

*Board of Trustees*  
***DIVERSITY, EQUITY & INCLUSION***  
***COMMITTEE***

**Navigating the Journey to Equity and Inclusion**

May 4, 2021

**Moderated by:**  
**Justin Lonon & Marisol Romany**  
*Social Responsibility & Inclusion*



# Dallas College Mission

To transform lives and communities through higher education.

## **SOCIAL RESPONSIBILITY & INCLUSION PURPOSE**

Provide an integrated, sustainable approach that is focused on providing an inclusive environment for all (through our DEI efforts), enhancing quality of life (through our sustainability efforts) and contributing to the economic development of our community (through our supplier diversity efforts).

# Sustainability Outreach & Initiatives

Presenter

**Georgeann Elliott Moss**

*Executive Administrator*

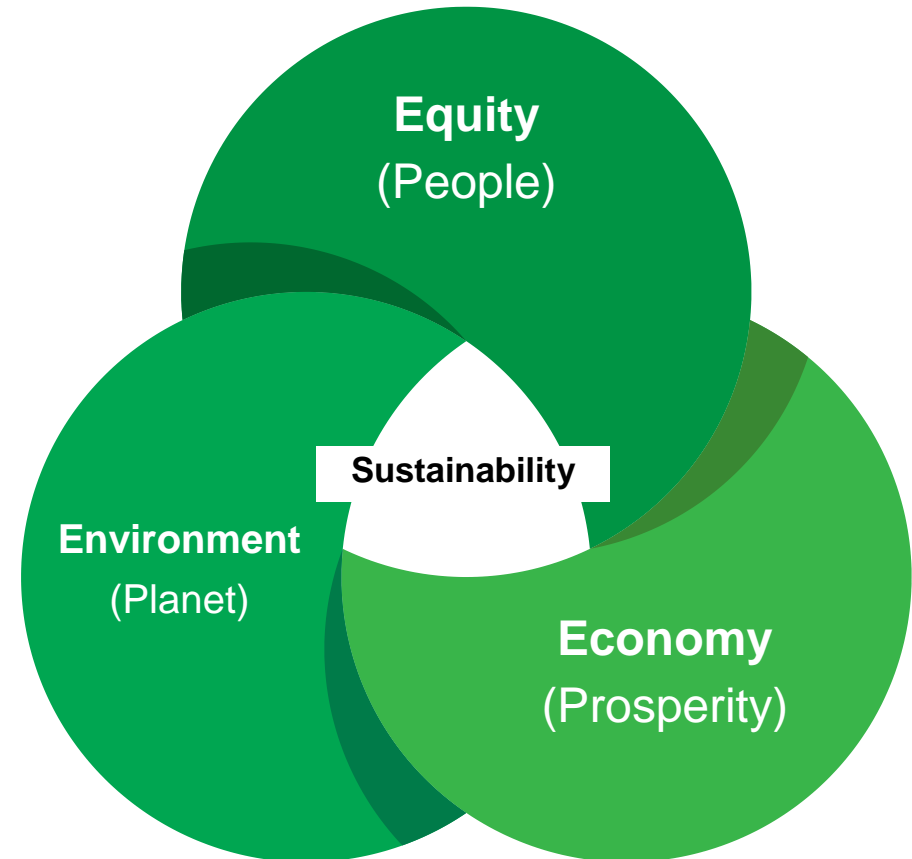
Sustainability, Outreach & Initiatives

Social Responsibility & Inclusion

# Sustainability Outreach and Initiatives Purpose

Educate, encourage and empower students, employees and the community to promote **equity**, improve the **economy** and protect the **environment**.

*Also known as the 3 Ps: People, Planet, Prosperity*



# Sustainability Definitions

- **Sustainability** – Meeting the needs of the present without compromising the ability of future generations to meet their own needs (1987, Bruntland Commission)
- **Triple Bottom Line** – economic theory that says instead of one bottom line, there should be three: people, planet, prosperity
- **Three Es** – another way of stating the triple bottom line; Equity, Environment, Economy
- **ESG** – environmental and social governance; what business calls sustainability
- **Resilience** – Ability to survive and thrive after disasters
- **Equity** - The fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.

# Our Primary Sustainability Tools

## SUSTAINABLE DEVELOPMENT GOALS



### Measuring Success

Association for the Advancement of Sustainability in Higher Education (AASHE) Sustainability Tracking, Assessment and Rating System (STARS)

What Sustainability Looks Like

Sustainability Outreach and Initiatives

# Sustainability Outreach Goals & Initiatives

## Goal 1: Providing Access to Sustainability Education

Internal Audiences (Student, Faculty, Employees)

External Audiences (Business and Community)



## Goal 2: Connecting With Our Audiences

Grow and recognize sustainability leaders in our communities

Maintain existing partnerships and develop new ones that support our sustainability goals



## Goal 3: Communicating With Our Audiences

Inform internal and external audiences of all related Sustainability initiatives, resources and events available and outcomes of the same



## Goal 4: Supporting Local and Global Goals

Grow align Dallas College goals with governmental entities and NGOs that have similar goals and missions



# Goals

Alignment with Dallas College Strategic Priorities and/or overall purpose:

- To ensure Dallas County is vibrant, growing and economically viable for current and future generations.
- To provide a teaching and learning environment that exceeds learner expectations and meets the needs of our community and employers.

