chief Student Services Officer & Chief Diversity Officer- DDCC
- Director of Equity - NC Community College System - NC Student Success Center
- Leadership (18 years)
- DEIB (14 years)
- Adjunct (11 years)

Industry

- CEO, By Design Consulting, LLC - Consultant, Coach, Facilitator, Trainer, Speaker
- Emotional Intelligence Certified
- Inclusive Bias Certified





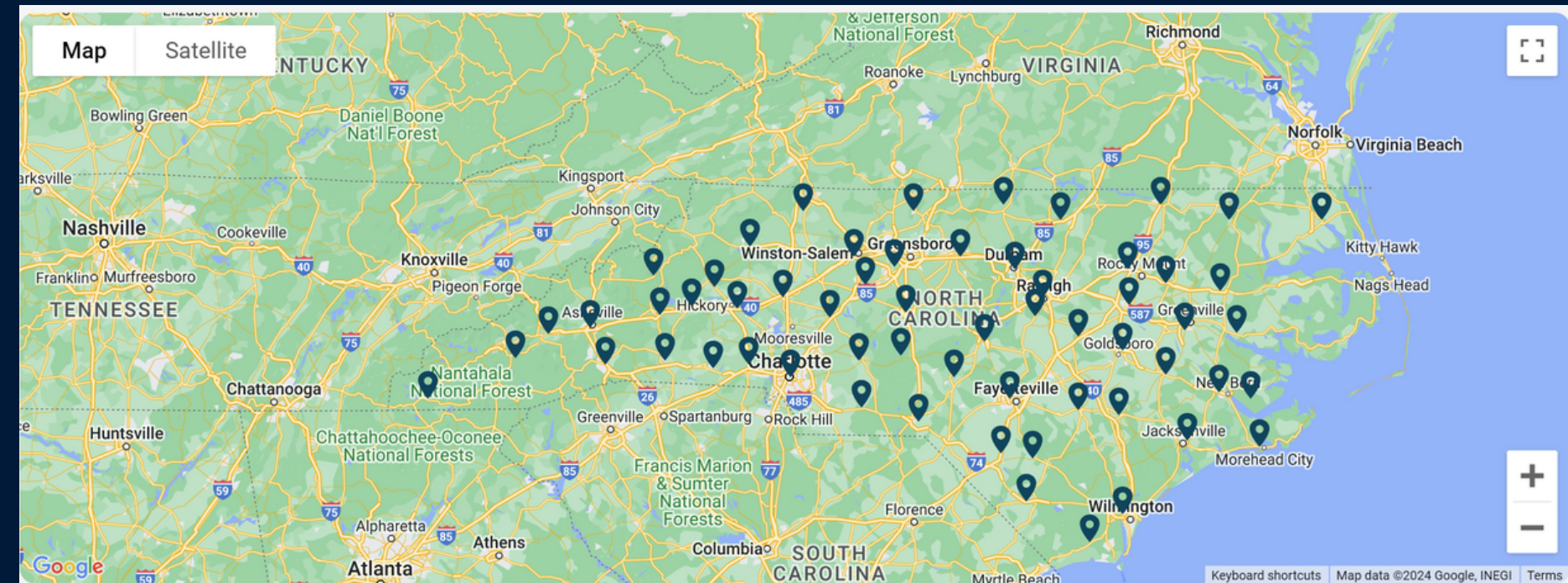
Introductions

THE CULTURE WHEEL GAME

- **Food** - What are foods that are a part of your culture? Identify traditional Dishes or recipes, snacks and/or drinks
- **Tradition** - What are traditions that are a part of your culture? What are some of your family traditions? How did these impact your childhood? How do these traditions play a role in your life now?
- **Words or Phrases:** What are words/phrases that are a part of your culture? What are words and/or phrases that you live by and Why? If you had to identify one word or phrase that represents 2024 for you what would it be and why?

ABOUT US

With 58 colleges spanning 100 counties, nearly every North Carolina resident is within a 30-minute drive of high-quality, affordable higher education and professional development. With 58 community colleges across the state and hundreds of program areas, there's no limit to what you can learn as a student within the NC Community College System.



