



HUDSON COUNTY COMMUNITY COLLEGE

# GLOCAL IMPACT

## DIVERSITY, EQUITY AND INCLUSION 2022 SUMMER RETREAT



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## "GLOCAL IMPACT"

This year's summer retreat theme is "Glocal Impact." Yes, "glocal" is a real word, which reflects both local and global ripple effects. Glocal impact best describes the DEI work that has touched direct and indirect beneficiaries—our students, faculty, staff, trustees, family members and friends, and everyone they reach.

**Challenge:** Say the word "glocal" 5 times in a row. Now use it for the rest of the day. Bring the word home with you and share it with others. Let's start a glocal movement. All photos posted on social media associated with the DEI Summer Retreat add the hashtag #glocalHCCCimpact.



"AN INDIVIDUAL HAS NOT STARTED LIVING UNTIL HE CAN RISE ABOVE THE NARROW CONFINES OF HIS INDIVIDUALISTIC CONCERNS TO THE BROADER CONCERNS OF ALL HUMANITY."

~ MARTIN LUTHER KING, JR.

# A LETTER FROM THE RETREAT PLANNING COMMITTEE MEMBERS

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August 3, 2022

Dear HCCC Friends, Colleagues, Students, Trustees, and Community Members,

We are so delighted to welcome you to the first Diversity, Equity and Inclusion 2022 Summer Retreat hosted by the Office of Diversity, Equity and Inclusion and the President's Advisory Council on Diversity, Equity and Inclusion (PACDEI).

This retreat aims to help break down barriers, work toward a shared goal, discover commonalities through various activities that enhance social relations, and define roles within teams that promote enjoyment and reinvigoration.

Hudson County Community College has been on a three-year journey toward sustainably improving diverse recruitment of talent, equitable pay, access and opportunity, and inclusive, psychologically safe spaces for all community members. We all know that change doesn't happen overnight, but the consistent and dedicated help of our community members — you — we, have helped move the needle forward for generations to come.

Thank you!

Sincerely yours,

## **The 2022 DEI Retreat Planning Committee Members**

Anita Belle, Director, Workforce Pathways, Continuing Education & Workforce Development  
Anna Kruptitskiy, Vice President of Human Resources  
Amaal Ogburn, Associate Director of the North Hudson Campus  
Dr. Christopher Conzen, Executive Director, Secaucus Center and Early College Programs  
Veronica Gerosimo, Assistant Dean, Student Life and Leadership  
Raffi Manjikian, Instructor, Chemistry  
Tejal Parekh, EOF Counselor  
Candice Peterson, Administrative Assistant, Diversity, Equity and Inclusion  
Natalia Vazquez-Bodkin, Associate Director, Diversity, Equity and Inclusion  
Yeury Pujols, Vice President, Diversity, Equity and Inclusion



# A LETTER FROM THE PRESIDENT OF HUDSON COUNTY COMMUNITY COLLEGE

OFFICE OF THE PRESIDENT

Christopher M. Reber, Ph.D.



August 3, 2022

Dear Hudson County Community College Colleagues and Friends,

It gives me enormous pleasure to welcome you to our first annual Hudson County Community College Diversity, Equity and Inclusion Retreat! This two-day shared experience marks another milestone on our HCCC Family's Diversity, Equity and Inclusion journey!

Over the next two days, we will take stock of — and reflect upon — our shared experiences since the inception of the HCCC President's Advisory Council on Diversity, Equity and Inclusion (PACDEI) three years ago.

Experiences and outcomes on our journey have included:

- College-wide climate survey and discussions that informed our planning, including the development of our DEI Action Plan with its four overarching goals, and our Hudson is Home! 2021-24 College Strategic Plan;
- Ongoing leadership of teams to support the attainment of our goals;
- Creation of the position of Vice President for Diversity, Equity and Inclusion and an HCCC Office of DEI;
- Robust college-wide participation in professional development opportunities;
- Rich programming that supports, informs, and inspires all in our community;
- Achievement of collective outcomes greater than the sum of their parts, and growing national recognition of HCCC best practices.

We celebrate the collective work that has galvanized the HCCC community and beyond, leading us forward on our continuing journey for excellence and best-practice outcomes. Together, we are making it possible for all to learn, work, and grow in a culture of care — where every person matters, everyone's contributions are acknowledged and celebrated, and our rich diversity is the foundation for the achievement and wellbeing of every cherished member of our very special HCCC Family.