# Collaborations Across Dallas College

## Operations

- Strategic Initiatives – V2MOM
- Procurement – Sustainable purchasing
- Facilities - Energy efficiency, renewable energy, bond projects, sustainable construction guidelines
- Marketing – message & event promotion

## Workforce and Advancement

- Visualizing sustainability through Geographic Information System (GIS) software
- Fundraising for special programs

## Sustainability Outreach and Initiatives

## Student Success

- Collaborate on sustainability events
- Infuse sustainability into student leadership programs
- Sustainability Scholar program

## Academics

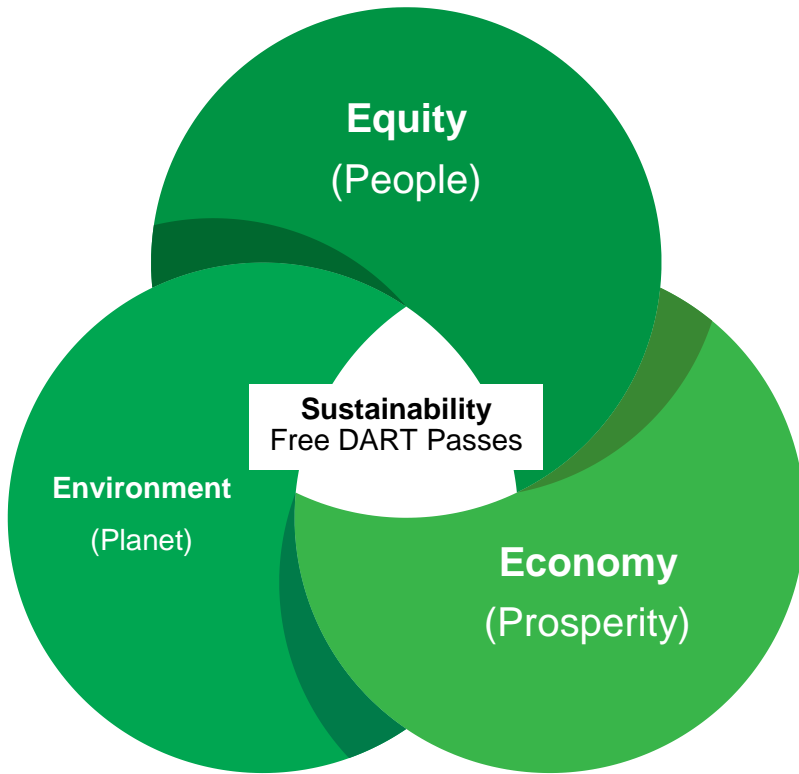
- Reframing the Curriculum (Sustainability + Social Justice)
- Structured, reflective dialogues



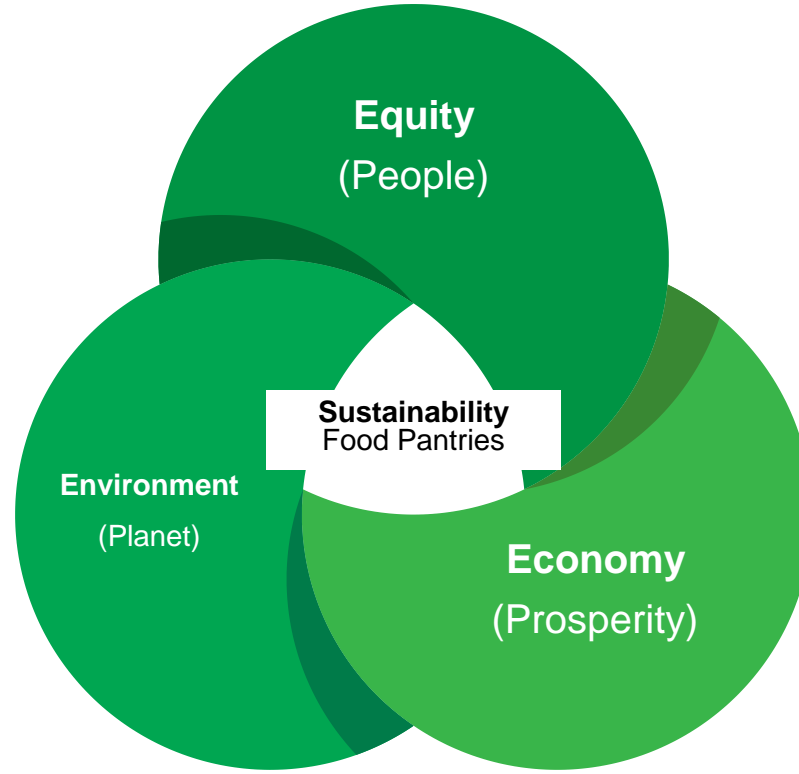
# Highlights

PROGRAMS	GUIDING & ASSESSMENT TOOLS
<ul style="list-style-type: none"><li>• Reframing the Curriculum Initiative</li><li>• Deliberative Dialogues Initiative</li><li>• Weekly Webinars/Annual Conference</li><li>• Student clubs</li><li>• Race to Zero Waste Competition</li><li>• Tree Campus USA</li><li>• Urban Agriculture<ul style="list-style-type: none"><li>a) Support Academy</li><li>b) Create and Manage Campus Gardens</li></ul></li></ul>	<ul style="list-style-type: none"><li>• Association for the Advancement of Sustainability in Higher Education (AASHE) Sustainability Tracking Assessment and Rating System (STARS)</li><li>• SDG Action Manager (Sustainable Development Goals)</li></ul>