ABOUT US

Comprehensive Community College
serving 13,000+ students

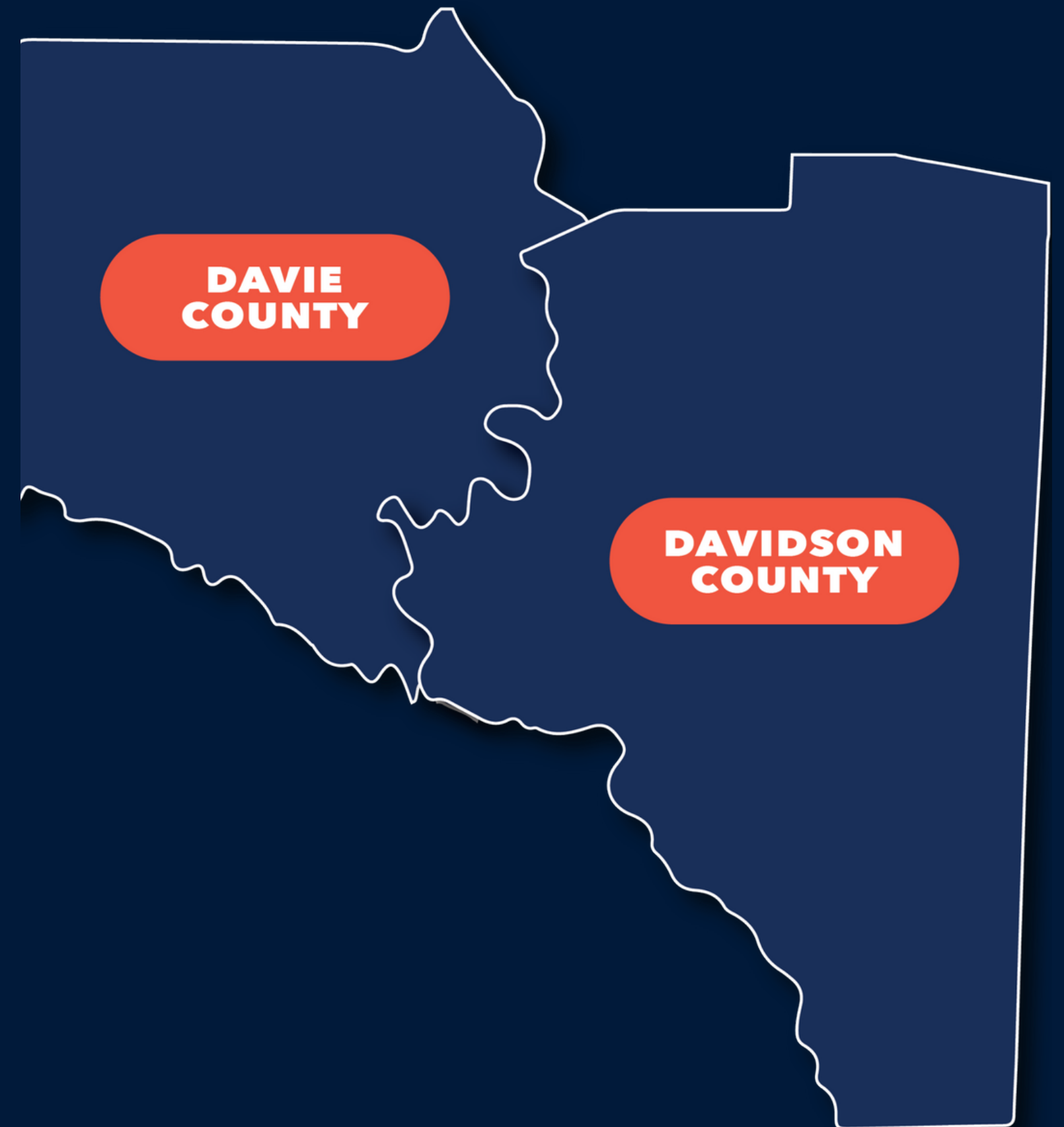
40+ Curriculum Programs

Strategic Initiatives

Championing Learning
Prioritizing Relationships
Building Partnerships
Investing in Our Future

