

The 2023

Diversity, Equity and Inclusion Summer Retreat



Wednesday, July 26, 2023 | Culinary Conference Center - 161 Newkirk Street, Jersey City, NJ

FEATURED SPEAKERS



**Rev. Al
Sharpton**

President and Founder,
National Action
Network (NAN)



**Dr. Jelani
Cobb**

Dean and Henry R. Luce
Professor, School
of Journalism,
Columbia University



The 2023 Diversity, Equity and Inclusion Summer Retreat



“Diversity is being invited to the party; inclusion is being asked to dance.” – Verna Myers



“We are stronger together than we are alone.” – Walter Payton



“Teach young people early on that in diversity there is beauty and there is strength.” – Maya Angelou



The 2023 Diversity, Equity, and Inclusion Summer Retreat

will provide safe spaces for diverse thought by raising awareness and engaging in crucial conversations to build pathways leading to transformational change. The daylong convening will include engaging sessions centered around social justice, accessibility, gender identity, equity, team building, and taking stock of the College’s Diversity, Equity, and Inclusion journey. Participants will become familiar with HCCC’s Diversity, Equity, and Inclusion efforts, learn something new, and find new opportunities to get involved in the College and the Community.

MISSION OF THE COLLEGE

Hudson County Community College provides its diverse communities with inclusive, high-quality educational programs and services that promote student success and upward social and economic mobility.

VISION STATEMENT

As one of the nation's leading and most diverse urban community colleges, we aspire to offer consistently best-practice, transformative educational and economic opportunities for our students and all residents of Hudson County.

VALUES STATEMENT

Hudson County Community College is committed to these values:

Holistic Services

Understanding through Data

Diversity, Equity and Inclusion

Student Success

Open to All

National Distinction

Collaboration and Engagement

Academic Excellence

Responsible Stewardship of Resources

Ethical Behavior, Integrity, and Transparency

Support of Innovation and Leadership

A LETTER FROM THE PRESIDENT

Dear Hudson County Community College Colleagues and Friends,

It gives me enormous pleasure to welcome you to our second annual Hudson County Community College Diversity, Equity and Inclusion Summer Retreat! This shared experience promises to be highly meaningful as we celebrate how far we've come – and take stock of the next steps on our shared DEI journey.

We are honored to welcome The Reverend Al Sharpton as our keynote speaker! Reverend Sharpton, thank you for joining us. You inspire us!

And we welcome Dr. Jelani Cobb, Dean of Columbia University's School of Journalism, who will deliver a powerful session titled "The Future of Equity in Higher Education." We further thank all of our additional presenters and facilitators who will make our time together informative, productive and enjoyable.



There is much to celebrate about our work together! Here are a few examples of experiences and outcomes on our journey over the past year:

- College-wide participation in the eCornell Diversity and Inclusion Certificate Program;
- Continued growth and development of the Diversity, Equity and Inclusion Student Passport Program;
- College-wide programming and training related to Title IX and gender equity;
- Phenomenal local and national participation in our second annual Teaching and Learning Symposium on Social Justice in Higher Education;
- Leveraging the impact of the Bellwether Award-winning Hudson Scholars Program on narrowing equity gaps;
- Expanded DEI infrastructure to now include Veterans Affairs and International Student Services;
- Multiple remembrances, such as 9-11, MLK Memorials, and Juneteenth;
- Hosting national organizations at events such as HACU on the Road and the 2023 Northeast and Mid-Atlantic Creative Placemaking Leadership Summit;
- HCCC engagement in Achieving the Dream/University of Southern California Racial Equity Leadership Academy (RELA);
- Ongoing leadership of diverse and inclusive teams to support the attainment of our goals;
- 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 our collective work that has galvanized the HCCC community and beyond, leading us forward in 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 well-being of every cherished member of our very special HCCC family.

We 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 in a cursive style.

Christopher M. Reber
President

A LETTER FROM THE VICE PRESIDENT FOR DIVERSITY, EQUITY AND INCLUSION

Dear Students, Colleagues, and Guests,

I am honored to welcome you to our 2023 Diversity, Equity and Inclusion Summer Retreat at our beautiful Culinary Conference Center. I thank the members of the President's Advisory Council on Diversity, Equity and Inclusion and others who helped plan this excellent day of reflection, learning, and renewal.



At Hudson County Community College, Student Success and Diversity, Equity and Inclusion are the two cardinal principles woven into the fabric of our institutional culture. We aspire to a reality where every person can be authentic, express their thoughts openly, and fully participate in shaping our institutional climate.