I thank all who are participating on this journey of love, caring, respect, and inclusion, and all who are helping us achieve our greatest dreams and aspirations.

With sincere gratitude,

A handwritten signature in blue ink, appearing to read 'Chris', written over a light blue background.

Christopher M. Reber  
President

# A LETTER FROM THE VICE PRESIDENT OF DIVERSITY, EQUITY AND INCLUSION

OFFICE OF DIVERSITY, EQUITY AND INCLUSION  
Yeury Pujols, Vice President for Diversity, Equity and Inclusion

August 3, 2022

Dear Students, Colleagues, and Guests,

I am honored to welcome you to our inaugural Hudson County Community College Diversity, Equity and Inclusion Retreat. The hard work of the planning committee yielded a program that promises to be an excellent platform for reflection, engagement, and community building.

We aspire to a reality where you can be your authentic self, express your thoughts openly, and where everyone fully participates in the shaping of our institutional culture. We will spend the next two days reflecting on the start of our journey, contemplating the magnitude of the challenges we dealt with, and celebrating the significance of our accomplishments. However, primarily, we intend to take this opportunity to look ahead and enlist your imagination to shape the next phase of our collective journey.

The last three years provided a plethora of items to ponder and reflect on. Among the struggles, pain, and suffering, we found lessons, opportunities, and the strength of the human spirit. The COVID-19 pandemic caused immeasurable loss and highlighted, long-standing equity gaps that disproportionately affect low-income and communities of color. The seemingly endless wave of racial injustice and violence towards our Black, Brown, and Asian brothers and sisters reminds us that our society is not on par with its ideals. Further, cyclical gun violence tragedies continue to cause frustration and confusion.

Nevertheless, we have also learned the power of persistence, compassion, and adaptability to a historically new environment. The College's rapid transition towards remote work and instruction provides an excellent case study that crowns the safety of our community and our commitment to student success as our two guiding principles. The establishment and rapid expansion of the Hudson Helps Resource Center, which includes food pantries, career success closet, mental health counseling, community partnerships, and other wrap-around services, allowed us to support the whole student during these difficult times.

Today, we will continue to explore and learn from the concepts of inclusion, equity, and our unique sense of belonging, while celebrating our differences, commonalities, and each other.

Thank you for participating and for being a part of this change.

With warm regards,



Yeury Pujols



## COMMUNITY AGREEMENT

THE FOLLOWING ARE OUR GROUP NORMS:

- **Respect each person's name, pronouns, and identifiers.**  
It is essential to use a person's correct name pronunciation, pronoun, and all identifiers out of respect, consideration, and support.
- **Adaptability is key to growth, and grace will be an ongoing practice.**  
What if you make a mistake? That's ok! Be aware of your error, don't make a big deal, and try harder next time.
- **Support each other and listen with open minds and hearts.**  
It is a privilege every time someone shares something about themselves and for us all to learn from each other. Open listening is the best way to support your fellow travelers.
- **Be an ally and advocate for others.**  
It can be exhausting always to have to be an advocate for yourself and others. Speak up for others so that they do not have to hold the weight on their shoulders continually alone.
- **Confidentiality**  
We want this to be a safe space where all participants can share their feelings and experiences. Please keep confidential all that is shared.



# RETREAT AGENDA OVERVIEW

THE DIVERSITY, EQUITY AND INCLUSION RETREAT AIMS TO HELP BREAK DOWN BARRIERS, WORK TOWARD A SHARED GOAL, AND DISCOVER COMMONALITIES THROUGH VARIOUS ACTIVITIES USED TO ENHANCE SOCIAL RELATIONS AND DEFINE ROLES WITHIN TEAMS THAT PROMOTE ENJOYMENT AND REINVIGORATION.