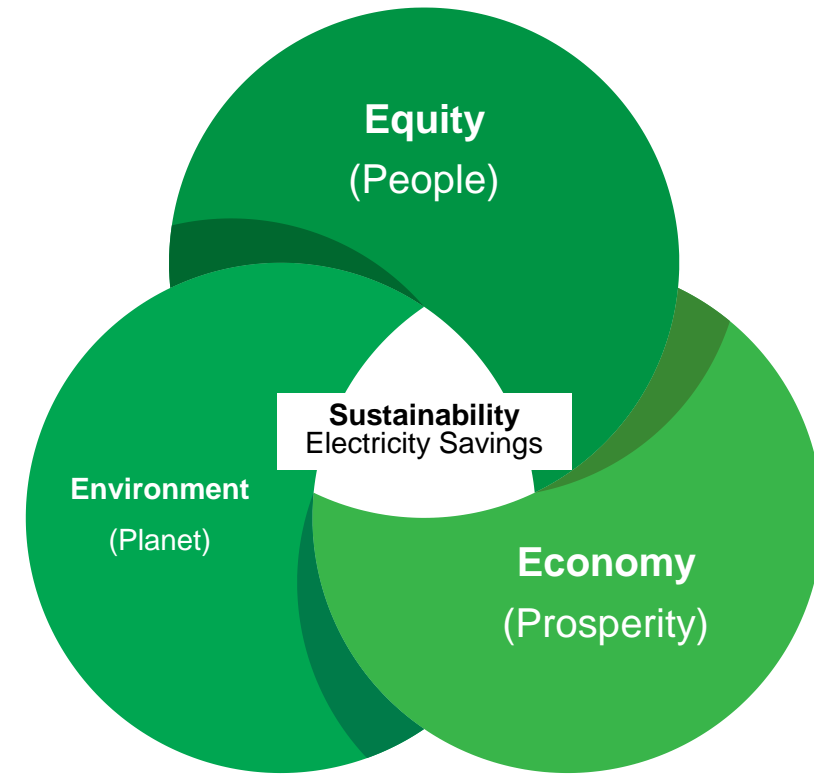
# Dallas College Sustainable Solutions



**SOLUTION**  
Access to Transportation

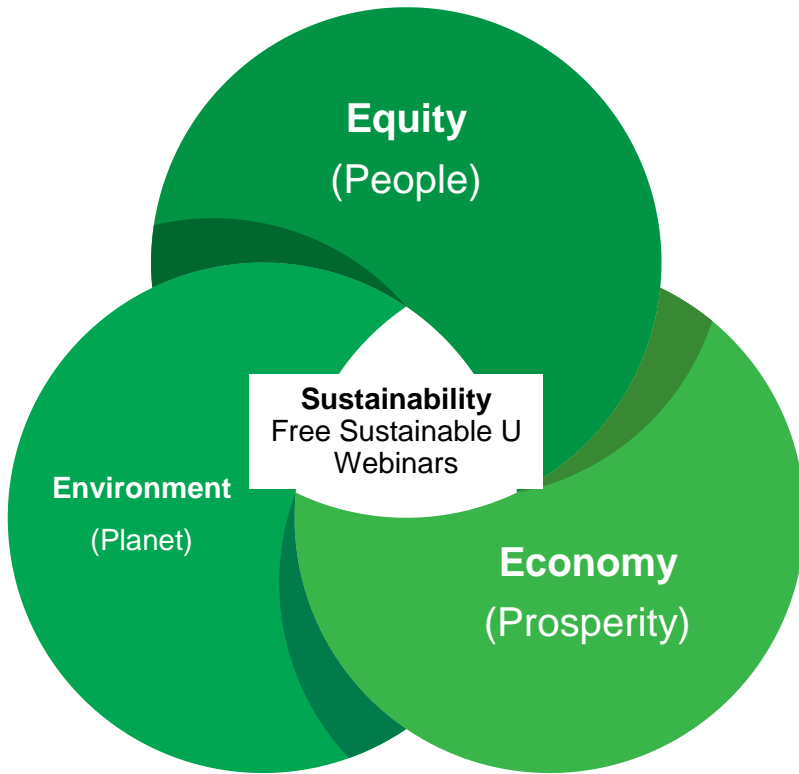


**SOLUTION**  
Food Security

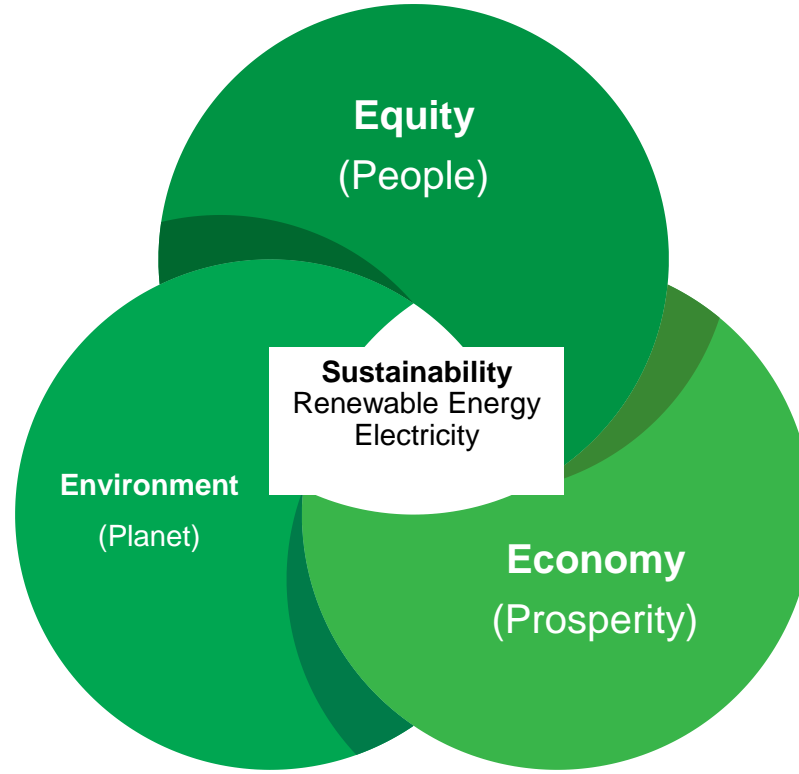


**SOLUTION**  
Energy Efficiency Program

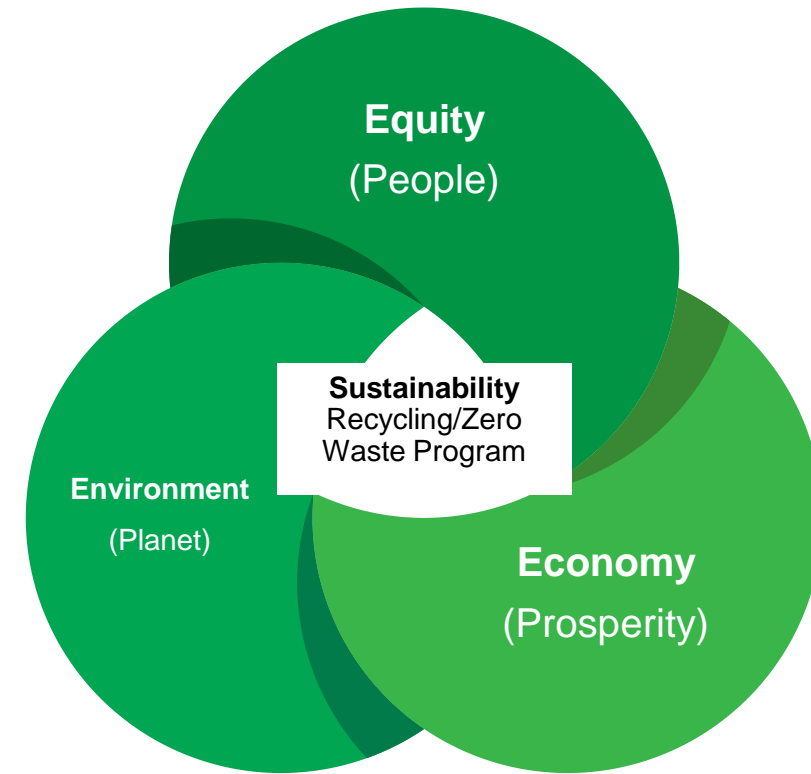
# Dallas College Sustainable Solutions



**SOLUTION**  
Access to Education



**SOLUTION**  
Affordable and Clean Energy



**SOLUTION**  
Waste Management

# Renewable Energy Solution

## Renewable Energy Electricity:

1. Participated in the decision making to pursue renewable energy when the current contract expires in collaboration with Facilities and Purchasing to:
  - reduce fossil fuel emissions.
  - promote the long-term health and well-being of Dallas county citizens.
  - create local jobs.
  - create savings - the renewable energy contract will cost less than the current fossil fuel contract.
2. Participation included:
  - providing information about the benefits of renewable energy.
  - Serving on the renewable energy purchasing selection team.

# Diversity, Equity & Inclusion

Presenter

**Kenneth Chapman Jr., Ph.D.**

*Senior Director Diversity, Equity & Inclusion*

Social Responsibility & Inclusion

# DEI Purpose

Dallas College values a culture where we integrate diversity, equity and inclusion (DEI) throughout the system. We respect and appreciate our similarities and differences, they enable us to better serve our students, one another, and our community. Our goal is to empower, educate, and encourage a commitment to the promotion of an inclusive environment.

# DEI Definitions

- **Diversity** - refers to the wide range of identities such as race, ethnicity, gender, age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, veteran status, physical appearance, etc. It also encompasses different ideas, perspectives, and values.
- **Equity** - The fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.
- **Inclusion** - The act of creating environments in which any individual or group can be and feel welcomed, respected, supported and valued as a fully participating member. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people.