Today's Retreat will provide opportunities to engage in topics and activities in social justice, equity, inclusion, wellness, mindfulness, accessibility, mental health, and reproductive freedom, among others. Your participation will elevate the day's conversations and enhance the program's overall impact.

We will spend the day reflecting on the lessons from our journey, celebrating the significance of our accomplishments, and contemplating the magnitude of our challenges. Primarily, we will look ahead and enlist your imagination to shape the next phase of our collective journey.

As Diversity, Equity, and Inclusion remain under attack throughout our country, we should acknowledge and leverage our privilege as we embrace our responsibilities to all our communities and each other. We celebrate our state, our county, our great city, and our College for providing and supporting an environment where we can celebrate Diversity, Equity and Inclusion in all its forms.

I also want to recognize the vision and leadership provided by President Reber in championing our commitment to our communities and advancing our institutional culture of care.

Thank you for participating in this year's Retreat and for helping us celebrate our differences, commonalities and each other.

Warm regards,

A handwritten signature in black ink, appearing to read 'Yeurys Pujols', written in a cursive style.

Yeurys Pujols
Vice President, Diversity, Equity and Inclusion

A LETTER FROM THE CO-CHAIR OF THE PRESIDENT'S ADVISORY COUNCIL ON DIVERSITY, EQUITY AND INCLUSION

Dear HCCC Faculty, Staff, Administration, Students, Alumni, Trustees, and Community Members,

It is my honor to welcome you to the second annual Diversity, Equity and Inclusion Retreat hosted by the Office of Diversity, Equity and Inclusion and the President's Advisory Council on Diversity, Equity and Inclusion (PACDEI).

The objectives of the Retreat consist of recognizing and appreciating the diversity, equity and inclusion (DEI) at Hudson County Community College. We have made great strides in accomplishing the many goals that have made HCCC a pioneer in DEI. Through best practices and shared governance, we have been able to break down barriers, close equity gaps, and discover commonalities and shared interests throughout our community. Our subcommittees have achieved significant DEI success by focusing on our four overarching goals: the areas of campus infrastructure, HR practices, safety and security, and in the classroom.

We thank the members of PACDEI as well as the Retreat planning committee for the incredible opportunity to come together today. Without the hard work of these individuals, we would not be able to put on such an amazing event. The display of teamwork and camaraderie is what really shows the passion we, as an institution, have for diversity, equity and inclusion. We look forward to the amazing synergy this Retreat will undoubtedly bring in the advancement of DEI in the various fields throughout the college.

Sincerely,
Raffi Manjikian
Instructor, Chemistry
Co-Chair of PACDEI



THE 2023 DIVERSITY, EQUITY AND INCLUSION SUMMER RETREAT PLANNING COMMITTEE

Coraline Arreaga, Social Worker, Mental Health Counseling and Wellness

Anita Belle, Director, Workforce Pathways

Lisa Bogart, Director, North Hudson Campus Library

Dr. Christopher Conzen, Executive Director, Secaucus Center and Early College Programs

Keturah Curtis, HCCC Student

Sharon Daughtry, College Lecturer, School of Business, Culinary Arts, and Hospitality Management

Rev. Bolivar Flores, Chief of Staff, New Jersey Reentry Corporation

Veronica Gerosimo, Assistant Dean, Student Life and Leadership

Dr. Floyd Jeter, Chief Diversity and Inclusion Officer, City of Jersey City

Dr. Darryl Jones, Vice President, Academic Affairs, HCCC

Dr. Ara Karakashian, Dean, Business, School of Business, Culinary Arts, and Hospitality Management

Anna Krupitskiy, Vice President, Human Resources, HCCC

Tiana Malcolm, HCCC Alumna

Raffi Manjikian, PACDEI Co-chair and Chemistry Instructor, School of Science,
Technology, Engineering and Mathematics

Tania Martins, Career Advisor, Continuing Education and Workforce Development

Amaalah Ogburn, Associate Director, North Hudson Campus

Tejal Parekh, Assistant Director, Educational Opportunity Fund (EOF)

Candice Peterson, Administrative Assistant, Diversity, Equity and Inclusion

Dr. Yeury Pujols, Vice President, Diversity, Equity and Inclusion, HCCC

Dr. Christopher Reber, HCCC President

Maritza Reyes, Associate Director, Center of Adult Transition

Michelle Richardson, Executive Director, Hudson County Economic Development Corporation