## DAY 1: AUGUST 3, 2022

LOCATION: CULINARY CONFERENCE CENTER (161 NEWKIRK STREET, BUILDING E)

- 9:00 a.m. - 10:00 a.m.: Breakfast (Banquet Room)
- 9:30 a.m.- 9:40 a.m.: Opening remarks from the Vice President of Diversity, Equity and Inclusion, Yeurys Pujols
- 9:40 a.m.- 9:50 a.m.: Official Welcome from Dr. Christopher Reber, President of Hudson County Community College
- 9:50 a.m.- 10:00 a.m.: Natalia Vazquez-Bodkin Introduces Keynote Speaker
- 10:00 a.m. - 12:00 p.m.: Keynote Speaker, Miguel J. Aviles-Perez
- 12:00 p.m.- 12:30 p.m.: Networking and Refreshments (Banquet Room)
- 12:30 p.m.- 1:30p.m.: Lunch (Banquet Room)
- 1:45 p.m.- 2:45 p.m.: Workshop Session 1 (Scott Ring Room)
- 3:00 p.m. - 4:00 p.m.: Workshop Session 2 (Scott Ring Room)

## DAY 2: AUGUST 4, 2022

LOCATION: CULINARY CONFERENCE CENTER (161 NEWKIRK STREET, BUILDING E)

- 9:00 a.m. - 10:00 a.m.: Breakfast (Banquet Room)
- 10:00 a.m. - 11:30 a.m.: Morning Workshop Part 1 (Scott Ring Room)
- 11:30-12:00 p.m. Networking Break & Transition to Banquet Room
- 12:00 p.m.- 2:00 p.m.: Glocal Impact Awards Luncheon (Banquet Room)
- 2:00 p.m. - 2:50 p.m.: Afternoon Workshop Part 2 (Scott Ring Room)
- 3:00 p.m. - 4:00 p.m.: Afternoon Closing Workshop (Scott Ring Room)

# WORKSHOPS OVERVIEW AND DESCRIPTIONS

## DAY 1: AUGUST 3, 2022

LOCATION: CULINARY CONFERENCE CENTER (SCOTT RING ROOM)

**Workshop #1: Who Am I?** Once the foundation has been built, we are ready to start the journey. The first step is to complete a series of experiential exercises to uncover the importance of diversity dimensions and their critical role in creating diverse, equitable, and inclusive workforces, workplaces, and communities.

**Workshop #2: Inclusion is an Action.** To close the first day, participants will start the practice of challenging biases and prejudices in the workplace. Being open to new perspectives and open-hearted to the lived experiences of marginalized groups is the gateway to achieving systemic change. Participants will gain a framework to shift from bystander to ally.

## DAY 2: AUGUST 4, 2022

LOCATION: CULINARY CONFERENCE CENTER (SCOTT RING ROOM)

**Workshop #3: DEI is a Journey.** The second day will start with a leadership reaction course. Participants will receive access to a case study laying out a real organizational challenge. Teams will develop a solution using different DEI maturity models.

**Workshop #4: Beyond the Business Case.** Building on the case study and the solutions created at the beginning of day two. Different groups will present solutions that go beyond the DEI business case and are focused on building a culture of accountability.

**Workshop #5: Before Walking the Talk, Listen.** To change systems, we must change attitudes. The GLOCAL Impact DEI Summer Retreat will end with a powerful exercise titled "My Diversity Story." Participants will share and listen to the lived experiences of each other. Lived experiences are the bridge to systemic change. By providing a safe space to share powerful, authentic, and insightful stories, participants will learn how stories are an enabler to drive positive change.



# About Miguel “Joey” Avilés

## KEYNOTE SPEAKER & WORKSHOP FACILITATOR

Recognized as a 2022 LinkedIn’s Racial Equity Top Voice, 2021 Top 15 Champion of Diversity by Diversity Global Magazine, as a Top 100 Executive Leader by Diversity MBA Magazine, and featured as an Inclusion Innovator by the Society of Human Resource Management (SHRM). Miguel is the Founder and Chief Belonging Officer of MJA & CO, LLC, a Minority-owned consulting firm helping leaders leverage Diversity, Equity & Inclusion as a catalyst to increase engagement, innovation, and retention. Miguel served as the first civilian Chief of Diversity and Inclusion in the history of the US Coast Guard. He is a DEI Thought Leader with over 15 years of experience serving clients like Dell Technologies, Ferrara, University of Phoenix, Highmark Health, Peace Corps, FDIC, FDA, NIH, Department of Defense, Department of Interior, Department of Homeland Security, and other organizations.

