

# 2020 - 2021 Report

# President's Commission on Race & Equity

TALLAHASSEE COMMUNITY COLLEGE

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# Our Commitment



Tallahassee Community College stands against hate, racism and prejudice – things that do not have a place on our campus or in our community. Racial discrimination and injustice are consistent threats to our society, and the anxiety, fear and pain they create is real.

Equity and diversity are embedded into the fibers of our institution, and we hold these close to us in all of our interactions. As a united community of students, faculty, staff, alumni and friends, TCC puts responsibility on all those affiliated with the College to demonstrate these values.

**Together, we must  
do our part to  
advance equity and  
improve outcomes  
for all students.**

# President's Commission on Race & Equity

## Purpose

President Jim Murdaugh created the President's Commission on Race & Equity during the summer of 2020 in order to develop specific and actionable recommendations that will cultivate a deeper understanding of TCC's diverse college community and create a learning environment that fosters student success and completion for all our students.



## Goals



### Employer of Choice

Ensure TCC is the 'Employer of Choice' by advancing racial equity in all campus environments.



### College of Choice

Ensure TCC is the 'College of Choice' for our students by providing opportunities that help close the achievement gap for our black students and educate all students on issues of race and equity.



### Partner of Choice

Ensure TCC is the 'Partner of Choice' by engaging community leaders and stakeholders in focused conversations on racial issues including equality, inclusion, race relations and other areas affecting underrepresented populations.

# Membership

The Commission is an ad hoc committee comprised of TCC faculty, staff, administrators, and students from across all College divisions and departments.

## 2020-2021 Members

Alexis Howard  
Andrea Oliver  
Anthony Jones  
Candice Grause  
David Proctor  
Edwin Washington  
Gerald Jones  
Gloria Williams  
Greg Williams  
Jackelyn Feliciano  
Jayla Nickeo  
Julie Baroodly  
Kenya Thompkins  
Kermit Harrison  
Kimberly Moore  
Micah Mitchell  
Nyla Davis  
Reggie Grant  
Renaë Tolson  
Sharisse Turner  
Summer Dusek  
Teresa Paliwoda



# Meetings



## Meeting 1: Introduction

August 27, 2020

### Agenda

- Commission purpose and goals
- Review of suggested actions from the June 2020 campus-wide town hall, including the formation of a special commission
- Discussion on how to organize action items
- Setting of ground rules to encourage sharing and listening
- Establishment of membership and meeting dates, from August 2020 to April 2021
- Guest Speaker

### Materials



The 1619 Project [WEBSITE]



General Charles Brown, USAF Chief of Staff, on the events surrounding the death of George Floyd [VIDEO]



TED Talk: "How to Deconstruct Racism, One Headline at a Time" by Baratunde Thurston [VIDEO]

### Guest Speaker

**Walt McNeil**

*Sheriff, Leon County Sheriff's Office*

Sheriff McNeil shared his significant experiences both as chief executive and a law enforcement leader, including his "All In LEON" initiative. He also offered suggestions on how TCC can strive for a culture of tolerance and compassion on campus and with the community.



# Meetings



## Meeting 2: Employer of Choice

September 24, 2020

### Agenda

- Expanded meeting time to allow more time for discussion
- Creation of Teams site
- Guest Speaker: Lila Jaber
- Review of meeting materials and open discussion on defining structural racism
- Employer of choice action items brainstorm

### Materials



Aspen Institute: 11 Terms You Should Know to Better Understand Structural Racism [ARTICLE]



Stanley Nelson: Story of Access [VIDEO]

### Guest Speaker

**Lila Jaber**

*President, LilaJaber Consulting*

Ms. Jaber provided insights as a strategy and business consultant and as the leader of a minority/women-owned business owner on how diversity benefits the workforce. She also provided insights on how the work of the Commission will have a trickle-down effect from students to the community.