# Our Primary Diversity, Equity & Inclusion Tools

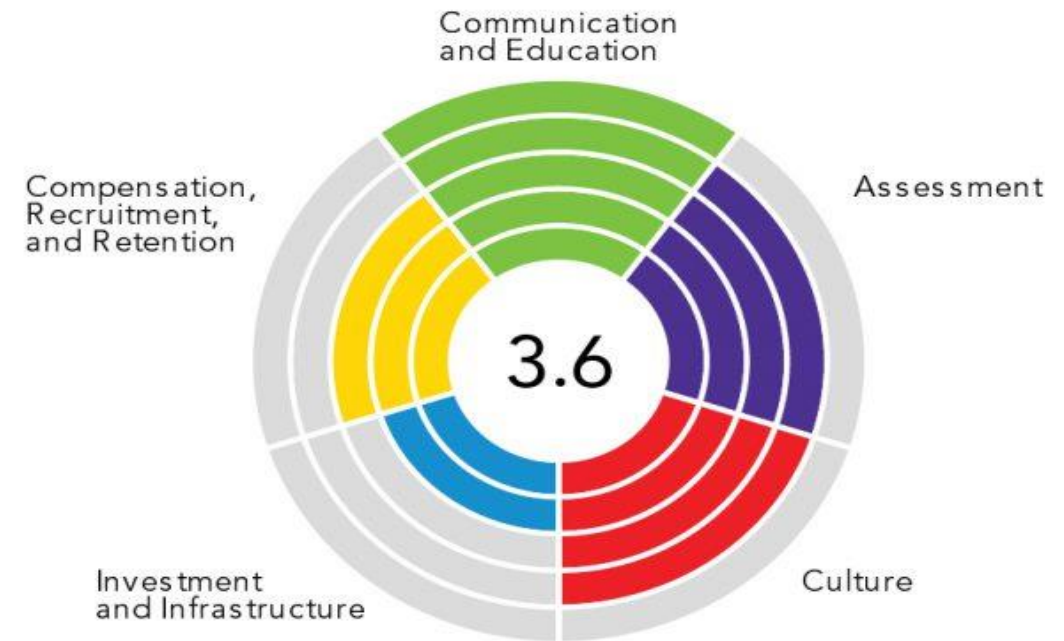


What diversity looks Like

Source: grandenswartzrowe.com

## DEI Maturity Index

### YOUR RESULTS



Measuring Success

Diversity, Equity & Inclusion

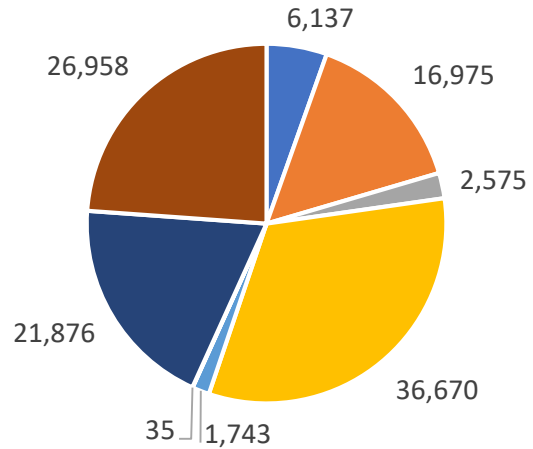


# Demographics

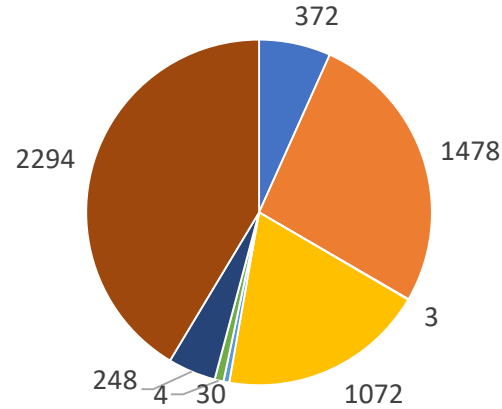
## Race

- Asian
- Black
- Hawaiian/Pacific Islander
- Hispanic/Latino
- International
- Native American/Alaskan

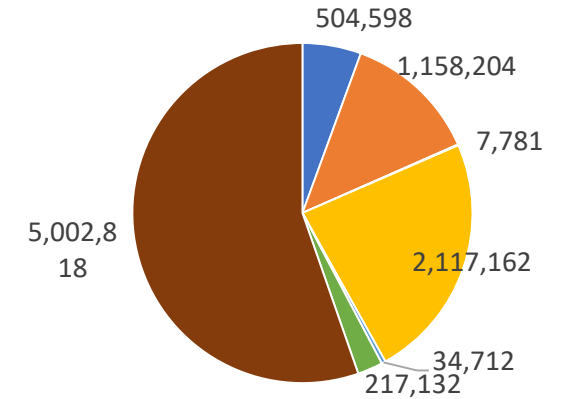
### Students



### Employees

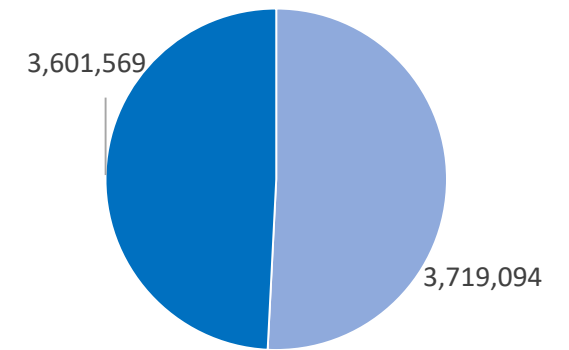
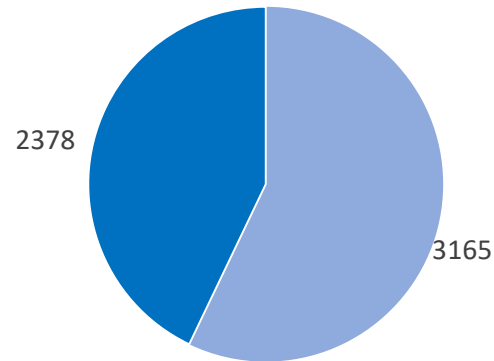
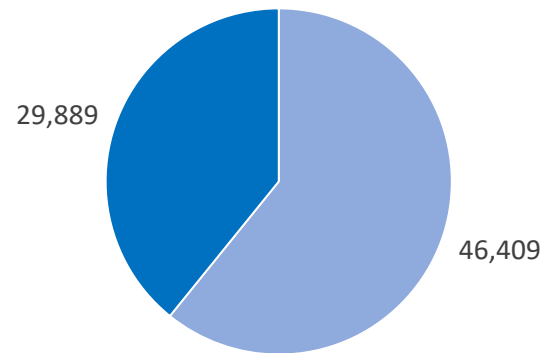


