

Diversity, Equity, and Inclusion (DEI) Centers at CT State and at Community Colleges

CT State Office of Diversity, Equity, and Inclusion – Opened in September 2021

The Office of Diversity, Equity, and Inclusion (DEI) commits to ensuring that diversity, equity, and inclusion underscore the policies, practices, programs, and initiatives that result in a transformative and inclusive environment for all CT State Community College stakeholders.

The CT State Office of DEI, which is led by the interim Vice President of DEI, has some cross-over functions with system partners to provide a state-wide perspective of initiatives in public higher education. Some actions to date include:

- Working with Human Resources (HR) Equal Employment Opportunity (EEO) Center of Excellence (COE) on Equity Advocates pilot to infuse equity into the employee search process
- Partnering with HR EEO COE on DEI training module software for statewide compliance and for DEI training specific to administration, staff, and faculty
- Revised job posting language to include equity statement
- Working with state university DEI leads to examine equity efforts at the universities
- Revival of professional development programs and events, including the Global Majority Retreat for higher education professionals of color within Connecticut State Colleges and Universities (CSCU) and the Minority Fellowship Program which is a mentoring program for prospective and new employees of color

Brief History of Development of CT State Office of DEI – Prior to September 2021

Discussion about equity began in earnest during Summer 2020, following the racial and social unrest in the nation, and support for a Spring 2021 Office of Equity and Inclusion pilot at Tunxis Community College was secured from the system office. The success of this pilot gave way to broader discussions about a wide-reaching office within CT State. Subsequently, the CT State Office of DEI opened in September 2021. Programs and initiatives during the pilot included:

- System-wide college equity audit
- Discussion about increasing technology and textbook equity
- Compiling equity resources for the college
- Collaborations with system partners including but not limited to: CSCU Equity Council, CT State Office of Teaching and Learning, and CT State Digital Learning Office/OER
- Co-sponsored North-West Regional Professional Day (“Building an Equity Minded Campus”) with colleagues from Achieving the Dream (ATD) and Tunxis’ Dean of Student Affairs Office, Center for Teaching, and ATD Work Group (SOAR)
- Secured funding through the Office of Strategic Initiatives and sponsored research and outreach for the remaining community college regions to host “Building an Equity Minded Campus” professional days at their colleges

Capital Community College Equity, Diversity, and Inclusion Center

The mission of the Equity, Diversity, and Inclusion Center is to provide a complementary space where, in meaningful and transformative ways, students overcome barriers to success, remain

in school, and complete their course of study. Programs and services offered through the Center will be informed by scholarship, culturally-relevant practice, and a strengths-based process.

Naugatuck Valley Community College (NVCC) Center for Racial Dialogue and Communal Transformation

NVCC's Center for Racial Dialogue and Communal Transformation supports the college's mission to facilitate courageous conversations and promote positive change and healing in our community by providing opportunities for students, faculty, staff and community members to engage in respectful dialogue and learning opportunities concerning diversity and equity.

Norwalk Community College Center for Multicultural Affairs

The Center for Multicultural Affairs (CMA) enriches the educational experience of all Norwalk Community College students by helping them develop knowledge and appreciation for different races, religions, ages, gender identities or expressions, ethnic and cultural backgrounds, national origins, sexual preferences or orientations, and disabilities.