# Meetings



## Meeting 3: College of Choice

October 29, 2020

### Agenda

- Review of action items from prior meeting
- Guest Speaker: Angela Long
- Review of materials and discussion on the achievement gap in higher education
- Brainstorm of current successful strategies, establishment of subcommittees

### Materials



Overcoming Educational Racism in the Community College [BOOK]



Achievement Gap, Or Opportunity Gap? What's Stopping Student Success [PODCAST]

### Guest Speaker

#### Angela Long

*Director of Strategic Engagement, TCC*

Dr. Long shared what she learned from her research for her book *Overcoming Educational Racism in the Community College* on the achievement gap issue, why diversity is critical for the future of higher education and how colleges and close the achievement gap.



# Meetings



## Meeting 4: College of Choice

November 19, 2020

### Agenda

- Review of TCC's student success data
- Guest Speaker: Walter Bumphus
- Review of work of subcommittees:
  - Learning communities
  - Institutional definition of equity
  - Cross-disciplinary cultural experiences
- College of choice action items brainstorm

### Materials



American Council on Education (ACE): Race and Ethnicity in Higher Education [REPORT]

### Guest Speaker

#### Walter Bumphus

*President/CEO, American Association of Community Colleges*

Dr. Bumphus, who has served in higher education as a professor, president and chancellor, and has been appointed to several national initiatives by two separate presidential administrations, shared his work called "Unfinished Business" looking at achievement gaps and identifying equity issues at community colleges.





# Meetings



## Meeting 5: Partner of Choice

February 25, 2021

### Agenda

- Review of action items from prior meeting
- Guest Speaker: Sean Pittman
- Review of the GARE Racial Equity Toolkit, and what projects and programs would benefit
- Presentation on institutional definition of equity

### Materials



Local and Regional Government Alliance on Race & Equity (GARE) Racial Equity Toolkit - An Opportunity to Operationalize Equity [REPORT]

### Guest Speaker

#### Sean Pittman

*CEO, Pittman Law Group*

As the Founder and Chairman of the Big Bend Minority Chamber of Commerce, Mr. Pittman shared why he started the Chamber, why he supports the use of toolkits in better implementing equity efforts, and how TCC can continue to work with business partners to advance diversity and inclusion in the community.



# Meetings



## Meeting 6: Partner of Choice

March 25, 2021

### Agenda

- Wrap-up discussion and review of purpose, goals
- Guest Speaker: Monesia Brown
- Review of action items from prior meeting
- Partner of choice action items brainstorm

### Materials



PBS News Hour interview with 'Caste' author Isabel Wilkerson on America's race and class hierarchy [VIDEO]

### Guest Speaker

#### **Monesia Brown**

*Director of Public Affairs and Government Relations, Walmart*

Ms. Brown provided insights from her role in advocating and supporting growth in communities, as well as a member of the State Board of Education for Florida. She shared some of her ideas for how TCC could partner with businesses like Walmart to improve equity and reduce poverty.