### Dallas County



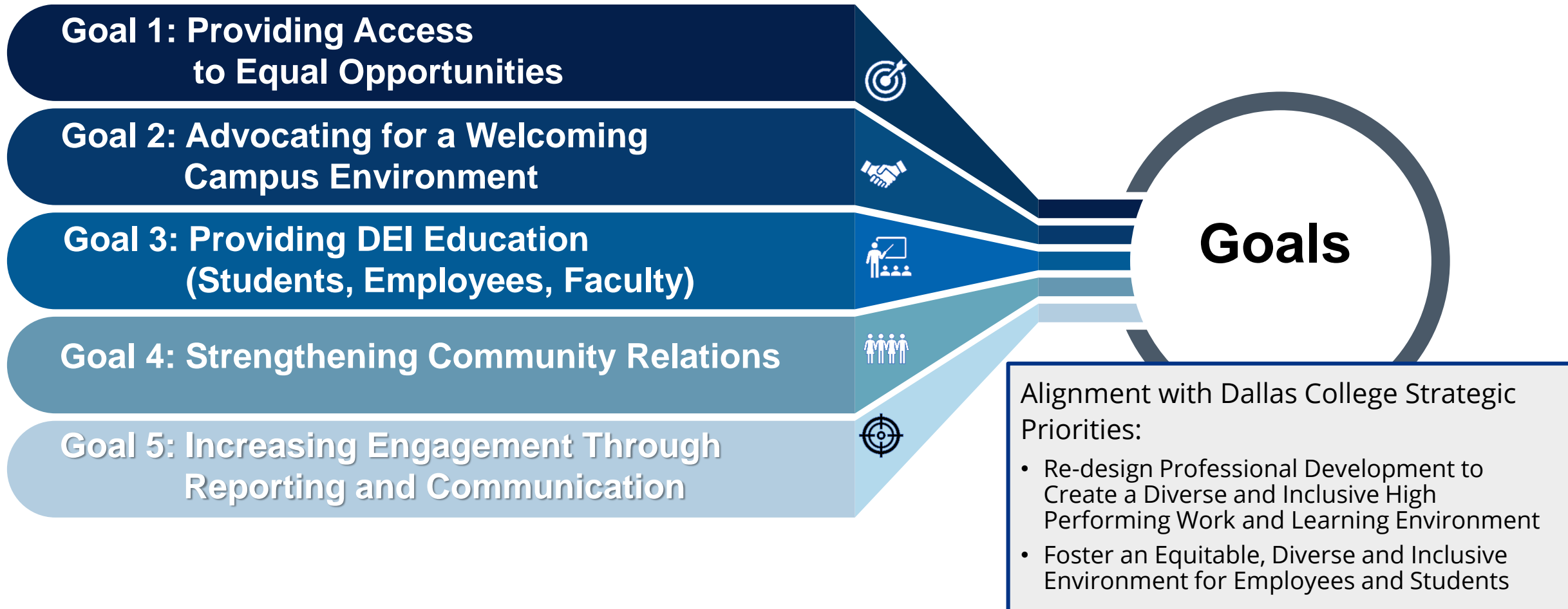
## Gender

- Female
- Male

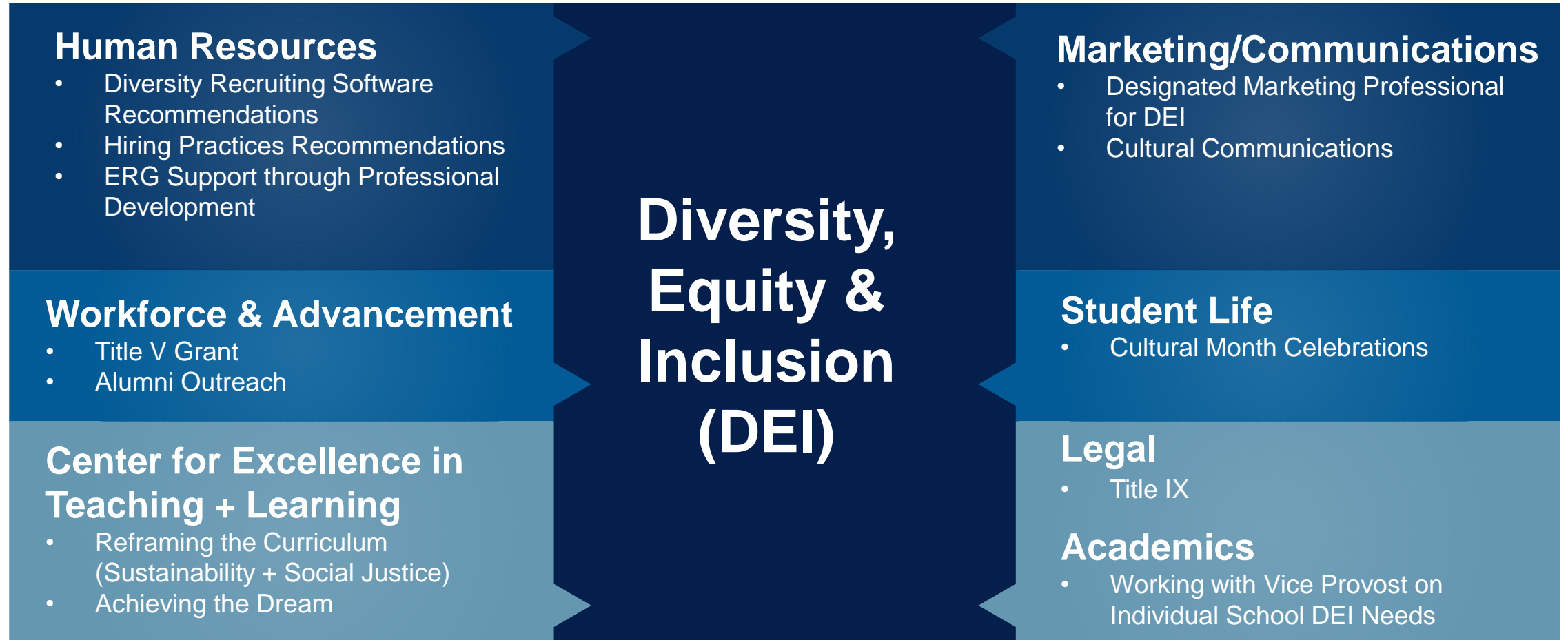


Source: Dallas College Data Depot

# DEI Goals & Initiatives



# Collaborations Across Dallas College



# Collaborations Across Dallas College

## Human Resources Workforce Planning

- Provide new employees DEI training at orientation
- Add DEI training courses to Cornerstone Learning