Dr. Paula Roberson, Director, Center for Teaching, Learning, and Innovation

Mirta Sanchez, Executive Administrative Assistant, Diversity, Equity and Inclusion

Maria Lita Sarmiento, Alumni Manager, Continuing Education and Workforce Development

Dr. Kate Thurman, Sociology Instructor, School of Humanities and Social Sciences

Natalia Vazquez-Bodkin, Associate Director, Diversity, Equity and Inclusion

Richard Walker, College Lecturer, School of Humanities and Social Sciences

Albert Williams, Apprentice Program Coordinator, Advanced Manufacturing

The 2023 Diversity, Equity and Inclusion Summer Retreat



THE 2023 DIVERSITY, EQUITY AND INCLUSION RETREAT AGENDA

| | | |
|------------|---|---------------------------|
| 8:00 a.m. | Check-in/Breakfast | Banquet Room |
| 9:00 a.m. | Opening Plenary | Scott Ring Room |
| 10:00 a.m. | Program Recognitions* | Scott Ring Room |
| 10:45 a.m. | Reverend Al Sharpton Keynote Address | Scott Ring Room |
| 11:30 a.m. | PACDEI Impact Award Luncheon | Banquet Room |
| 1:00 p.m. | Concurrent Workshops/Sessions | Scott Ring/Johnston Rooms |
| 2:00 p.m. | Dr. Jelani Cobb "The Future of Equity in Higher Education" | Scott Ring Room |
| 3:00 p.m. | Concurrent Workshops/Sessions | Scott Ring/Johnston Rooms |
| 4:00 p.m. | Closing Plenary | Scott Ring Room |

* Throughout the morning session of the Retreat, members of the President's Advisory Council of Diversity, Equity and Inclusion (PACDEI) and other members of the College community will briefly showcase signature and innovative programs. These include the Teaching and Learning Symposium on Social Justice in Higher Education, the Diversity, Equity, and Inclusion Student Passport Program, Cornell University's Diversity and Inclusion Certificate program, the Hudson Scholars Program, Title IX and Gender Equity Training, the CARES Team, and the College's participation in the Racial Equity Leadership Academy from Achieving the Dream and the University of Southern California's Racial Equity Center.

OPENING PLENARY

Scott Ring Room

9:00 a.m. to 11:30 a.m.



Welcome(s)

Christopher Reber, Ph.D.
HCCC President

Yeury Pujols, Ed.D.
Vice President, Diversity, Equity and Inclusion

Raffi Manjikian
Chemistry Instructor and Co-Chair of the President's Advisory
Council on Diversity, Equity and Inclusion

Program Recognition(s)

Paula Roberson, Ed.D.
Director, Center for Teaching, Learning, and Innovation
*The Teaching and Learning Symposium on Social Justice
in Higher Education*

Veronica Gerosimo
Assistant Dean, Student Life and Leadership
Diversity, Equity and Inclusion Student Passport Program

Amaal Ogburn
Associate Director, North Hudson Campus
Cornell University's Diversity, Equity and Inclusion Certificate Program

Elizabeth Ryan and Andy Adler
Academic Counselors,
Hudson Scholars Program

Anna Krupitskiy
Vice President, Human Resources
Title IX and Gender Equity Training

Tejal Parekh
Assistant Director, Educational Opportunity Fund (EOF)
The Cares Team

Yeury Pujols, Ed.D.
Vice President, Diversity, Equity and Inclusion
Racial Equity Leadership Academy