# Meetings



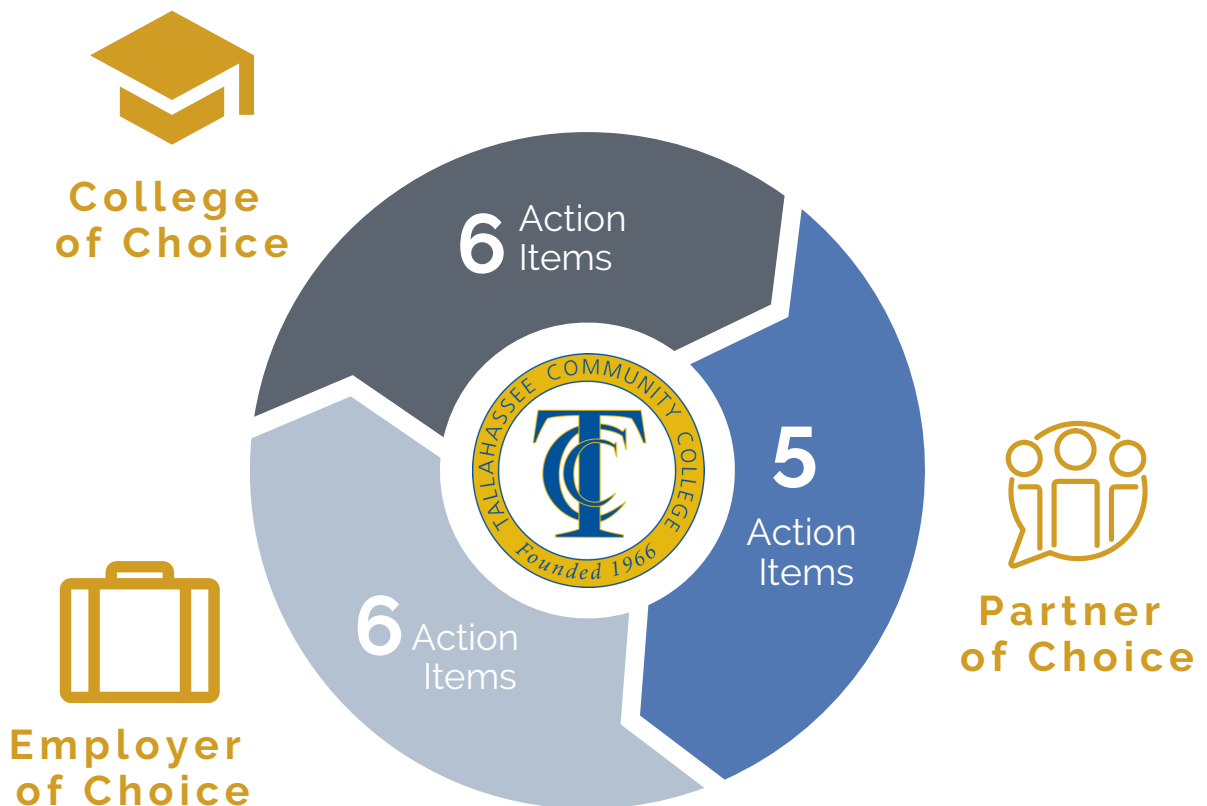
## Meeting 7: Final Report

April 22, 2021

### Agenda

- Review of Commission purpose, goals and expectations
- Presentation and review of recommended action items
- Deliberation and approval

### Recommendations



# Action Items



## Employer of Choice

ACTION	RECOMMENDATIONS	STATUS
<p>Include President in the employee hiring/onboarding process to empower new employees and provide access to CEO</p>	<ul style="list-style-type: none"> <li>• President to meet (1/2 hour, one-on-one) with all new deans and directors;</li> <li>• President to also start meeting with all new faculty hires</li> <li>• Monthly meet-and-greet sessions to allow the president to attend and speak to all new employees on the culture of the college, importance of each position and department</li> </ul>	<ul style="list-style-type: none"> <li>• President's Office began scheduling time with new hires starting in January 2021</li> <li>• Human Resources (HR) restarted the Meet-and-Greet for all new hires in January 2021</li> <li>• Redesigned new employee orientation with representatives from each department and a virtual component</li> </ul>
<p>Create guidelines for hiring committees to ensure consistency and that they are appropriately diverse; focus it to ensure members are seeking to hire based on culture</p>	<ul style="list-style-type: none"> <li>• Establish hiring committee guidelines for hiring managers that promote utilization and consistency of hiring committees among hiring managers; guidelines should include recommendations for a diverse membership</li> <li>• Establish an annual meeting for all hiring managers; meetings will focus on professional development to train on processes and emphasize College values, including equity</li> </ul>	<ul style="list-style-type: none"> <li>• HR developed Recruitment Procedures, now published on the College's website, to strongly recommend hiring committees for all new hires</li> <li>• HR/President held the first annual training for all hiring managers in February 2021</li> </ul>
<p>Establish formal exit interviews to ensure employees are not leaving due to inequity or a discriminatory environment</p>	<ul style="list-style-type: none"> <li>• Create exit interview guidelines for HR (or a department head) that provides for an open and honest forum where exiting employees can share their experiences and recommendations</li> <li>• Consider mandating exit interviews unless employee wishes to opt out</li> </ul>	<ul style="list-style-type: none"> <li>• HR formalized and expanded current exit interview process for all personnel</li> <li>• HR developed formalized exit interview questions, and began meeting with employee prior to their last day</li> </ul>

