

Monday, February 28, 2022

Dear Manager and Confidential Colleagues,

The SMC Equity Steering Committee has been committed to working with our campus community to provide discussions/presentations centering on furthering an understanding of racial equity through our "Equity Speaks!" series. While Equity Speaks has been open to all SMC colleagues, we wanted to intentionally design a space to have training and dialogue for middle managers to help further develop their language and practice surrounding racial equity.

The Equity Steering Committee and the Management Association Executive Committee have contracted with Dr. Frank Harris, a long-time friend of SMC and scholar on racial equity, to facilitate this equity work with managers. Dr. Harris is a professor of postsecondary education and co-director of the Community College Equity Assessment Lab (CCEAL) at San Diego State University. He is also a senior strategist in the Division of Campus Diversity and Student Affairs. In his role, he advises the Division on efforts to institutionalize equity and designed innovating professional learning experiences to build equity mindedness.

We have also asked SMC senior leadership to give you this space, without their presence, for you to do this work openly and authentically. This is very personal work and middle managers face a set of issues that need spaces for honest discussion. They have agreed and will not be present.

**We are designing three sessions with Dr. Harris on the following dates:**

Date	Time	Zoom Registration Link
Session 1 - April 22	12:30 pm - 2:30 pm	[link removed for report]
Session 2 - April 28 <sup>th</sup>	9:00 am – 11:00 am	[link removed for report]
Session 3 - April 29 <sup>th</sup>	9:00 am - 11:00 am	[link removed for report]

The goal is that you would attend all three sessions as they each build upon the previous session, which is why they are being held close together. We intentionally designed these sessions to start during spring break when there may be fewer schedule conflicts. We hope that you will commit to being in community for these important conversations to better ourselves, our students and colleagues...and to better SMC!

Sincerely,

Management Association Executive Committee and Equity Steering Committee

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