

To: Montgomery College Community

From: Dr. Jermaine F. Williams, President

Subject: **Announcing the Office of Inclusive Excellence and Belonging and the Search for Its Leader**

Date: January 23, 2025

Since its creation in 2017, the Office of Equity and Inclusion has united students, faculty, staff, and the broader community in advancing the College's commitment to diversity, equity, and inclusion. Led by the Chief Equity and Inclusion Officer and supported by many dedicated students, faculty, and staff, this work has shaped the Cultural Diversity Plan, Equity Week, Equity Awards, guest speakers, special events, and more. It also led the development of the College's Diversity, Equity, Inclusion, and Social Justice Policy, which was adopted by the Board of Trustees in 2023, underscoring the Office's lasting impact on our community.

In recognizing the Office's progress and reflecting the College's Strategic Plan goal of cultivating a sense of belonging for everyone at the College, the Office of Equity and Inclusion will become the Office of Inclusive Excellence and Belonging on July 1, 2025. This new name demonstrates the office's evolving mission to deepen community connections, foster inclusivity, and strengthen equity for all. Concurrently, the Office's leader will assume the title, Vice President of Inclusive Excellence and Belonging, underscoring this expanded commitment to a College climate where every individual can thrive.

We will conduct a comprehensive, international search for the Vice President of Inclusive Excellence and Belonging this spring. The opening will be advertised in early February, and I expect to appoint a person to be in place by July 1. Chief of Staff Stephen Cain will lead the search advisory committee, which will review applications, interview candidates, and make recommendations to me. The search firm, Greenwood Asher & Associates, will assist in this process. If you would like to be considered for serving on this search advisory committee, please express your interest by contacting Dr. Cain at Stephen.Cain@montgomerycollege.edu by Friday, January 31.

Thank you for your support of this search process and for your commitment to cultivating a sense of belonging for everyone at Montgomery College.