



Foundational Excellence Through Diversity, Equity, and Inclusion:

A STRATEGIC ACTION PLAN 2021-2024



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Mission and Central Foundations

Mission of the College

Rowan College of South Jersey is a student success-oriented, accessible, and affordable learning center dedicated to enhancing its community's economic development and quality of life by striving for academic excellence in offering innovative programs and services to a diverse community of learners in a safe and caring environment.



Commitment to Diversity, Equity, and Inclusion

Belief that the College will actively seek to create the highest levels of access to programs and services for all students who may benefit and that the College's employees and students represent the diversity of the community.

Diversity Mission Statement

Rowan College of South Jersey (RCSJ), as a public institution for the public good, affirms our bedrock commitment to diversity, equity, and inclusion requires mutual respect, understanding, and valuing individuals to facilitate a more diverse and inclusive environment. Diversity, Equity, and Inclusion immeasurably enriches all we do to engage, understand, and respect individuals. Within our community, the diversity of identities and life experiences determines how we perceive and contribute to society. We acknowledge that diversity, equity and inclusion have not always been understood or embraced in our society, yet at RCSJ, we will strive to understand and embrace these values by breaking down barriers to meaningful participation ensuring individuals are treated with dignity. As a community, we commit to advance this culture through a comprehensive *Diversity, Equity, and Inclusion: A Strategic Action Plan* that focuses on the recruitment, retention, and success of a diverse student body, faculty, staff, and administration.

Central Foundations

Diversity is a foundational element of RCSJ's Strategic Action Plan preparing students for transfer education experience, careers, service and leadership in this increasingly challenging world. This must be accomplished by providing our students an education that includes diverse experiences through equity in teaching, learning, and inclusive opportunities.

Hence, RCSJ's Central Foundations are as follows:

Student Centered Culture – Keep students at the center of all we do.

Learning – Embrace the lifelong pursuit of knowledge and free expression of ideas in a safe environment to advance the individual and the community.

Excellence – Strive for continual improvement and innovation to seek our highest potential.

Diversity – Enrich learning through an inclusive campus environment that respects human dignity and difference.

Community – Foster active and productive participation in building a mutually supportive environment for members of the campus and broader communities.

Responsibility – Build a culture of integrity and accountability to develop both self and others.

President's Message



Recent events and the rapidly changing societal and cultural aspects of our world have profoundly affected all of humanity world-wide. Growing up, I clearly recall the struggle for Civil Rights, the defiance and opposition to the Vietnam War along with the failed push for the ERA. This history and all the critical events that we as members of society have experienced since then, have provided an opportunity for profound personal reflection as I, the President of Rowan College of South Jersey (RCSJ), grapple with the cultural and social justice issues we face as a College Community.

As an educator, I am passionate about education's ability to uplift and empower others to become tomorrow's leaders and agents of change. Therefore, it is imperative that we, as a society of educators at RCSJ remain a beacon of light to address systemic social injustice head-on and to remain acutely mindful of our student-centered philosophy. This course of action must be grounded in mutual respect, compassion, empathy, and civility, as together, we build a better design offering hope, a safe environment in which to learn and work, with equitable opportunity for all.

To this end, I have charged the RCSJ Diversity, Equity, and Inclusion (DEI) Office, and in turn, challenged the College Community, to lead the way to design a DEI strategic plan to guide our institution to be more helpful, equitable and accountable to the diverse needs of our students, faculty, and staff. I am proud to present the outcome of this charge, the Foundational Excellence through Diversity, Equity, and Inclusion: A Strategic Plan.

This journey toward social and cultural change will not be an easy one, but it must be a bold and continuous mission to help, uplift, and empower. As we embark on this mission, I will leave you with a quote you have heard from me before by Robert F. Kennedy, "The purpose of life is to contribute in some way to make things better." Let us work together to make this quote come to life at our college, in our community, and beyond.

