



# ALIGNING INSTITUTIONAL EXCELLENCE

**MERCER**  
COUNTY COMMUNITY COLLEGE

WELCOME CENTER



September 2, 2022

# ***PRESENTATION AGENDA***

- Introductions
- MCCC Profile
- Background Climate
- Understanding Equity Minded Work
- Practicing the Action
- Key Takeaways



# KEY PRESENTERS



**Dr. James H. Whitney III**

Assistant Vice  
President for  
Academic Affairs



**Dr. Edward Avery-Natale**

Professor  
of  
Sociology



**Marvin A. Carter**

Director of  
Diversity, Equity,  
and Inclusion



**Dr. Elizabeth Mizerek**

Director of Nursing  
Education & Title  
IX Coordinator

If you haven't heard from any one else...





# Cause I Ain't Got a Pencil

by Joshua T. Dickerson

I woke myself up  
Because we ain't got an alarm clock  
Dug in the dirty clothes basket,  
Cause ain't nobody washed my uniform  
Brushed my hair and teeth in the dark,  
Cause the lights ain't on  
Even got my baby sister ready,  
Cause my mama wasn't home.  
Got us both to school on time,  
To eat us a good breakfast.  
Then when I got to class the teacher fussed  
Cause I ain't got a pencil.

Take a  
moment to  
reflect

# MCCC PROFILE

## Our Mission

Mercer County Community College is a comprehensive, publicly supported two-year institution focused on learning and student success. The college welcomes students of all ages from a wide variety of backgrounds, abilities, interests, levels of education, and economic circumstances to a challenging and supportive environment dedicated to meeting the educational needs of 21st century global citizens and lifelong learners. Mercer responds to a broad array of community needs, offering programs and services for employers, continuing education and training for the workforce, enrichment for youth, and cultural opportunities for people in the region.

### Goal 1

Ensure  
Student  
Success

### Goal 2

Expand  
Innovative  
Partnerships

### Goal 3

Invest in Organizational  
& Professional  
Effectiveness

# Equality, Equity Diversity, Inclusion Comparison

## *Equality*

Providing equal opportunities to everyone and protection from discrimination

## *Equity*

recognizing and adjusting for imbalances that arise from bias or systemic structures

## *Diversity*

Recognizing, respecting, and valuing differences in people

## *Inclusion*

An individuals experience within their workplace and society and the extent to which they feel valued & apart

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## *Function*

Acts against discrimination

Overcoming barriers to equal opportunity and fairer outcomes

Recognizes and respects differences

Gives equal value to individual's perspectives and narratives



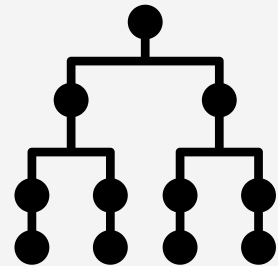
# Brief Climate Survey Findings



Not feeling heard, supported. Feelings of being cut off, isolated, disconnected, and discriminated against. Pervasive culture of fear and retaliation



Thin understanding of classroom dynamics, faculty, commitment, & student outcomes



Leadership and processes hinder our abilities to effectively deliver on our mission. Negligence flows from the top down



[Communication] Not functioning as a forward moving positive tool; rooted in cultural and structural hindrances.

Does not contribute to the solution of any problems

That's at the core of equity: understanding who your [students] are and how to meet their needs. You are still focused on outcomes, but the path to get there may not be the same for each one.

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**Pedro Noguera, Ph.D**

Dean of University of Southern California Rossier School of Education



# ***EQUITY MINDED PRACTICES IN ACTION AT MCCC***



## **Standardizing Course Syllabi**

Academic Affairs Division looks to standardize syllabi

## **Equity Pay**

Human Resources performs title to title assessment and alignment study

**More initiatives to be announced**



## **Campus Climate Survey**

Institutional data created informing offices across campus

## **OER Implementation**

Academic Affairs & Library Services strive to make textbooks free

## **Recognition of Religious Observances**

focus on recognizing personal observances and its impact on academics



# Best Practices

(Taken from the Article 15 Best Practices to Erase Equity Gaps by EAB)

- Train leaders in effective change management
- Provide equity-focused professional development
- Expand community based partnerships
- Offer second chances for adult learners
- Create pathways for transfer students
- Audit registration holds and revise policies
- Offer retention grants for in-need students
- Create academic degree maps
- Leverage meta-majors to ease student pathways
- Make student care a coordinated effort

Link to full article  
here

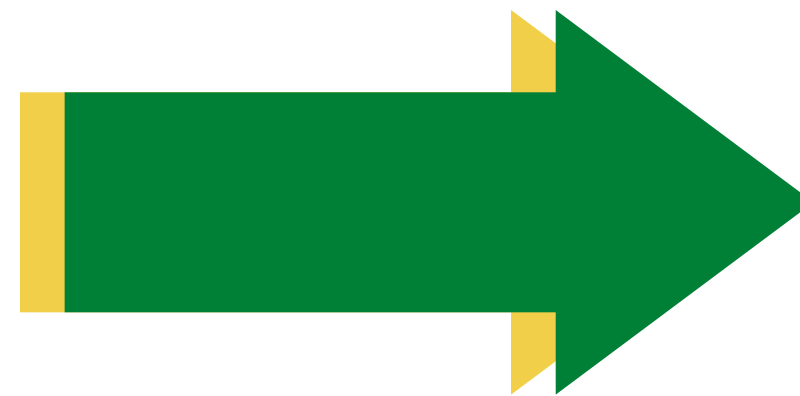


"Inclusive excellence seeks to uncover inequities in student success, identify effective educational practices, and build such practices organically for sustained institutional change"



# Practicing the Action

Point your cell  
phone  
camera here  
and follow the link





# ***TAKEAWAYS TO CONSIDER***

- Are there barriers your students are used to navigating that you could collaboratively alleviate?
- In what ways are you demonstrating growth in teaching and/or working with students?
- How do you look to engage your students experiences in your pedagogy?



# Questions







# THANK YOU

*We look forward to  
growing with you*

## **DR. JAMES WHITNEY III**

*ASSISTANT VICE PRESIDENT FOR ACADEMIC AFFAIRS*



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## **MARVIN A. CARTER, ED.S**

*DIRECTOR OF DIVERSITY, EQUITY, AND INCLUSION*



AD ???



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# ***INSTITUTIONAL PROFILE***



## **2 Year Public Suburban/City**

- Current customer profile.

To create your own, choose a topic that interests you.

- Current customer profile.

To create your own, choose a topic that interests you.