## Institutional Research & Human Resources Systems and Strategies

- Develop a process to report success analytics on employee DEI training

## DEI Training & Development

## Center for Excellence in Training and Learning (CETL)

- Collaborate with CETL to promote an inclusive environment via curriculum

## Employee Resource Groups (ERG)

- Provide support for ERG activities
- Provide professional development to include topics requested

# Highlights

EDUCATION	EMPLOYEES	COMMUNITY OUTREACH	RESOURCES
Social Responsibility and Inclusion Conversation Series	Employee Resource Groups	UNT Collaborative	Website <a href="http://dallascollege.edu/SocialResponsibility">dallascollege.edu/SocialResponsibility</a>
Reviewing vendors to provide annual DEI training	Social Responsibility and Inclusion Review Committee	Diverse associations and professional organizations that help support our efforts	E-mail <a href="mailto:Socialresponsibility@dcccd.edu">Socialresponsibility@dcccd.edu</a>
Reframing the Curriculum workshops and support for faculty (social justice and sustainability)	College wide inter-department support and establishing partnerships within new one college structure	Other educational institutions (ISD partners, 4 yr. partners)	“Your Voice” line (May 2021)

# 2021 Initiatives Update

## Diversity, Equity & Inclusion

### 4 Human Resources

- Viewed 2 Vendors for Diversity Recruitment Software to Recommend to HR
- We sourced two Associations to source diverse candidates

### 56 Social Responsibility and Inclusion Conversation Series

- Topic: Understanding the Legal Aspect of Social Justice
- 76 Registered, 56 Attended
- Planned Monthly

2

#### Student Services

- Partnered on 2 Cultural Month Celebrations

2

#### Marketing/Communications

- Worked on 2 Cultural Month Communications

1

#### Center for Excellence in Teaching and Learning

- Achieving the Dream Focus Groups 1x

4

#### Presentations

- 4 Department Presentations Across the College

# ERG Update 2021

## Employee Resource Groups

### Black History Month (ERG + Student Life)

- 20 Events Across the Month
- 981 Attendees at Events

### Women's History Month (ERG + Student Life)

- 21 Events Across the Month
- 800 Attendees at Events

**70** (10.3%)  
Asian American ERG

- Restructuring Based on New Guidelines
- Developing a Unique Name

**247** (11.1%)  
African American ERG

- Restructuring Based on New Guidelines
- Developing a Unique Name

**100** (6.1%)  
Adelante

- Restructuring Based on New Guidelines
- Plan to Focus on Mentoring

**307** (5.9%)  
Women Empowered

- Restructuring Based on New Guidelines
- Attended Texas Women in HE Conference

**80**  
LGBTQ+

- Restructuring Based on New Guidelines
- Currently Planning for Pride Month

# Supplier Diversity

Presenter

**Marisol Romany**

*Chief Officer*

Social Responsibility & Inclusion



# Supplier Diversity Purpose

The Supplier Diversity Program aims to develop, maintain, and enhance participation with diverse suppliers by providing equal access to business opportunities at Dallas College.

# Supplier Diversity Definitions

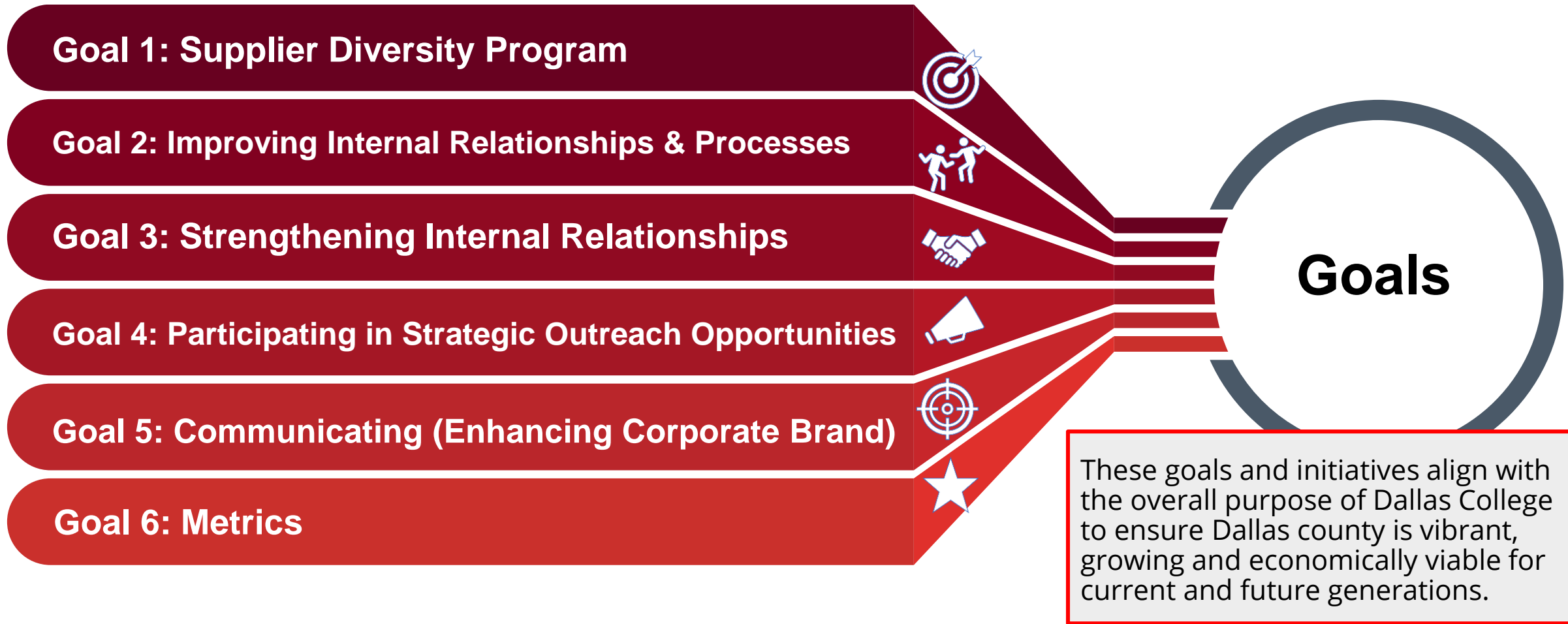
- **Supplier Diversity Program** - A supplier diversity program is a proactive business program which encourages the use of minority-owned, women-owned, veteran-owned, owned, LGBT owned, service-disabled veteran owned, historically underutilized business, and Small Business Administration-defined small business concerns as suppliers and other diverse classifications.
- **Diverse Suppliers Classification**
  - **Minority Business Enterprise (MBE)** is at least 51% owned and controlled by one or more citizens or lawful permanent residents of the United States who are either African American, Asian American, Hispanic American, & Native American.
  - **Women-Owned Business Enterprise (WBE)** is at least 51% owned and controlled by one or more citizens or lawful permanent residents of the United States who are non-minority females.