Miguel is a TEDx speaker, and has been featured in the Washington Post, the Chicago Tribune, Telemundo, the Change Management Conference, the Human Capital Institute, the SHRM Talent Management, and Diversity and Inclusion Conferences. Miguel is a graduate of the Yale School of Management Fostering Inclusion and Diversity Certificate and is a certified Professional Diversity Coach by the Coach Diversity Institute. He has a bachelor’s degree in business administration from the University of Puerto Rico in Mayaguez. For over a decade he held several leadership positions in three major Federal Departments; DOI’s Division Chief of the Office of Recruitment and Retention Programs; DOD’s Deputy Program Manager of the Executive Leadership Development Program, the Defense Civilian Emerging Leaders Program, and the Managerial and Supervisory Training Program. He started his federal career as a Diversity Recruiter intern in Mayaguez, PR and served as an HR Specialist in the DOD’s Recruitment Assistance Division. Miguel is the former President of Young Government Leaders, a 12,000+ member national Affinity Group.



# PACDEI Membership



Members of the President's Advisory Council on Diversity, Equity and Inclusion (PACDEI), and other stakeholders include:

**Antonio Acevedo**, Assistant Professor, History  
**Eric Adamson**, Assistant Professor, English  
**Yasmeen Abdelaziz**, HCCC Alumna  
**Dr. David Clark**, Dean, Student Affairs  
**Dr. Christopher Conzen**, Executive Director, Secaucus Center and Early College Programs, Academic Affairs  
**Keturah Curtis**, HCCC Student  
**Sharon Daughtry**, Lecturer, Business  
**Claudia Delgado**, Associate Professor, Academic Foundations Math  
**Reverend Bolivar Flores**, Vice President, NJ Coalition of Latino Pastors and Ministers  
**Karen Galli**, Instructor, English  
**Pamela Gardner**, HCCC Trustee  
**Veronica Gerosimo**, Assistant Dean, Student Life and Leadership  
**Keiry Hernandez**, HCCC Student  
**Floyd Jeter**, Director, Jersey City Office of Diversity and Inclusion  
**Dr. Darryl Jones**, Vice President, Academic Affairs  
**Roger Jones**, President, Jones & Associates Communications, Inc.  
**Bakari Lee, Esq.**, Vice Chair, HCCC Board of Trustees  
**Dr. Clive Li**, Instructor, STEM  
**Jose Lowe**, Director, Educational Opportunity Fund Program  
**Alena Magay**, Student Success Coordinator, Operating Engineers  
**Raffi Manjikian**, Adjunct Instructor, STEM  
**Victoria Marino**, Director, Career Services  
**Sylvia Mendoza**, Dean, Financial Aid  
**Reverend Thania Nunez**, Human Resources Supervisor, North Hudson Community Action Corporation

**Amaalah Ogburn**, Associate Director, North Hudson Campus  
**Dr. Angela Pack**, Assistant Professor, Education  
**Tejal Parekh**, Counselor, Educational Opportunity Fund Program  
**Yeurys Pujols**, Vice President, Diversity, Equity and Inclusion  
**Dr. Christopher Reber**, President, HCCC  
**Alexa Riano**, Executive Administrative Assistant, President's Office  
**Michelle Richardson**, Executive Director, Hudson County Economic Development Corporation  
**Warren Rigby**, *Alumnus*  
**Jeff Roberson**, Director, Contracts and Procurement  
**Dr. Paula Roberson**, Director, Center for Teaching, Learning, and Innovation  
**Mirta Sanchez**, Assistant to the Vice President, Planning and Development  
**Natalia Vazquez-Bodkin**, Director, Diversity, Equity and Inclusion  
**Michelle Vitale**, Director, Cultural Affairs  
**Lilisa Williams**, Director, Faculty and Staff Development  
**Elana Winslow**, Assistant Professor, Business  
**Kyle Woolley**, Interim Coordinator, Honors Program  
**Dr. Burl Yearwood**, Dean, STEM  
**Dr. Catherine Sirangelo**, Dean, Nursing and Health Sciences  
**Dr. Fatma Tat**, Instructor, STEM



"When we listen and celebrate what is both common and different, we become wiser, more inclusive, and better as an organization."

~ Pat Wadors







HUDSON COUNTY COMMUNITY COLLEGE

# LOCAL IMPACT

DIVERSITY, EQUITY AND INCLUSION  
2022 SUMMER RETREAT