Sincerely,

Frederick Keating

Dr. Frederick Keating, President

A Message from the Office of Diversity, Equity, Title IX, and Compliance

It is with great pleasure to have had the opportunity to guide the development of the strategic diversity initiative. During our lifetimes, we have witnessed individuals who embraced the ideology of Jim Crow above the fundamental right for equality and inclusiveness among all citizens.

Daily, our primary effort is to strongly advocate and push for people to move outside their comfort zones and homogenous groups to learn about, be open to and embrace by incorporating the inevitable societal changes around them as an enriching component to their overall world view.

As a College, our commitment to changing how we understand and treat one another, including the guiding principles that govern us, will require everyone to be brave and undaunted, even when governing factors appear to support non-inclusion and/or other harmful consequences of discrimination.

The title of Maya Angelou's first autobiography is *I Know Why the Caged Bird Sings*. Some believe Angelou's work reflects her encounters with racism and other hardships in an ultimate quest for freedom from her past sufferings; the caged bird sings because it has a song and it must sing.

Similarly, we, as a society and as a College Community must boldly navigate change because we too must move beyond past ordeals to find equitable freedom that can only be found in an inclusive and welcoming environment. As an institution of higher learning, it is imperative to commit to a promise to do good and no harm for our students, faculty, and staff. Therefore, we must embrace a distinct approach to how we, as a College Community, think and conduct

ourselves. This initiative is built on more than words; it will require action to implement change to counteract the repeat of damaging and unproductive behaviors that will only work to fuel continued societal division and polarization.

Our life's work has been and continues to champion the rights of the underprivileged and support their access to helpful resources on a pathway to rewarding accomplishments. We trust this strategic plan will instill this thinking into daily life at Rowan College of South Jersey.

Sincerely,



Almarie Jones

Almarie Jones, M.S.
*Special Assistant
to the President
Diversity and Equity,
Title IX and Compliance*



Nathaniel Alridge

Nathaniel Alridge, Jr., J.D.
*Director
Diversity and Equity,
Title IX and Judicial Affairs*

Diversity, Equity, and Inclusion: A Strategic Action Plan

Purpose, Process and Model

PURPOSE

The world has changed. Some of this change has been helpful because it has uplifted and empowered once historically underrepresented populations (for example, MeToo, Black Lives Matter, and so many more); other aspects of the changing society have been challenging, such as the global pandemic and its accompanying economic distress.

During the midst of the pandemic and public outcries for social justice, the College sought to examine itself, where it was, and where it needed to be. The overarching question was: How can RCSJ become a more welcoming and inclusive institution providing its traditional product of educational opportunities leading to life sustaining income and professional advancement, along with serving as a leader in its communities to model to other organizations how to embrace change and foster growth?

Affirming our commitment to Diversity, Equity, and Inclusion and the attainment of our central foundations led to the creation of this document: *Foundational Excellence Through Diversity, Equity, and Inclusion: A Strategic Action Plan*.

Primary Concerns

RCSJ believes the most pressing obstacles to achieving Diversity, Equity, and Inclusion rests within the following social challenges:

- social injustice
- ethnic and cultural bias
- economic disparity
- systematic racism
- generation gaps
- physical and mental challenges
- accessibility, and
- gender identity discrimination.

Essential Definitions: Diversity, Equity, and Inclusion

The terms Diversity, Equity, and Inclusion are three separate concepts that are inextricably connected. Therefore, it is crucial to note the definitions of these terms in this summary to ensure clarity of this interrelationship.

Diversity is the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual identity, age, social economic status, physical ability or attributes, religious or ethical value systems, national origin, political beliefs, and cultures. Diversity means more than just acknowledging and/or tolerating difference. It is a set of conscious practices that seek to understand and appreciate the interdependence of humanity, cultures, and the natural environment.

