

Dear Colleagues,

The JHBC Office of Academic Equity (OAE) is committed to supporting the college in its mission of creating a diverse environment; one that is inclusive, responsive and supportive of each and all its faculty, staff and students. The office was created in 2018.

During the AY 2018-2019, the office created an event for all the staff members in the college: "In Motion". In the past, the event called attention to JHBC's staff members who have promoted Diversity, Equity, and Inclusion (DEI). During AY 2022-2023 "In Motion" took place as a meeting for all the staff members. The idea was to determine what participants think we could do for staff members to better foster the OAE mission.

Among those present, everyone agreed that they liked working with fellow staff and faculty in the college and they enjoyed helping our students. Those attending the meeting also stated that they will benefit from:

- More transparency and information about the staff Professional Development Fund (PDF)
- More interactions with fellow staff members strengthen collaboration, training and more.

Participants also expressed the desire to see more recognition of the staff members' achievements. Dean Gomez-Arias, who expressed his support for this request, is currently collaborating with the Senior Leadership Team (SLT) to determine how this can be achieved. The Dean also plans to work with the incoming college communication specialist to determine how this can be done.

A monthly staff meeting has been launched (thanks to efforts by Lisa Pena) to ensure that members can interact with each other and learn together. Additionally, Dr. Francisca Beer and Marina Kamel met with Rowena Casis-Woidyla, Director of Leadership Development and Employee Enrichment of the Staff Development Center to determine ways to promote more opportunities to the college staff members and how our college can utilize the Staff Development Center. The Dean and the SLT are collaborating with the JHBC OAE to determine how staff PDF should be managed.

Our very best,

JHBC Office of Academic Equity

Dr. Francisca Beer and Marina Kamel