Keynote Introduction

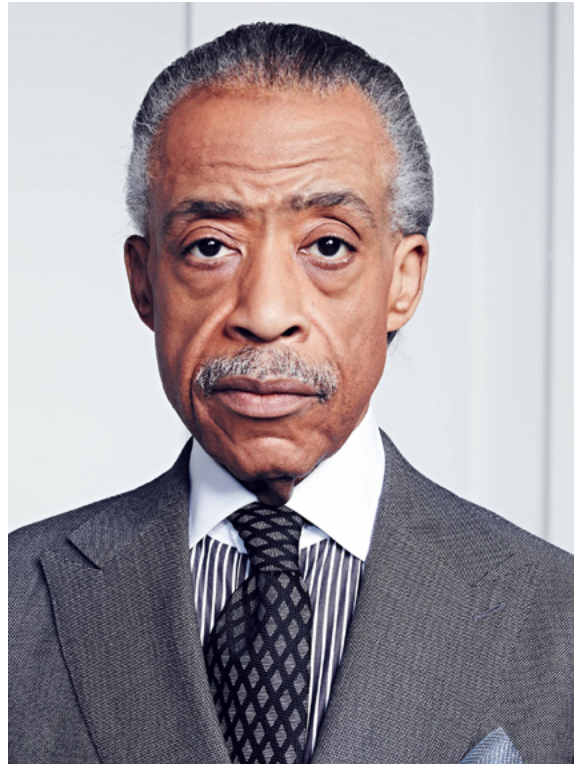
Tiana Malcolm
HCCC Alumna

Keynote Address

Reverend Al Sharpton
President and Founder, National Action Network (NAN)

Anita Belle, Director of Workforce Pathways, will serve as the Retreat's Mistress of Ceremonies.

KEYNOTE SPEAKER



REVEREND AL SHARPTON

President and Founder, National Action Network (NAN)

As one of the preeminent civil rights leaders of our time, Reverend Al Sharpton serves as the founder and president of the National Action Network (NAN), anchors *Politics Nation* on MSNBC, hosts the nationally syndicated radio shows *Keepin' It Real* and *The Hour of Power*, holds weekly action rallies and speaks out on behalf of those who have been silenced and marginalized. Rooted in the spirit and tradition of the Rev. Dr. Martin Luther King Jr., NAN boasts more than 100 chapters across the country to promote a modern civil rights agenda that includes the fight for one standard of justice, decency and equal opportunity for all.

CONCURRENT SESSIONS

1:00 p.m. – 1:50 p.m.

Resilience for Lifelong Emotional Wellness (Scott Ring Room)

Presenter: Mike Veny, Certified Corporate Wellness Specialist® and Best-Selling Author

Are you ready to conquer life's challenges with unwavering strength and resilience? Unleash your inner strength by discovering the transformative power of resilience. In this workshop, you'll learn how to bounce back from anything life throws your way through developing physical, mental, emotional, and social resilience. Join us to improve your overall well-being!

Panel: Building a Community: Reintegration After Incarceration (Johnston – Room 214/215)

This panel discussion will dive into the panelists collective experiences of re-integration after incarceration with equitable and inclusive practices. The following panelists will discuss their lessons and perspectives about reintegration:

Frank Mazza, Director, Hudson County Department of Housing & Community Reintegration

Fabiola Ocean, Student Success Coach, Academic Workforce Pathways Program

Marian Betancourt, Student Success Coach, New Jersey Re-entry Corporation

Keith Bowens, Master's Degree Student at Rutgers School of Social Work

Karina Arango, Student Success Coach, Academic Workforce Pathways Program

Moderator: Jonathan Cabrera, Instructor, Criminal Justice Program

Roundtable: DEI and Cultural Events/Training Brainstorming and Planning - "What Was, What Is, and What's to Come" – (Johnston Room 216)

This roundtable will provide opportunities to brainstorm and plan DEI events and trainings. Participants will reflect on past programs, showcase upcoming events and opportunities, and create collaborative relationships to fill needs and gaps. If you like to attend events and trainings, or have a role in planning them, this program is for you!

Veronica Gerosimo, Assistant Dean, Office of Student Life and Leadership

Dr. Paula Roberson, Director, Center for Teaching, Learning, and Innovation

Mirta Sanchez, Executive Assistant, Office of Diversity, Equity and Inclusion

“The Future of Equity in Higher Education”



DR. JELANI COBB

Dean and Henry R. Luce Professor, School of Journalism, Columbia University

Jelani Cobb joined the Journalism School faculty in 2016 and became Dean in 2022. He has been a staff writer at *The New Yorker* since 2015. He received a Peabody Award for his 2020 PBS Frontline film *Whose Vote Counts?* and was a finalist for the Pulitzer Prize in Commentary in 2018. He has also been a political analyst for MSNBC since 2019.

He is the author of *The Substance of Hope: Barack Obama and the Paradox of Progress* and *To the Break of Dawn: A Freestyle on the Hip Hop Aesthetic*. He is the editor or co-editor of several volumes including *The Matter of Black Lives*, a collection of *The New Yorker's* writings on race and *The Essential Kerner Commission Report*. He is producer or co-producer on a number of documentaries including *Lincoln's Dilemma*, *Obama: A More Perfect Union* and *Policing the Police*.