Equity is the practice of ensuring that personal or social circumstances, such as protected class or intersecting identities, are not obstacles to achieving one's potential. Equity is

reflected in policies and processes which acknowledge that we live in a world where not all members are afforded the same resources, treatment, and opportunity, and works to remedy this fact.

Inclusion is the result of a successful alignment of diversity and equity. It is an active process that engages the community to cultivate an environment that sustains and affirms all members, particularly those from historically marginalized or minoritized groups. It is a commitment to distribute power and influence across hierarchies of differences and a willingness to act on this commitment.

PROCESS AND MODEL

Phase One

Driven by social outcries across our nation and the need to be both responsive and serve as a leader in creating welcoming and inclusive places, on June 8, 2020, President Keating announced to the College community his desire to have RCSJ examine and modify its practices to ensure its commitment to diversity. Shortly thereafter, the *Diversity, Equity, and Inclusion: A Strategic Action Plan* was introduced as a forthcoming preface to the institutional strategic plan and it quickly gained the support by both the President's Executive Cabinet and the College's Board of Trustees.

In a similar manner to the College's primary Strategic Action Plan approach, the College's leadership utilized a hybrid strategic plan model. Within this model six domains were identified: Employment Practices, Curriculum Development, Student Life, Professional Guidance (Workforce Development), Collaborative Leadership (Community Engagement), and Cultural Diversity. This domain driven hybrid strategic plan model best served the College as guidance for constructing the necessary strategic planning activities and subcommittees to capture the underlying relevant domain priorities.

It should be noted that despite ongoing challenges from the global pandemic, beginning June 11, 2020, through August 30, 2020, a series of core leadership meetings occurred on a weekly to biweekly basis that discussed the essential framework and parameters of the *Diversity, Equity, and Inclusion: A Strategic Action Plan*. These meetings were influenced by ongoing conversations within the President's Executive Cabinet, meetings held by both campuses' Diversity Council/Diversity Committees, and general discussions within the College community. Also, during this time, nominations for service on the External Leadership Committee (representatives from profit, not-for profit, and local government) and Internal Leadership Committee (representatives from a diverse segment of the College's Community) were sent to various individuals.

On September 22, 2020, a town hall was held and dedicated to the Diversity, Equity, and Inclusion Plan, its purpose and design, and an

all-call to the College community to serve in the process. As the fall semester continued, subcommittees corresponding to the six domain areas were created with co-chairs (one from each campus) serving as the primary leaders. The general invitations to serve in the subcommittees were issued on October 30, 2020.

The External and Internal Leadership Committees met as critical stakeholders to the diversity initiative on November 18, and November 19, 2020, respectively.

Phase Two

A strategic diversity survey was developed to measure the College's climate on its inclusion and welcoming efforts. Moreover, ideas were requested to help improve College Diversity, Equity, and Inclusion endeavors. The survey was available to both employees and students from February 26, through March 12, 2021.

The subcommittee co-chairs received their specific committee's charge and held a joint meeting on December 17, 2020, and their hard work continued through April 15, 2021. During this time, the subcommittees met and worked diligently building a grassroots blueprint to achieve the overarching goals of the *Diversity, Equity, and Inclusion: A Strategic Action Plan*. This work was characterized by first examining our College via SWOT (strengths, weaknesses, opportunities, and threats) analysis and, thereafter, grew to establish guideposts and objectives for each domain.

Phase Three

On April 21, 2021, the Diversity, Equity, and Inclusion survey results were compiled and

reviewed. On April 22, 2021, the subcommittees held another joint meeting to review each individual committee's blueprint (findings and objectives). This information was communicated to the Internal Leadership Committee on April 23, 2021, and the External Leadership Committee on May 17, 2021.

Phase Four

Beginning May 1, through September 30, 2021, the *Diversity, Equity, and Inclusion: A Strategic Action Plan* was written. The process for creating the plan will be reviewed on October 21, 2021, during Professional Development Day. Presentations will also be made to the Internal and External Leadership Committees and the College's Board of Trustees.

