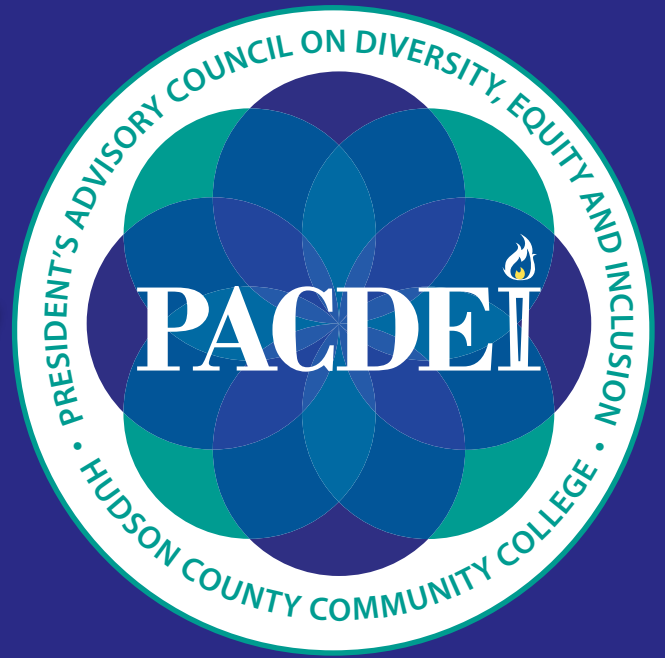


# The 2024 Diversity, Equity and Inclusion Summer Retreat



Wednesday, July 31, 2024 – Thursday, August 1, 2024

Courtyard Marriott by Edgewater NYC

3 Pembroke Place, Edgewater, NJ 07020



## FEATURED SPEAKER

### Professor Loretta Ross

Activist, public intellectual,  
scholar, and the 2022 recipient  
of the MacArthur Foundation  
"Genius" Award





# The 2024 Diversity, Equity and Inclusion Summer Retreat



## **The 2024 Diversity, Equity, and Inclusion Summer Retreat**

will provide safe spaces for diverse thought by engaging in crucial conversations to build pathways leading to transformational change. This year's retreat will provide opportunities to look at the national landscape of diversity, equity, and inclusion, assess our individual and collective journeys, while accounting for our triumphs and missed opportunities along the way.

Smith College Associate Professor Loretta J. Ross, an activist, public intellectual, scholar, and the 2022 recipient of the MacArthur Foundation "Genius" Award will lead the sessions on Wednesday, July 31. The program will also include celebrations, open discussions, workshops on specialized topics, and planning and reflection opportunities. Our two-day program will provide moments of introspection where attendees can reflect on our similarities and differences while reenergizing our sense of community to efficiently support the completion of our 2024-2029 DEI Action Plan.



## 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.

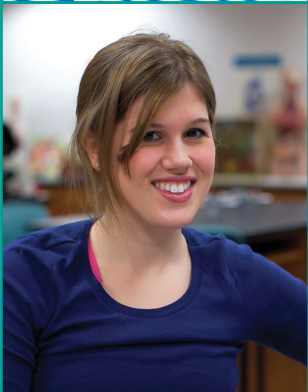


## VALUES STATEMENT

Hudson County Community College is committed to these values:



- H**olistic Services
- U**nderstanding through Data
- D**iversity, Equity and Inclusion
- S**tudent Success
- O**pen to All
- N**ational Distinction



- C**ollaboration and Engagement
- A**cademic Excellence
- R**esponsible Stewardship of Resources
- E**thical Behavior, Integrity, and Transparency
- S**upport of Innovation and Leadership



## A LETTER FROM THE PRESIDENT

**Dear Hudson County Community College Family and Friends,**

It gives me enormous pleasure to welcome you to our third 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.



This year's retreat is different from those of the last two years as we meet off campus in order to have a focused experience, free of interruptions, where participants can fully engage in a deep-dive discussion of the national DEI landscape; tensions related to the war in Gaza and in other parts of the world, including how we have managed and will navigate these concerns at HCCC going forward; and a focus on our draft DEI Action Plan and upcoming College-wide strategic plan. We welcome students, faculty, staff, members of the President's Advisory Council on Diversity, Equity and Inclusion, members of our African American Community Outreach Committee and Latino Advisory Council, and other friends.

