

DEIB Campus Assessment Project Overview



**MONTCLAIR STATE
UNIVERSITY**



Land Acknowledgment

We respectfully acknowledge that Montclair State University occupies land in Lenapehoking, the traditional and expropriated territory of the Lenape. As a state institution, we recognize and support the sovereignty of New Jersey's three state-recognized tribes: **the Ramapough Lenape, Nanticoke Lenni-Lenape, and Powhatan Renape nations.**

We recognize the sovereign nations of the Lenape diaspora elsewhere in North America, as well as other Indigenous individuals and communities now residing in New Jersey. By offering this land acknowledgement, we commit to addressing the historical legacies of Indigenous dispossession and dismantling practices of erasure that persist today.

We recognize the resilience and persistence of contemporary Indigenous communities and their role in educating all of us about justice, equity, and the stewardship of the land throughout the generations.



Meeting Goals

	Introduce the DEIB Campus Assessment Project and Committee
	Establish lines of Communication
	Create a Shared Understanding of Project Goals
	Share Key Milestones
	Celebrate the start of this Transformative work



Honoring our Past and Evolving for our Future

This initiative builds on a strong foundation, and is an opportunity to renew and refresh our commitment.



DEIB has long been a core value for Montclair, and we've done much good work over the decades. Yet the world is always changing, and we must adapt to better meet the expectations of our students and employees.

Our Understanding of Diversity is Evolving

The project will define diversity broadly and look beyond compliance to foster equity and belonging.

The information gathered build upon and strengthen Montclair's long standing commitments around DEIB.



Our Leadership Commitment



Koppell said,

“....inclusiveness, diversity and excellence are non-negotiable intertwined values essential to delivering on the university's promise of opportunity and intellectual growth.”
“we want all people to feel welcome here, regardless of their identity.”



Gonzales said,

“This will lead us to a plan of action that is bold and addresses new systemic designs, changes day-to-day practices, and dedicates resources to that plan.”

The Need Statement

Montclair State University invites qualified consultants to submit a proposal to evaluate our campus climate and culture with respect to equity, inclusion and belonging (“DEI Services”).



Partnership with SOVA Solutions



- 60+ years in DEIB leading campus assessment work
- Research Faculty
- Student Affairs Practitioners
- Academic Administrators
- Public Policy Analysts
- Chief Diversity Officers
- Higher Education Leaders
- Third – party, objective, experts

SOVA Project Team



Dr. Myesha Carter

**Pronouns: She/Her(s)
Project Operations &
DEI&B SME**



Dr. Ismael Fajardo

**Pronouns: He, Him, His
Senior Evaluator &
Researcher**



**Dr. Verónica (Vero)
Guajardo**

**Pronouns: She, Her(s), *Ella*
DEI&B SME Lead/
Evaluator II**



Dr. Brian Sponsler

**Pronouns: He, Him, His
Senior Policy Advisor &
Lead Strategist**



Dr. Stephanie Gardner

**Pronouns: She, Her(s)
Project Manager Lead &
DEI&B and Evaluation
Support**

Partnership with a Purpose

Evaluate existing DEIB initiatives, policies, procedures, and actions as a way to facilitate a campus community of inclusiveness and belonging.



Meet the Operations and Logistics Committee



Operations and Logistics Ad-Hoc Committee



**Dr. Lap-Pun
Lam**



**Dr. Emily
Douglas**



**Dr. Ashante
Connor**



**Dr. Joseph
Brennan**



**Preya
Sanasie**



**Carly
Hamilton, JD**



**Adela
Caceres**



**Althea
Broomfield-
Michel, Esq.**



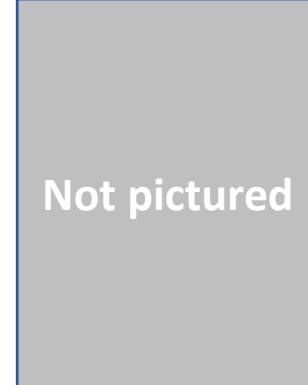
**Melissa
Velez**



**Summer
Jones**



**Dr. Daniel
Jean**



Not pictured

**Meghan
Hearn**



Operations and Logistical Subcommittees

Advisory Subcommittee

Purpose/RACI Role: The Advisory Committee - shall meet monthly to review submissions of SOVA and provide feedback.