Phase Five

The final phase will involve an expanded core leadership team comprised of senior College leadership guiding the implementation process and working with subcommittee co-chairs on the critical goals identified from each domain. This will be conducted every academic year for the next three years. The process is one of implementation, review, and continuous feedback. This strategic initiative will run concurrent with the College's Strategic Plan for a three-year period with an option to extend for two additional years, for a potential lifespan of five years. The two-year extension allows for on-going complex projects and more flexibility for continued growth within the domain objective priority areas.



Priorities

This strategic plan is the outgrowth of an entire academic year of presentations, campus-wide discussions, Diversity Committee/Diversity Council meetings, and best practices. The specific domain areas addressed were categorized into the following:

- **Employment Practices**
- **Student Life**
- **Curriculum Development**
- **Professional Guidance (Workforce Development)**
- **Collaborative Leadership (Community Engagement)**
- **Cultural Diversity**
- **Institutional Research**

The plan is a dynamic document that is emblematic of where RCSJ is currently and the future it hopes to attain as one of the most welcoming and inclusive institutions in its community.

The changes recommended in this document are important, but change is not always a rapid reality. Therefore, knowing everything cannot be accomplished at one time, a path was selected for continuous implementation.

The prevailing thought is simple: select five (5) to eight (8) diversity, equity, and inclusion goals each year for implementation. During that time, there will be constant evaluation and feedback for the diversity effort and at the end, RCSJ will assess its position and select more goals from the plan to implement the following year. Over time, the campus climate and culture should change and be reflective of these initiatives.

Following are the goals set for the 2021–22 academic year. The expanded core leadership team will work together to lead and implement each year's plan; the committee will be assisted by the subcommittee co-chairs which unanimously agreed to continue in this good work and effort.



Major Focus and Findings:

Institutional Research & Effectiveness

During 2020-21 AY, an outgrowth from conversations with the institutional research department occurred, and it was decided to create and perform periodic equity gap analysis during 2021-22 AY to examine disaggregated information to determine trends and needs in services and/or practices which will improve decisions that modify the delivery of services.

Employment Practices Committee

By Fall 2021, an employee profile report and applicant pool profile report (without names) will be created that is comparable to our respective student and county profiles. This will be used to develop annual diversity goals and will be made available to all hiring managers.

Employment Practices Committee

In order to shift the College culture to one that actively celebrates Diversity, RCSJ will provide at least two (2) DEI workshops per year to all employees, including full-time, part-time and per diem. This will be accomplished by training our own staff to facilitate such discussions as well as hiring external trainers to hold the workshops. Shifting the culture will also be promoted via all publications, both internal and external.

Curriculum Committee

Revise and create teaching practices that welcome, acknowledge, and focus on students' diverse abilities, cultural and linguistic backgrounds, ethnicities, genders, races, and religions.

Professional Guidance

(Workforce Development) Committee

Beginning in the Fall 2021 RCSJ will infuse financial literacy and wealth building educational opportunities to assist in developing the whole student for future success.

Collaborative Leadership

(Community Engagement) Committee

Partnerships & Communication continued: Cultivate and strengthen partnership with Rowan University to improve support to students enrolled in Rowan Choice, 3+1, and 2+2 programs each year and utilize an Intrusive Advisement model which offers multiple touch-points per student to include conversations about financial aid, support services, housing, and other basic needs, so students can be successful each semester.

Cultural Diversity Committee

Create a joint campus multicultural student focus group to brainstorm ideas on what an RCSJ diverse College should look like from a student's perspective and develop continuing DEI strategies consistent with student expectations.

Student Life Committee

Create College policies and processes that are relevant, rational and provide access to meet the unique changing needs of students to support student success.