We welcome Smith College Associate Professor Dr. Loretta Ross, who will facilitate the Wednesday evening session. Dr. Ross is the 2022 recipient of the MacArthur Foundation Genius Award and a public speaker, writer, scholar, and activist.

Over the next two days, we will celebrate our collective work that has galvanized the HCCC community and beyond, leading us forward in our continuing journey of 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 heartfelt gratitude,

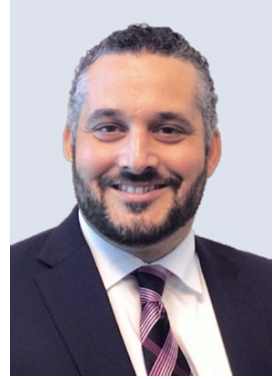
A handwritten signature in blue ink, appearing to read "Chris", written in a cursive style.

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 2024 Diversity, Equity and Inclusion Summer Retreat. I thank the members of the President's Advisory Council on Diversity, Equity and Inclusion and others who helped plan these excellent days of internal reflection, growth, and planning for the future.



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.

Over the next two days, we aim to fully engage in open discussions that explore the national DEI discourse, build meaningful relationships with the multiple groups and people attending the retreat, and design a blueprint for the future. Your participation will elevate the conversations and enhance the program's overall impact.

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, 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,

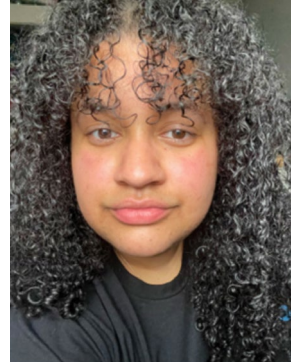
A handwritten signature in black ink, appearing to read 'Yeurys Pujols', written over a light gray rectangular background.

Yeurys Pujols  
Vice President for Diversity, Equity and Inclusion

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

**Dear HCCC Family,**

We are thrilled to welcome you to the third annual Diversity, Equity, and Inclusion 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 is all about celebrating and valuing diversity, equity, and inclusion (DEI) at Hudson County Community College (HCCC). We've achieved so much together in making HCCC a pioneer and leader in DEI. Through teamwork and shared decision-making, we've broken down barriers, narrowed equity gaps, and discovered common ground among our various community members. Our subcommittees have provided much input and have played a crucial role in many of the College's accomplishments.

During this Retreat, we will reflect on our journey, but more importantly, set our sights on our future aspirations. It will provide us a chance to reconnect, build solidarity in our efforts, and develop strategies that continue to unite us while celebrating and recognizing our differences.

We want to thank the members of PACDEI and the Retreat Planning Committee for their hard work and dedication. The teamwork and collaboration seen truly reflects our institution's commitment to DEI. We are looking forward to the energy and vision this Retreat will bring as we continue to advance our DEI work across all areas of our College community.

With warm regards,

A handwritten signature in black ink, appearing to read 'Raffi M.'.

Raffi Manjikian  
Instructor, Chemistry  
Co-Chair of PACDEI

A handwritten signature in black ink, appearing to read 'Diana Galvez'.

Diana F. Galvez  
Assistant Director,  
North Hudson Campus  
Co-Chair of PACDEI

## THE 2024 DIVERSITY, EQUITY AND INCLUSION SUMMER RETREAT **PLANNING COMMITTEE**

Dalisay Bacal, Administrative Assistant, Continuing Education and Workforce Development

Anita Belle, Director, Workforce Pathways

Lisa Bogart, Director, North Hudson Campus Library

Joseph Caniglia, Executive Director, North Hudson Campus

Dr. Christopher Cody, Instructor, History

Sharon Daughtry, Instructor, Business

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

Ashley Flores, Alumna, HCCC

Diana Galvez, PACDEI Co-Chair and Assistant Director, North Hudson Campus

Veronica Gerosimo, Assistant Dean, Student Life and Leadership

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

Dr. Darryl Jones, Vice President, Academic Affairs

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

Anna Krupitskiy, Vice President, Human Resources

Raffi Manjikian, PACDEI Co-Chair and Instructor, Chemistry

Tania Martins, Career Advisor, Continuing Education and Workforce Development

Amaalah Ogburn, HCCC Alumna and Director, Faculty and Staff Development

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

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

Dr. Christopher Reber, President, HCCC

Maritza Reyes, Associate Director, Center of Adult Transition

Michelle Richardson, Executive Director, Hudson County Economic Development Corporation