# Supplier Diversity Definitions

- **Diverse Supplier Classifications (cont.)**

- **Small Business Enterprise (SBE)** defined by the Small Business Administration is based on the number of employees, average annual receipts and its NAICS codes industry(s).
- **Lesbian, Gay, Bi-Sexual, Transgender Business Enterprise (LGBTBE)** business is majority (at least 51% owned, operated, managed, and controls by an LGBT person(s) who are either U.S. citizens or lawful permanent resident exercise independent from non-LBGT business enterprise.
- **Veteran Owned Business Enterprise (VOBE)** is independent and continuing operation for profit, performing a business at least 51% of the stock is owned by one or more veterans, and whose management and daily business operations are controlled by such veterans.
- **Historically Underutilized Business Program (HUB)** is a business in which at least 51 percent of the business is owned, operated and controlled by one or more minority groups (American Women, Black Americans, Hispanic Americans, Asian Pacific Americans, or Native Americans or Service-Disabled Veterans) who are economically disadvantaged and who have been historically underutilized because of their identification as members of these groups.

# Supplier Diversity Goals & Initiatives



# Collaborations Across Dallas College

## Purchasing

- Providing opportunities for suppliers
- Participating in RFP/RFQ/RFB Reviews & Evaluations
- Attending Pre-Bid & Pre-Construction Meetings

## 2019 Bond Program

- Updates on upcoming projects
- Attending Pre-Bid & Pre-Construction Meetings
- Participating in the RFP/RFQ Reviews & Evaluations

## Supplier Diversity

## Outreach

- 10K Small Business Goldman Sachs
- Small Business Development Center
- Workforce Development

## Facilities

- Updates on Upcoming Projects

## Information Technology

- Updates on Upcoming Projects
- Updating Colleague with New Diverse Supplier's Classifications

# Highlights

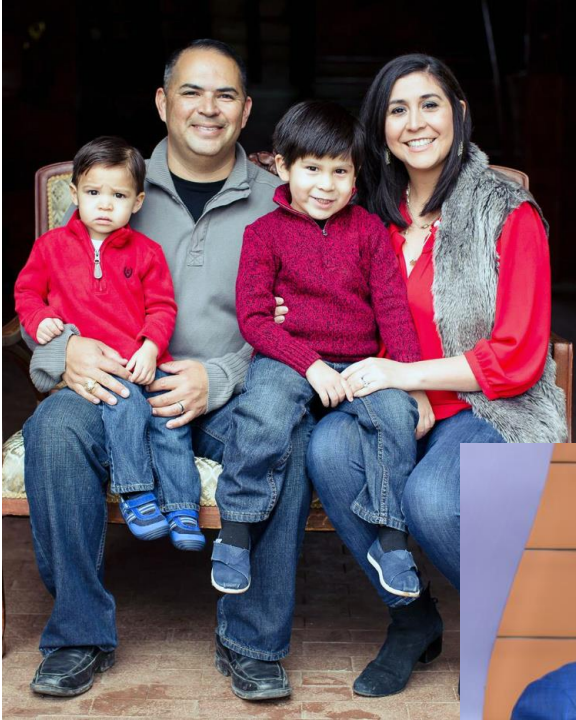
<b>BOND</b>	<b>AVAILABILITY AND DISPARITY STUDY</b>	<b>OUTREACH</b>	<b>PROCESS IMPROVEMENTS</b>
Writing criteria for doing business with Dallas College	Writing the scope	Meeting chambers of commerce and certifying agencies	Improving process within systems
Working with Bond manager and outreach company	Releasing the RFP Selecting a Consultant	Participating in Supplier Diversity events: ACCESS 2021, Hat Hard Construction, Connection to Contracts, Business Connections, etc.	Updating all diverse suppliers in current & future systems Developing workshops for buyers & suppliers Restructuring supplier diversity reports

# Supplier Diversity Program

## Advantage:

1. **Connection** – to buyers from Purchasing and Facilities for Suppliers wanting to do business with Dallas College.
2. **Mentorship** - to become business ready for doing business with Dallas College.
3. **Communication** - outreach activities to communicate upcoming business opportunities at Dallas College.

# Success Stories



**Rey Morales, Founder, Morales Construction Services**  
**Will Hodges, President, Cadence McShane Construction**  
**Thomas Crowther, President & CEO, The Crowther Group**  
**Joint Venture: Mountain View Campus, General Contractor**



**Theresa Coryell, Owner/President**  
**Coryell Commercial Roofing**  
**Brookhaven Campus, Roofing Projects**



**Jimmy Porch, President**  
**Mayrida Roofing & Construction**  
**Richland Campus, Roofing Projects**