Objectives

From the Fall of 2020 through the Spring of 2021, over 120 key faculty, staff, and administrators volunteered their time and served on action committees to address the key areas of this plan. To ensure the diversity of perspective from each of our campuses, each committee was co-chaired by personnel from each campus. This section introduces each committee and its objectives. The objectives were created in a collaborative effort involving the Core Leadership team, Subcommittee Co-Chairs, and other RCSJ staff.

Employment Practices

Subcommittee Objectives:

- Improve employee recruitment and orientation procedures and practices to attract, retain, and promote a diverse workforce, including a leadership team that reflects the diversity of the College/campus community.
- Ensure uniform search committee composition and have search procedures for each of the groups of employees on campus (for example, faculty and staff), including a monitoring process that ensures each committee includes race/ethnic, gender and academic discipline diversity.
- Continue to provide employee Diversity, Equity, and Inclusion training and education through professional development.

Student Life

Subcommittee Objective:

- Create a more welcoming campus environment, which includes the elimination of barriers and the creation of engaging programs/activities for people of all backgrounds. Increase enrollment of students (for example, degree and certificate seekers) from diverse ethnic and/or underserved backgrounds and improve their persistence to be comparable to that of all students.

Curriculum Development

Subcommittee Objective:

- Infuse multiculturalism, pluralism, and global awareness into the educational curriculum to increase and assess diversity-rich learning curricular and co-curricular experiences, which raise students' critical self-awareness and cultural competency, along with increasing students' understanding of global diversity, and encourage engagement in the greater community.



Professional Guidance (Workforce Development)

Subcommittee Objective:

- Support and develop initiatives that infuse its definitions of diversity, equity, inclusion, and belonging into its workforce programs (seminars, workshops, and courses). This includes training opportunities provided to individuals, whether employed or unemployed which meets the employment needs of the student and/or employer by enhancing occupational, technical, and/or soft (communication, computational, and interpersonal) skills.

Collaborative Leadership (Community Engagement)

Subcommittee Objective:

- Seek, establish, strengthen, and sustain relationships with diverse groups, businesses, industries, organizations, institutions, and community partners to advance and promote the ideals of equity and inclusion which provide meaningful experiences for students and impact their respective communities.

Cultural Diversity

Subcommittee Objective:

- Improve the campus culture relative to inclusion, acceptance, and respect for human dignity through diversity awareness programs and activities.

Institutional Research

Subcommittee Objective:

- Examine information to determine trends and needs in services to improve decision making in the delivery of these respective services.



Boards and Committees

Gloucester County Board of County Commissioners

Robert M. Damminger, *Director*
Frank J. DiMarco, *Deputy Director*
Lyman Barnes, *Education Liaison*
Daniel Christy
Jim Jefferson
James J. Lavender, Ed.D.
Heather Simmons

Cumberland County Board of County Commissioners

Joseph Derella, *Director*
Darlene Barber, *Deputy Director/
Educational Liaison*
Douglas Albrecht
George Castellini
Carol Musso
Donna Pearson
James Quinn

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Yolanda Garcia Balicki, Esq.
Leslie White-Coursey
Douglas J. Wills, Esq.
Frederick Keating, Ed.D., *ex officio*

Lists as of 11/08/2021

Executive Committee

President

Dr. Frederick Keating

Advisor

Sandy Evans,
Director, Strategic Planning and Policy

Advisor

Meg Resue,
Special Assistant to the President,
Board of Trustees/Institutional Policy

Facilitator

Almarie Jones,
Special Assistant to the President,
Diversity and Equity, Title IX and Compliance

Facilitator

Nathaniel Alridge, Jr., JD
Director, Diversity and Equity,
Title IX and Judicial Affairs

Support

Annette Amoroso
Executive Assistant, Provost/VP Academics

Support

Joan Kuhar
Assistant Director
Diversity and Equity, Title IX and Compliance

Support

Regina Kukola
Executive Director
Institutional Research

Leadership Committees

Core Leadership Committee

Nathaniel Alridge, Jr., JD	CC
Judith Atkinson	GC
Dominick Burzichelli	GC
Almarie Jones	GC
James Piccone, Ed. D.	CC
Josh Piddington	GC
Brenden Rickards, Ph.D.	GC