Mirta Sanchez, Executive Assistant to the Vice President, Diversity, Equity and Inclusion

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

Shemia Superville, Student, HCCC

Dr. Kade Thurman, Instructor, Sociology

Albert Williams, Apprentice Program Coordinator, Advanced Manufacturing

Elana Winslow, Associate Professor, Business



# The 2024 Diversity, Equity and Inclusion Summer Retreat



# THE 2024 DIVERSITY, EQUITY AND INCLUSION RETREAT AGENDA

## Day 1 - Wednesday, July 31

3:00 p.m. - 4:00 p.m.	Check-In
4:00 p.m. - 4:50 p.m.	Opening Session
5:00 p.m. - 6:50 p.m.	Calling In: Navigating Challenging Conversations and Cultivating Compassionate Connections
7:00 p.m. - 8:30 p.m.	Celebration Dinner

## Day 2 - Thursday, August 1

8:00 a.m. - 8:50 a.m.	Breakfast
9:00 a.m. - 9:50 a.m.	Diversity, Equity and Inclusion: The National Discourse
10:00 a.m. - 10:50 a.m.	Looking Back: Triumphs and Opportunities
11:00 a.m. - 11:50 a.m.	Operations of the Council
12:00 p.m. - 1:30 p.m.	Lunch
1:30 p.m. - 2:20 p.m.	Accessibility and Universal Design for Learning Workshop
2:30 p.m. - 3:20 p.m.	Looking Ahead: 2024-29 DEI Action Plan
3:30 p.m.- 4:30 p.m.	Building on Our Commonalities

# The 2024 Diversity, Equity and Inclusion Summer Retreat

## THE 2024 DIVERSITY, EQUITY AND INCLUSION RETREAT AGENDA - WEDNESDAY, JULY 31

### OPENING SESSION

INTRODUCTION	Raffi Manjikian, Chemistry Instructor and Co-Chair of the President's Advisory Council on Diversity, Equity and Inclusion
WELCOME REMARKS	Christopher Reber, Ph.D., HCCC President
PROGRAM OVERVIEW	Yeury Pujols, Ed.D., Vice President for Diversity, Equity and Inclusion
ICE BREAKER - PAIRED DRAWING/ COMMUNICATION ACTIVITY	Diana F. Galvez, Assistant Director, North Hudson Campus and Co-Chair of the President's Advisory Council on Diversity, Equity and Inclusion
KEYNOTE INTRODUCTION	Nina Maria Resurrection, Student Government Association President
KEYNOTE PRESENTATION AND DISCUSSION	Loretta Ross, Associate Professor, Smith College

### CELEBRATION DINNER

CELEBRATING CHAMPIONS OF DEI	Raffi Manjikian, Chemistry Instructor and Co-Chair of the President's Advisory Council on Diversity, Equity and Inclusion
THE TEACHING AND LEARNING SYMPOSIUM ON SOCIAL JUSTICE IN HIGHER EDUCATION	Richard Walker, Associate Director of DEI Training, Diversity, Equity and Inclusion
CENTER FOR ADULT TRANSITIONS	Maritza Reyes, Associate Director, Center of Adult Transition
CULTURAL AFFAIRS AND THE COMMUNITY	Michelle Vitale, Director of DEI, Cultural Affairs
DEI STUDENT PASSPORT PROGRAM	Veronica Gerosimo, Assistant Dean, Student Life and Leadership
EMPLOYEE DEI TRAINING	Richard Walker, Associate Director of DEI Training, Diversity, Equity and Inclusion
LA HERMANIDAD	Deliana Acosta, Social Worker, North Hudson Campus Diana F. Galvez, Assistant Director, North Hudson Campus



# KEYNOTE SPEAKER

## Professor Loretta J. Ross

Loretta J. Ross is an activist, public intellectual, scholar, the 2022 recipient of the MacArthur Foundation “Genius” Award and an Associate Professor at Smith College. She has a passion for innovating creative imagining about global human rights and social justice issues and started her career in activism and social change in the 1970s.

In 1978, she was the third executive director for DC Rape Crisis Center, the first rape crisis center in the country. This was her entry point into the women’s movement where she learned about women’s human rights, reproductive justice, white supremacy, and women of color organizing. Through her organizing, she helped launch the movement to end violence against women that has evolved into today’s #MeToo movement. Throughout her 50-year career, she has worked with the National Football League Players’ Association, the National Organization for Women (NOW), the National Black Women’s Health Project, the Center for Democratic Renewal (National Anti-Klan Network), the National Center for Human Rights Education, and SisterSong Women of Color Reproductive Justice Collective.