- Dr. Ashante Connor, DEIB Project Lead and Director, Equity and Title IX Coordinator
- Adela Caceres, Director, Social Justice & Diversity
- Carly Hamilton, J.D. Director, Labor Relations
- Dr. Daniel Jean, Assistant Provost for Special Programs
- Dr. Emily Douglas, Chairperson, Social Work and Child Advocacy
- Meghan Hearn, Director of Disability Resources Center
- Melissa Velez, Student Success Coordinator
- Preya Sanasie, Assistant Director, Building Services

Logistics Subcommittee

Purpose/RACI Role: The Logistics Committee - are functional area leads and will provide direct support to SOVA and the chairperson as needed. (i.e. legal, website, marketing, technology and facilities needs).

- Althea Broomfield-Michel, Esq., General Counsel
- Dr. Lap-Pun Lam, Director of Institutional Research and Effectiveness
- Summer Jones, Associate Vice President, Technical Support Services
- Dr. Joseph Brennan, Vice President Marketing and Communications

*Ad-hoc committee will remain active through the end of the audit and will be dissolved.

Equity Audit Project Steps

Phase 1: Designing Project Equity Audit

STEP 1

- Work with DEI Committee to determine data inputs exist (ex: The National Institute for Transformation and Equity (NITE) and Campus Cultural Climate Survey)

STEP 2*

- Confirmed Areas of Analysis (Micro/Mezzo/Macro)
 - 1) Recruitment of Employees
 - 2) Hiring of Employees
 - 3) Retention and Advancement of Employees
 - 4) Student Retention/Completion (sans Access)

STEP 3

- Work with DEI Committee/other leadership to confirm data collection methods, tools and approach to finalize Framework of Unit Analysis

STEP 4

- Begin implementation of plan for data collection as agreed on my teams

STEP 5

- Conduct analysis and compile findings, include recommendations

STEP 6

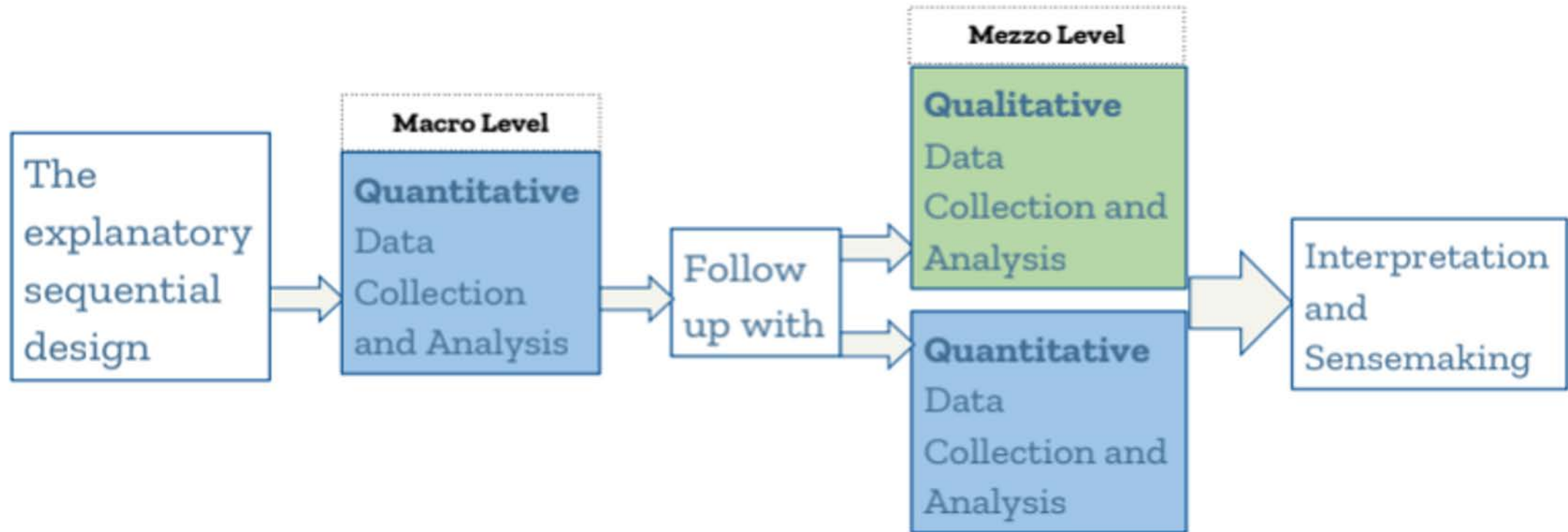
- Present preliminary findings of Equity Audit in report
- Include feedback to present final report and deck