Internal Leadership Committee

Annette Amoroso	GC
Dr. Elizabeth Arthur	CC
Judith Atkinson	GC
Dr. Heather Bense	CC
Dr. Courtney Bolden	CC
Jacqueline Butler	GC
Dr. N. Gayle Byrd	GC
Dr. Lemuel Clark	GC
Dr. Deirdre Conroy	CC
Zoraida Cortez-Stolar	CC
Dr. Adrian DeWindt-King	CC
Erika Gardner	GC
Dr. Terence Hardee	CC
Arthur Horn	CC
Jessica Jolly	GC
Eoin Kinnarney	GC
Michael Laun	CC
Judith (Judy) MacKenzie	GC
Linda Maher	GC
Cody Miller	GC
Cory Monteleone-Haught	GC
Susan Nardelli	GC
Dr. N. Misun Phillips	CC
Brian Rowan	GC
Iris Torres	CC
Meredith Vicente	CC
Kristen Whyte	GC
Tiffanie Williams	GC
Kahlyll S. Wilson	GC

External Leadership Committee

Lt. (Ret.) Edwin Alicea	CC	Director, Public Safety-Vineland, NJ and RCSJ Adjunct Instructor
Dr. Kimberly Ayers	CC	Sr. VP for Economic Development CCIA at Cumberland County Improvement Authority
Lynda Burke	GC	National Coalition of 100 Black Women, Inc. South Jersey Chapter-Education Committee
Rhasheda Douglas, Esq.	GC	Assistant Dean Minority Student Programs, Rutgers Law School-Camden, NJ
The Honorable Anthony Fanucci	CC	Mayor, Vineland, NJ
Hosea Johnson	GC	Johnson Associates Systems
The Honorable Albert Kelly	CC	Mayor, Bridgeton
Marian King	CC	Councilwoman, City of Bridgeton
Jackie Love	GC	Former Deputy Mayor, Deptford, NJ
Barbara Maronski	GC	Associate, Vice President, Trauma and Violence Prevention Services Traumatic Loss Center Coalition Coordinator for Camden and Gloucester Counties Center for Family Services
Lynn McClintock, Esq.	GC	Assistant County Counsel, Gloucester County
Robert McErlane	GC	Purchasing Coordinator, Gloucester County Special Services School District
Donna Pearson	CC	Commissioner, Cumberland County
Mattie Peterson	CC	School Board Member, Fairfield School District
The Honorable Michael Santiago	CC	Mayor Millville
Sabrina Simpkins	CC	Millville Chamber of Commerce member
Cosmo Terrigno	CC	Head of School, Woodland Country Day School and RCSJ Adjunct Instructor
Rhonda Thompson	GC	Nurse Supervisor, New Jersey Urology
Jennifer Webb-McCrae	CC	Cumberland County Prosecutor
Rev. Dr. Robin Weinstein	CC	Pastor, Grace Community Church, Associate Professor Wilmington University, M25
Loretta Winters	GC	President, Gloucester County NAACP

Subcommittees

Curriculum

Co-Chair — Marcela Savelski

Co-Chair — Dr. Terrence Hardee

Committee Support

Dr. Brenden Rickards, Provost/VP Academics

Committee Members

Lt. (Ret.) Edwin Alicea
Cortney Bolden
Jacqueline Butler
Dr. N. Gayle Byrd
Perpetue Cadet
Judith Cirucci
Dr. Lemuel Clark
Dr. Guy Davidson
Donald Forcinito
Shanice Glover-Ruiz
Dr. Susan Hall
Jan Hanselman
Arthur Horn
Kevin Kitchenman
Carthornia Kouroupos
Dr. Marlene Loglisci
Cory Monteleone-Haught
Joan Pardo
Laurie Rohrman
Dr. Paul Rufino
Patti Ann Schmid
Meredith Vicente
Dr. Ollievita Williams
Dr. Danielle Zimecki-Fennimore