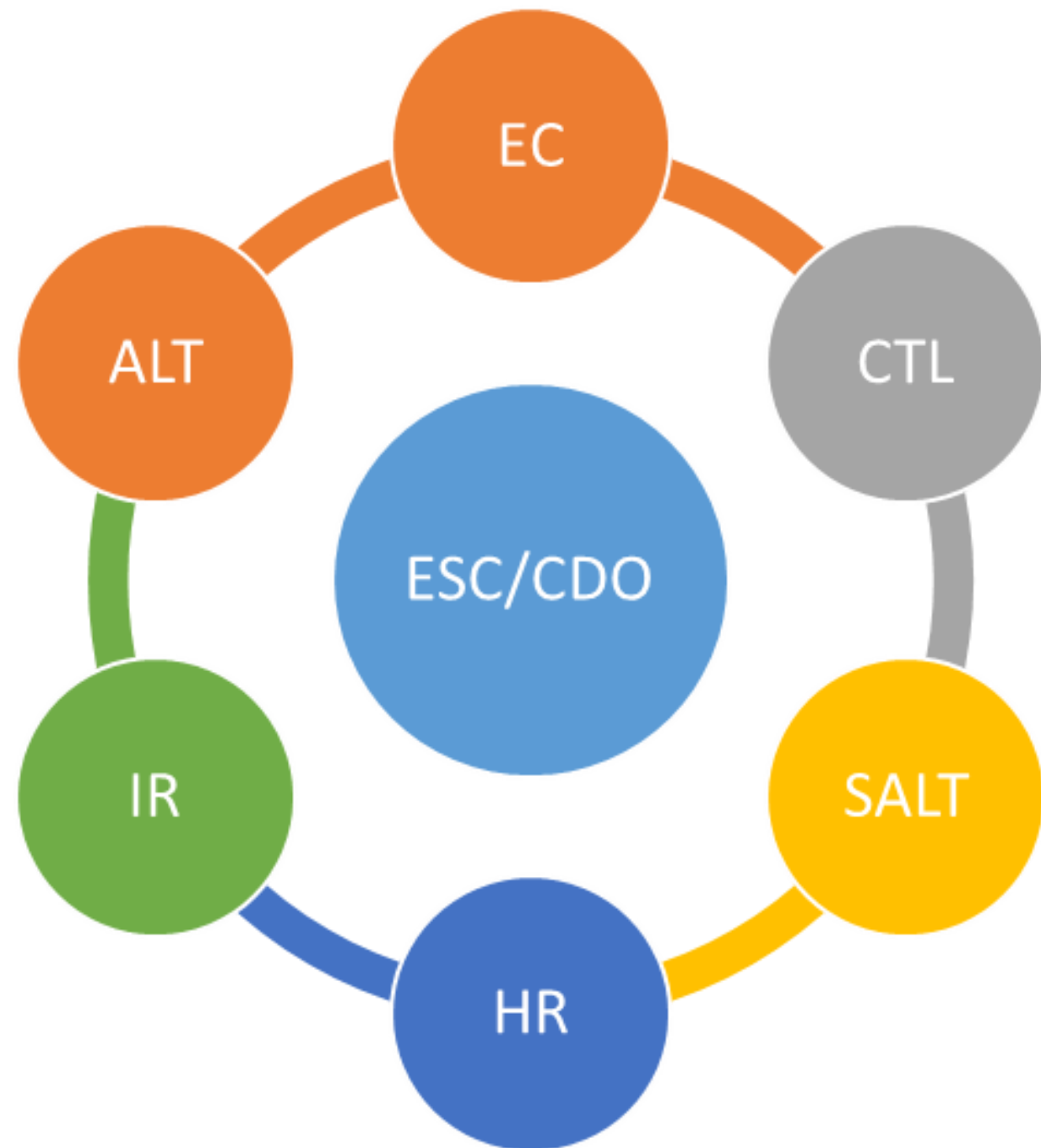


Davidson-Davie
COMMUNITY COLLEGE





The WORK



INSTITUTIONAL WHY

Davidson-Davie Community College is dedicated to fostering an inclusive environment and advancing equity for faculty, staff, and students. Our commitment is rooted in the recognition of disparities in outcomes and experiences within our community. We embrace the responsibility to eliminate these disparities, making our institution more accessible and equitable for all.