Dr. Cobb was educated at Jamaica High School in Queens, NY, Howard University, where he earned a B.A. in English, and Rutgers University, where he completed his M.A. and doctorate in American History in 2003. He is also a recipient of fellowships from the Ford Foundation, the Fulbright Foundation and the Shorenstein Center at Harvard University's Kennedy School of Government.

CONCURRENT SESSIONS

3:00 p.m. – 3:50 p.m.

The Importance of Mental Wellness & Mindfulness Within Implicit Bias – (Scott Ring Room)

Presenter: Veruschka del Rio, Certified Hypnotherapist and Bio-Energy

This workshop will help participants recognize mental health mindfulness in implicit bias environments, and harness the power of breathwork, visualization/hypnosis anchor, and meditation affirmation as transformative tools for personal growth, self-empowerment, and overall well-being.

How Did We Get Here, and How Do We Move Forward: Advancing Reproductive and Sexual Freedom in 2023 – (Johnston Room 215)

Presenter: Bianca Mayes-Davis, MPH, CHES

The presenter will focus on the specific challenges and opportunities facing advocates for sexual and reproductive freedom federally and in New Jersey. The discussion will include the state's recent history of abortion access, the current legal landscape, and the work that is being done to protect and expand reproductive rights.

Hudson Community Enterprises – (Johnston Room 216)

This workshop will provide an overview of Hudson Community Enterprises, Project Search, Student/Youth Services, and Deaf and Hard of Hearing Services. The discussion will include programs and services available for youth to transition into work or post-education.

Joe Brown, President, Hudson Community Enterprises

Jasmin White, Transition Coordinator, Hudson Community Enterprises

Lauren Weishaar, Director of Community Impact, Hudson Community Enterprises

PACDEI MEMBERSHIP 2023

Yasmeen Abdelaziz, Alumna and Program Assistant, Cultural Affairs

Antonio Acevedo, Associate Professor, History

Eric Adamson, Assistant Professor, English

Aun Ali, HCCC Alumna

Marlene Andalia, HCCC Alumna

Anita Belle, Director, Workforce Pathways

Lisa Bogart, Director, North Hudson Library

Reverend Bolivar Flores, Vice President, NJ Coalition of Latino Pastors and Ministers

Jonathan Cabrera, Instructor, Criminal Justice

Cesar Castillo, Coordinator, Safety and Security

Dr. David Clark, Dean, Student Affairs

Dr. Christopher Cody, Instructor, History

Dr. Christopher Conzen, Executive Director, Secaucus Center and Early College Programs

Keturah Curtis, HCCC Student

Sharon Daughtry, College Lecturer, School of Business, Culinary Arts, and Hospitality Management

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Keiry Hernandez, Alumna and Student Center Assistant, Student Life and Leadership

Dr. Floyd Jeter, Chief Diversity Officer, Jersey City Office of Diversity and Inclusion

Dr. Darryl Jones, Vice President for Academic Affairs, HCCC

Roger Jones, President, Jones & Associates Communications, Inc.

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Dr. Clive Li, Assistant Professor, Engineering Science

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Tiana Malcolm, HCCC Alumna

Raffi Manjikian, PACDEI Co-chair and Chemistry Instructor,
School of Science, Technology, Engineering and Mathematics

Reverend Thania Nunez, Human Resources Supervisor, North Hudson Community Action Corporation

Amaalah Ogburn, Alumna and Associate Director, North Hudson Campus

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Tejal Parekh, Assistant Director, Educational Opportunity Fund Program

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Warren Rigby, HCCC Alumnus

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Jeff Roberson, Director, Contracts and Procurement

Mirta Sanchez, Executive Assistant, Diversity, Equity and Inclusion

Dr. Catherine Sirangelo, Dean, School of Nursing and Health Professions

Kathleen Smith-Wenning, Director, Health-Related Professions

Dr. Fatma Tat, Assistant Professor, Chemistry

Dr. Kate Thurman, Instructor, Sociology

Natalia Vazquez-Bodkin, Associate Director, Diversity, Equity and Inclusion

Michelle Vitale, Director, Cultural Affairs

Richard Walker, Lecturer, Criminal Justice

Lilisa Williams, Director, Faculty and Staff Development

Elana Winslow, Associate Professor, Business

Dr. Burl Yearwood, Dean, School of Science, Technology, Engineering and Mathematics

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Produced by HCCC Communications Dept.