Cultural Awareness

Co-Chair — Dr. N. Gayle Byrd

Co-Chair — Carthornia Kouroupos

Co-Chair — Karrol Ann Jordan

Committee Support

Dr. James Piccone, VP/Chief Administrative Officer

Committee Members

Deborah Bartley
Erin Brabazon
Dr. Patricia Claghorn
David Coates
Richard Cooper
Anya Cronin
Jennie Cusick
Ericka Gardner
LaToya L. Gibbons
Susan Glenn
Jacqueline (Sandro) Greenwell
InnaRae Guy
Jessica Hamilton
Sarah Hastings
Tanya Johnson
Anna Kehnast
Tionne M. King
Dr. Marlene Loglisci
Emily Maddox
Mary Malinconico
Betty Maguka
Yajaira Montero
Danielle Morganti
Diane Mussoline
Rosemary O'Dea
Angelica (Angie) Pachini
Joan Pardo
Dr. Natalka Pavlovsky
Debbie Rabottino
Laurie Rohrman
Jennifer Schwarz
Irena Skot
Ashley Sosa

Nasra Sultana
Richard Taylor
Thewantha Torain
Dr. Barbara Turner
Andrea M. Vinci
John Wojtowicz
Kristen Whyte
Melissa Wright

Employment Practices

Co-Chair — Veronica Chainey

Co-Chair — Danielle Morganti

Committee Support

Dominick Burzichelli, VP/COO Operations

Committee Members

Jacqueline Butler
Bernard Castro
Dr. Patricia Claghorn
Dr. Deirdre Conroy
Marie Durham-Bailey
Rosemarie Fiscus
Jennifer Gates
Sandra Hoffman
Lori Joyce
Anna Kehnast
Cheryl Y. Lewis
Dr. Lynn Lichtenberger
Coryndi McFadden
Sheree Pace
Evelyn Rodriquez
Maurice Thomas
Tiffanie Williams

Student Life

Co-Chair — Ashley Amoriello

Co-Chair — Rachel Hacker

Committee Support

Judith Atkinson, Vice President Student Services

Committee Members

Ruby Aparicio-Pagan

Brianna Berrios

Tiffany Bonsall

Ya Vanca Brooks

Rebecca Campina

Cristofer Cecola

Marissa M. Collins

Gabriel Garcia

Alvin Gay

Dr. Walter Gholson

LaToya Gibson

Dr. Lois Lawson-Bridgell

Brooke Mendibles

Yajaira Montero

Trinee Parson

Deborah Rabottino

Dr. Kellie Slade

Jacquelyn Thomasson

Dr. Christina M. Thow

Holly Turk

Kristen Wilson

Professional Guidance (Workforce Development)

Co-Chair — Linda Maher

Co-Chair — Michael Goonan

Committee Support

Josh Piddington, VP/CIO

Committee Members

Zoraida Cortez

Davon D. Dickson

April Gomez

Dr. Maud Goodnight

Anthony Haddad

Tanya Johnson

Trinee Parson

Dr. N. Misun Phillips

Dr. Michael Plagianakos

Christina M. Sanchez

Brigette Satchell

Collaborative Leadership (Community Engagement)

Co-Chair — Judith (Judy) MacKenzie

Co-Chair — Dr. Kellie Slade

Committee Support

Dr. James Piccone, Vice President/Chief
Administrative Officer

Committee Members

Dr. Elizabeth Arthur

Dr. Kimberly Ayres

Samantha Bicking

Brooke Bryant

Jesus Calixto

Helen Cardoso

Brittany Cresci

Taylor Federico

Gayle Gates

Dr. Walter Gholson

LaToya L. Gibbons

Anthony Haddad

Dr. Susan Hall

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