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# Action Items

ACTION	RECOMMENDATIONS	STATUS
<p>Target recruitment and outreach strategies to ensure a diverse candidate pool</p>	<ul style="list-style-type: none"> <li>• Report on the current processes and practices for how the College recruits applicants for open positions (this may vary depending on position), hires and onboards new employees</li> <li>• Explore opportunities to expand recruitment sources</li> </ul>	<p>HR expanded recruitment sources (e.g. American Associate of Blacks in Higher Education, LinkedIn, Higher Ed Jobs, and other specialized advertising groups)</p>
<p>Conduct regular departmental assessments and surveys with disaggregated data to review if employee demographics align with student body's</p>	<ul style="list-style-type: none"> <li>• Conduct an analysis of each department and each employee classification to review demographic makeup</li> <li>• Implement an annual survey of employees to solicit feedback on culture (non-anonymous); establish a structure and process for how complaints are addressed based on current HR processes</li> </ul>	<ul style="list-style-type: none"> <li>• Confirmed that according to TCC's most recent annual equity report, employee demographics are reflective of the student population</li> <li>• Continue to monitor the annual Climate Survey conducted through the Office of Institutional Effectiveness</li> </ul>
<p>Review salary information</p>	<p>Report on current process College uses to determine salary level of existing or new positions</p>	<ul style="list-style-type: none"> <li>• HR currently reviewing internal classification equity, benchmarking with other Florida College System institutions, education required, experience, etc.</li> <li>• Salary schedule is updated annually, taking into consideration benchmarks across groups of employees</li> </ul>

# Action Items



## College of Choice

ACTION	RECOMMENDATIONS	STATUS
Explore academic learning communities to foster student achievement (define and provide examples)	Develop learning community pilot implementation plan for summer or fall 2021	<ul style="list-style-type: none"> <li>• <i>The TCC Village: A Learning Community</i> will be launched this fall with a cohort from Eagles RISE Summer Academy, Scholars and Godby graduates with a focus on gateway courses</li> <li>• An African American studies degree program concentration is planned for launch this fall focused on four multi-cultural courses and a learning community component; exploring the option of providing a badge</li> </ul>
Define equity at TCC	Propose a new institutional definition, of equity to be approved by Commission	A subcommittee of the Commission was formed and created a draft definition, presented it to the Commission and then submitted to the Student Success Committee to be implemented as part of the equity-minded syllabus project (see pg. 17)
Explore cross-disciplinary cultural experiences that foster faculty and staff professional development, and help develop student soft skills	<ul style="list-style-type: none"> <li>• Develop content for first-year faculty training that reflects goals of Commission</li> <li>• Integrate racial equity training into annual professional development plan</li> </ul>	<ul style="list-style-type: none"> <li>• Group of eight faculty/staff completed The Equity Literacy's Racial Equity Facilitator training</li> <li>• A subcommittee was formed and drafted layout for new faculty programming for fall term and implementation of racial equity training open to all employees</li> </ul>