Phase 2:
Implementation
& Data
Collection

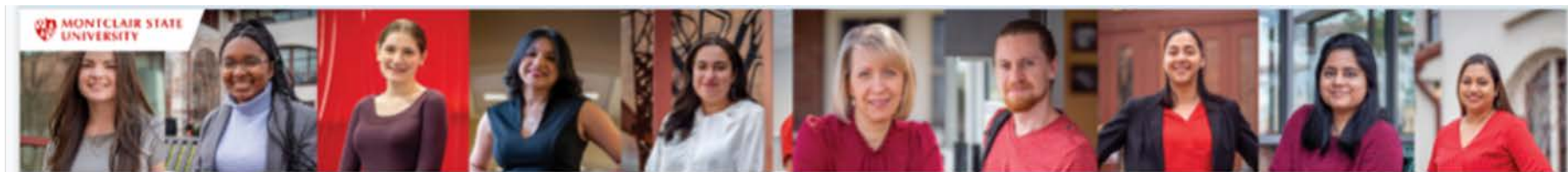
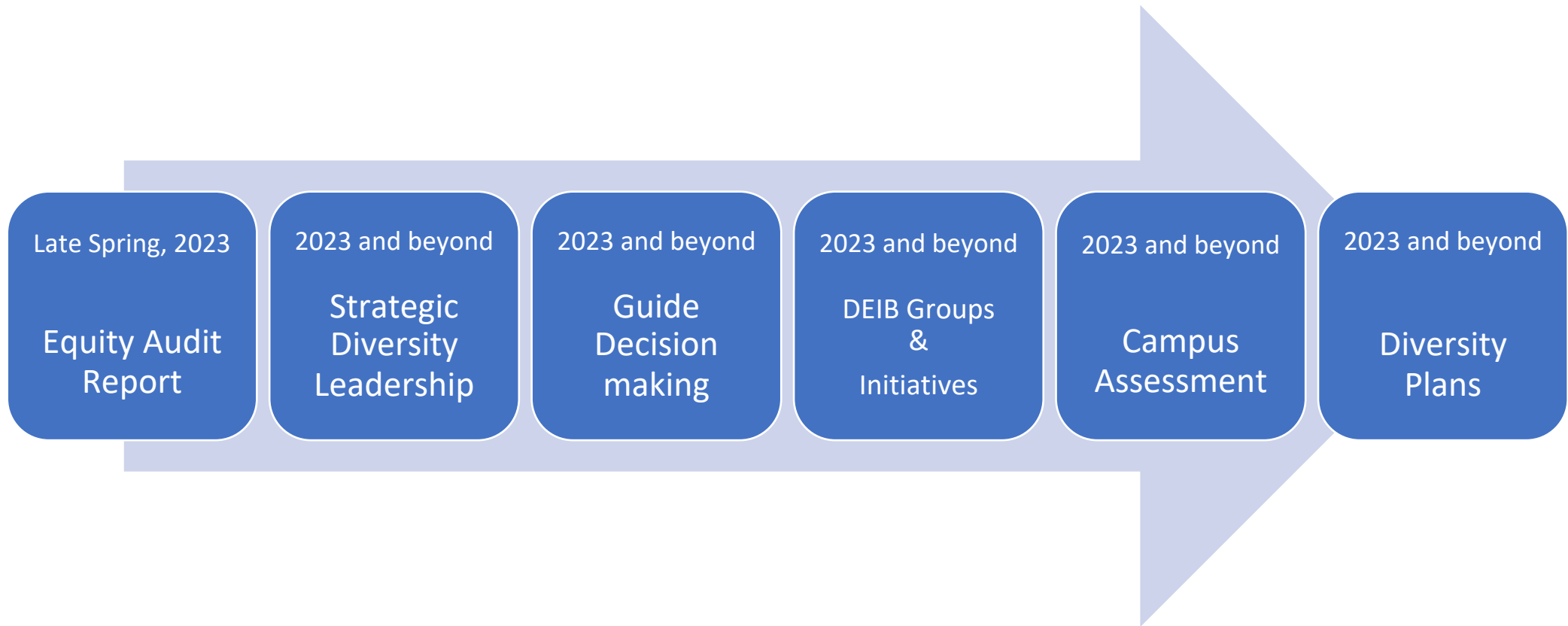
Phase 3:
Analysis &
Compilation
of Findings

Phase 4:
Presentation
of Findings

Methodology – Mixed Methods Design



The Findings and Recommendations



What's Next?