Loretta retired as an organizer in 2012 to teach and follow her passion to educate. In 1996, she founded the first center in the U.S. to innovate creative human rights education for all students transforming social justice issues to be more collaborative and less divisive. In her work *Calling In the Calling Out Culture*, she transforms how people can overcome political differences to use empathy and respect to guide difficult conversations. In 2023, Loretta was inducted into the National Women’s Hall of Fame.



### ***Calling In: Navigating Challenging Conversations and Cultivating Compassionate Connections***

With the rise of cancel culture, we often find ourselves embroiled in disagreements rather than focusing on our shared goal of advocating for human rights. To build solidarity in our work and communities, we must adopt a strategy that unites us and embraces our differences. ‘Calling In’ offers a path to engage in transformative conversations, meeting people where they are while making people feel heard, respected, and cared for. In this presentation, activist, public intellectual, and scholar, Loretta Ross helps us understand the divisiveness of cancel culture and leads us through alternative ways of holding one another accountable while developing empathy and building meaningful connection.

# The 2024 Diversity, Equity and Inclusion Summer Retreat

## THURSDAY, AUGUST 1

### Introduction

Diana F. Galvez, Assistant Director, North Hudson Campus and Co-Chair of the President's Advisory Council on Diversity, Equity and Inclusion

### 9:00 a.m. - 9:50 a.m.

#### ***Diversity, Equity and Inclusion: The National Discourse***

The terms diversity, equity, and inclusion, used jointly or separately, were widely viewed as positive for people, groups, and organizations at the onset of the COVID-19 pandemic in 2020. However, in 2024, the national landscape is significantly different as more than half of the states have introduced legislation banning diversity, equity, and inclusion initiatives in higher education. This session will serve as a platform for open discussions about the anti-DEI movement, the role of our College, and our community.

Facilitators:

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

Kade Thurman, Ph.D., Instructor, Sociology

### 10:00 a.m. - 10:50 a.m.

#### ***Looking Back: Triumphs and Opportunities***

This session provides a global view of DEI initiatives implemented, successes achieved, as well as the recent obstacles we faced at the College. We will collectively address the challenges related to external crises, including the wars in Ukraine and Gaza, and how we can navigate this delicate environment moving forward. Together, we will reflect and extract valuable lessons from our journey and collaboratively chart a path towards a more inclusive future.

Facilitators:

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

Michelle Vitale, Director of DEI, Cultural Affairs

### 11:00 a.m. - 11:50 a.m.

#### ***Operations of the Council***

This session thoroughly explores the guiding principles and operational framework that govern PACDEI's activities and decision-making processes. Participants will discuss and advise on matters related to the Council's By-laws, meeting format, modality, and membership, among other topics.

Facilitators:

Raffi Manjikian, Instructor, Chemistry

Elana Winslow, Associate Professor, Business

### 1:30 p.m. - 2:20 p.m.

#### ***Accessibility and Universal Design for Learning Workshop***

The Accessibility and Universal Design for Learning (UDL) workshop is an introduction to best practices that support the needs of diverse learners and students with disabilities. Drawing upon accessibility and equity, the workshop will address commonly implemented UDL strategies and pedagogical approaches to respond and address students' needs. Attendees will think and engage in conversations about how to implement best practices within the scope of UDL to promote equal access and campus-wide inclusivity for all students at the College.

Facilitators:

Danielle Lopez, Director of DEI, Accessibility Services

Maritza Reyes, Associate Director, Center of Adult Transition

### 2:30 p.m. - 3:20 p.m.

#### ***The 2024-29 DEI Action Plan***

This session will introduce and discuss the strategic goals, objectives, activities, timelines, and stakeholders outlined in the draft of the 2024-29 Diversity, Equity, and Inclusion (DEI) Action Plan. This forward-thinking discussion will enlist input from participants to identify approaches to support the completion of the new plan.

Facilitators:

Anna Krupitskiy, Vice President, Human Resources

Diana F. Galvez, Assistant Director, North Hudson Campus

### 3:30 p.m. - 4:30 p.m.

#### ***Building on Our Commonalities***

This session will allow attendees to reflect on their differences and the areas of commonalities they share with others. The goal is to build connections between the retreat attendees to enhance our sense of collective community.