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# Action Items

ACTION	RECOMMENDATIONS	STATUS
Ensure student Guided Pathways are equitable	Lead a review of all Guided Pathways through the lens of equity	A subcommittee was formed and developed a comprehensive plan of action for reviewing all academic programs and strengthening pathways prior to fall semester, and then on an ongoing basis going forward
Equity-minded syllabus/Faculty equity survey	<ul style="list-style-type: none"> <li>• Develop an equity-minded syllabus and target 100% adoption rate among faculty by fall 2022</li> <li>• Provide resources and a website to support faculty</li> </ul>	<ul style="list-style-type: none"> <li>• A subcommittee was formed and developed a comprehensive program that includes training and guidance, and presented a draft to subcommittees, faculty and students</li> <li>• A faculty equity survey was conducted in February 2021; results were used to inform equity-minded syllabus efforts</li> </ul>
Develop an African American Studies program	Establish a certification enhancement that AA degree students can append to their transcripts; includes required courses, special topics seminars and an interdisciplinary learning community	<ul style="list-style-type: none"> <li>• A subcommittee was formed and conducted a student survey in March 2021; results were used to inform development of program</li> <li>• Subcommittee developed curriculum and course progression and are due to present at the Curriculum and Innovation Committee for approval for fall implementation</li> </ul>

# Action Items



## Partner of Choice

ACTION	RECOMMENDATIONS	STATUS
<p>Develop training opportunities for how to do business with public entities</p>	<ul style="list-style-type: none"> <li>• Create just-in-time trainings for how to become certified with the state for minority or women-owned businesses</li> <li>• Create workshop for existing businesses to better understand the state procurement process</li> </ul>	<ul style="list-style-type: none"> <li>• Partner with the Office of Economic Vitality to extend their existing training opportunities to prospective vendors, focusing on the five most common transaction types as identified by Administrative Services</li> <li>• Help area businesses become a certified vendor by collaborating with OEV to engage establish an annual pitch competition</li> </ul>
<p>Utilize P-cards to advantage minority and women-owned businesses where possible</p>	<p>Provide training to staff on how to operationalize</p>	<p>Those who have P-cards will be included in the OEV program (from above action)</p>
<p>Explore starting a local history festival</p>	<p>Create a local history festival, modeled on the Science Festival, that highlights civil rights and Riley House</p>	<ul style="list-style-type: none"> <li>• Developed a proposal for a tri-county history fair in February 2022, including cross-marketing opportunities with other cultural holidays, booths, prizes, scholarships, etc.</li> <li>• Committee of TCC employees and community volunteers will flesh out plan and create a budget proposal</li> </ul>

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# Action Items

ACTION	RECOMMENDATIONS	STATUS
Provide policy revisions oversight	Designate a representative(s) from the Commission to review policy changes as a result of the College's 2021 policy review	<ul style="list-style-type: none"><li>• Appointed four-person subcommittee from HR, classified staff, and faculty to receive training and review all policy revisions in May and provide recommendations if inequities exist</li></ul>
Research how to target individuals claiming unemployment with training opportunities	Work with Florida Department of Economic Opportunity (FDEO) to identify ways to disseminate information on training opportunities to those currently experiencing unemployment	Met with FDEO representatives to discuss options; next steps are to follow-up with Workforce Development local workforce board to develop a plan

# Equity at TCC

Tallahassee Community College is committed to improving equity by deliberately ensuring justice and fairness within the procedures and processes of the college, as well as in its distribution of resources. Equity is the practice that begins by acknowledging that advantages and barriers exist and that personal or social circumstances, such as protected class or intersecting identities, are not obstacles to achieving one's goals.

Institutional Definition of Equity,  
Established March 25, 2021

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Tallahassee Community College does not discriminate against any person on the basis of age, color, disability, ethnicity, gender identity, genetic information, marital status, national origin, pregnancy, race, religion, sex, sexual orientation, veteran status, or other protected class in its programs and activities. Inquiries regarding the non-discrimination policies may be directed to: Renae Tolson, Equity Officer | Room 239 Administration Building | 444 Appleyard Drive | Tallahassee, FL 32304-2895 | (850) 201-6074 | [tolsonr@tcc.fl.edu](mailto:tolsonr@tcc.fl.edu)