OUR STRUCTURE

Equity Steering Committee & Equity Champions

GOALS

- Goal 1: Foster Engaging and Equitable Learning Environments: Our primary objective is to create engaging and equitable learning environments that promote student learning and growth. Through our initiatives, we strive to ensure that every student has an equal opportunity to excel.
- Goal 2: Advance an Inclusive and Equity-Minded Campus Culture: We are committed to cultivating an inclusive and equity-minded campus culture that benefits not only students but also faculty and staff. Our goal is to create a supportive and inclusive community that values diversity and promotes the well-being of all its members.

NC Student Success Center

ACE-UP MEETING →

OVERALL ROLE

Serve as the point of contact for DEIB from a system level prospective but housed in the NC Student Success Center

EQUITY COACH ACADEMY

Curate and facilitate a year-long program that educates individuals across NC Community Colleges on how to do this work on their campuses

PROFESSIONAL LEARNING

Offer a wide array of professional learning opportunities for all 58 community colleges through the center or individual campuses

CONSULTING SERVICES

Provide needs assessments etc. to college to access their current DEIB efforts and provide recommendations on how to move their work forward



Strategies For Success

ACE-UP Meeting →



EQUITY COACH ACADEMY

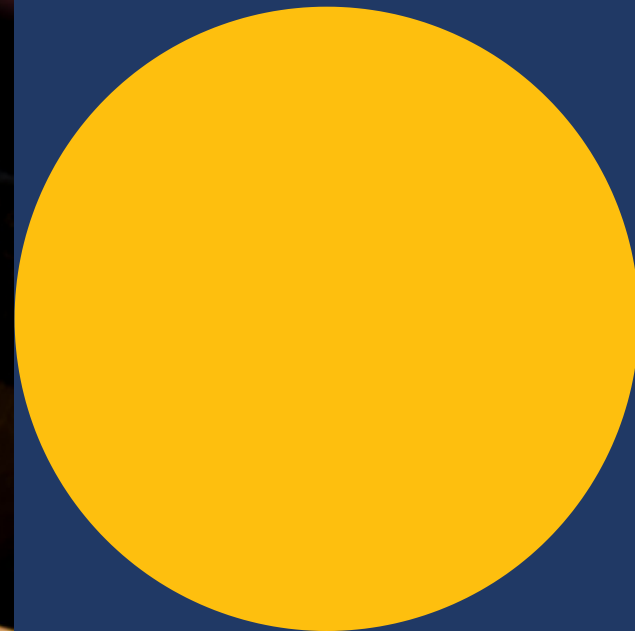
The Equity Coach Academy, a comprehensive year-long program designed to elevate participants' grasp of equity by amplifying and implementing optimal strategies.

EQUITY COACHING

Coaching colleges that are engaged in various projects with the system. Current project is the REACH (Racial Equity in Adult Credentialing in Higher Education).

LEGISLATIVE TOOLKIT

Provided a toolkit for all 58 community colleges to use as a resource to integrate the new legislation into their current efforts.



**“Equity is the journey not
the destination!”**



Overcoming Challenges

LEADERSHIP CONSIDERATIONS

: A significant leadership challenge in this context is inspiring and mobilizing a diverse group of individuals towards a common goal of equity and inclusion.

NAVIGATING RESISTANCE TO CHANGE

One of the foremost challenges in championing DEIB initiatives within any organization, including educational institutions like community colleges, is overcoming resistance to change.

MEASURING IMPACT & SUSTAINING MOMENTUM

Developing robust mechanisms to measure the impact of DEIB initiatives and sustaining momentum over time. It is essential to have clear, actionable goals and metrics to evaluate progress and adjust strategies as needed.

Success Stories



IMPORTANCE OF LEADERSHIP

Leadership plays a crucial role in the successful implementation of DEIB initiatives.

STRATEGIC & HOLISTIC APPROACH

Effective DEIB initiatives require a strategic and holistic approach that goes beyond surface-level changes to address systemic barriers and biases. This involves integrating DEIB principles into all aspects of the college's operations, from admissions and curriculum development to faculty recruitment and student services.

POWER OF COMMUNICATION & COLLABORATION

Achieving meaningful progress in DEIB initiatives relies heavily on building a strong sense of community and fostering collaboration among diverse groups.

Final Reminders

Thank you!

For questions, requests and anything else we can help you with, please email us at info@bydesignconsultingllc.com.

Website: <https://consultingwithkeisha.com/>