Facilitators:

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

Raffi Manjikian, Instructor, Chemistry

Diana F. Galvez, Assistant Director, North Hudson Campus



# The 2024 Diversity, Equity and Inclusion Summer Retreat

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

Deliana Acosta, Social Worker  
Eric Adamson, Assistant Professor, English  
Aun Ali, HCCC Alumna  
Anita Belle, Director, Workforce Pathways  
Lisa Bogart, Director, North Hudson Campus Library  
Jonathan Cabrera, Instructor, Criminal Justice  
Joseph Caniglia, Executive Director, North Hudson Campus  
Cesar Castillo, Coordinator, Safety and Security  
Dr. David Clark, Dean, Student Affairs  
Dr. Christopher Cody, Instructor, History  
Sharon Daughtry, Instructor, Business  
Claudia Delgado, Professor, Academic Foundations Math  
Josefa Flores, HCCC Alumna  
Reverend Bolivar Flores, Vice President, NJ Coalition of Latino Pastors and Ministers  
Ashley Flores, HCCC Alumna  
Karen Galli, Assistant Professor, English  
Diana Galvez, Assistant Director, North Hudson Campus  
Pamela Gardner, Vice Chair, HCCC Board of Trustees  
Veronica Gerosimo, Assistant Dean, Student Life and Leadership  
Keiry Hernandez, HCCC Alumna and Student Center Assistant, Student Life & Leadership  
Dr. Gabriel Holder, Instructor, Medical Billing and Coding  
Dr. Floyd Jeter, Chief Diversity Officer, Jersey City Office of Diversity and Inclusion  
Dr. Darryl Jones, Vice President, Academic Affairs  
Roger Jones, President, Jones & Associates Communications, Inc.  
Dr. Ara Karakashian, Dean, School of Business, Culinary, and Hospitality Management  
Anna Krupitskiy, Vice President, Human Resources  
Bakari Lee, Esq., Trustee Emeritus  
Dr. Clive Li, Assistant Professor, Engineering Science  
Danielle Lopez, Director of DEI for Accessibility Services  
Dr. Jose Lowe, Director, Educational Opportunity Fund Program  
Tiana Malcolm, HCCC Alumna  
Raffi Manjikian, Instructor, Chemistry  
Ashley Medrano, HCCC Student  
Amaal Ogburn, HCCC Alumna and Director, Faculty and Staff Development  
Dr. Angela Pack, Assistant Professor, Education  
Tejal Parekh, Assistant Director, Educational Opportunity Fund Program  
Dr. Yeurys Pujols, HCCC Alumnus and Vice President, Diversity, Equity and Inclusion  
Dr. Christopher Reber, President, HCCC  
Maritza Reyes, Associate Director, Center of Adult Transition  
Dorante Richards, Instructor, Nursing  
Michelle Richardson, Executive Director, Hudson County Economic Development Corporation  
Warren Rigby, HCCC Alumnus  
Dr. Paula Roberson, Director, Center for Teaching, Learning, and Innovation  
Mirta Sanchez, Executive Assistant to the Vice President for Diversity, Equity and Inclusion  
Dr. Catherine Sirangelo, Dean, School of Nursing and Health Professions  
Shemia Superville, HCCC Student  
Dr. Fatma Tat, Assistant Professor, Chemistry  
Dr. Kade Thurman, Instructor, Sociology  
Natalia Vazquez-Bodkin, Associate Director, Diversity, Equity and Inclusion  
Michelle Vitale, Director, Cultural Affairs  
Richard Walker, Associate Director of DEI Training  
Albert Williams, Apprentice Program Coordinator, Advanced Manufacturing  
Elana Winslow, Associate Professor, Business  
Dr. Burl Yearwood, Dean, School of STEM



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Harold G. Stahl, Jr.  
Christopher M. Reber, Ph.D., College President



**HUDSON  
COUNTY  
COMMUNITY COLLEGE**

***Hudson is Home!***

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Jerry Walker, Vice-Chairperson  
Fanny J. Cedeño, Chair Pro Temp  
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Caridad Rodriguez

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Heather DeVries, Ph.D., Associate Vice President, Academic Affairs and Assessment  
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Yeurys Pujols, Ed.D., Vice President for Diversity, Equity and Inclusion  
John Urgola, Associate Vice President for Institutional Research  
Veronica D'Alessandro Zeichner, CPA, Vice President for Business and Finance and Chief Financial Officer