Information Exchange

Internal Audit of DEIB Initiatives

Identification of Staff or Task Force dedicated to support DEIB



Communication is Key!



Create Awareness and Excitement

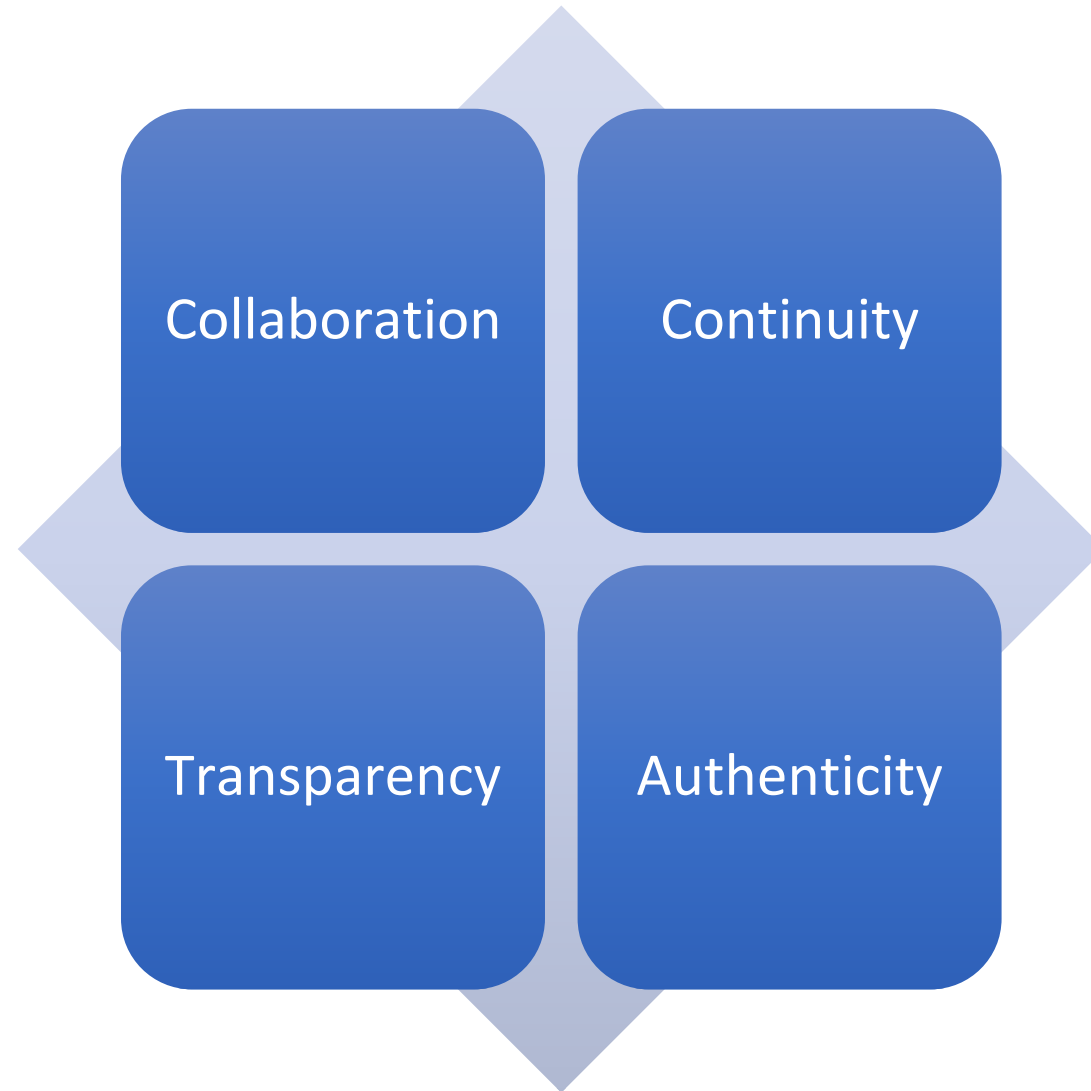
Stimulate Participation Rates

Foster Optimism

Build Momentum for Positive Change

Engender Trust

Confidence that Leaders will use the information to make Improvements.



Thank you for your attention and support!

Questions?

