



Office of Empowerment Status Report, 2024

BUILDING ON A FOUNDATION OF LOVE



Martin Luther King Jr. Equity Center

And I say to you, I have also decided to stick with love, for I know that love is ultimately the only answer to humankind's problems.



Maya Angelou Training Center

Love recognizes no barriers. It jumps hurdles, leaps fences, penetrates walls to arrive at its destination full of hope.



Cesar Chavez Multicultural Center

Never, never is it possible to reach someone if you become angry or bitter only love and gentleness can do it.

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Greetings

From your Chief Diversity Officer
Dr. Dale A. Dan

In January, 2024, after making a decision to choose Lansing Community College as my next career stop, I barely knew what to expect: new college, new city, new team, new goals, new journey. We make decisions and most are risks since we have no idea of the path ahead and what we will encounter. But the immediate warmth I felt from my new LCC Family melted the snow and gave me a glimpse into what the year would be like. I was still cautious because of the unknowns

As I end my first year, I know for sure that the desired not required DEI that I felt throughout all of my interviews was real and sincere to the core. Ongoing support and a heart for this work remained evident from our President, Board of Trustees, Cabinet members, Leaders, the many Staff, Faculty, Students across campuses along with members of the Lansing community as well as national and global partners. What more can one ask for with this level of support? Yes, life is not perfect so there will always be a few exceptions and hurdles that visit us but these are so drowned out by the many positives this year. If we are truly building on a foundation of love shared by our iconic DEI leaders then we must make space for the inevitable and love, no matter what. Loving is right and ... the time is always right to do what is right (Dr. Martin Luther King Jr.)

This annual report will walk you through the various phases and outcomes for 2024 as well as a glimpse into 2025. Through these pages, you will see what I mean by the remarkable support from every leader - Dean, Director and all others to work with the Office of Empowerment because each truly desires to have a Lansing Community College that is diverse, equitable and inviting,

It is my heartfelt desire to see the unfolding of a new year as we align our Office of Empowerment work with our new strategic goals - Achieving Academic Excellence with Purpose & Equity, Foster Student Enrollment. Retention and Completion, Strengthening Community Engagement and Partnerships and Establishing LCC as a Premier Workplace through Empowerment, Engagement and Inclusion. We are committed to all that will indeed result in Lansing Community College becoming and remaining the premier workplace as well as the provider of staffing through our students who are empowered to be whole persons.

I remain in your service,

Dale



Purpose

A college where empowerment is about each unique member feeling that they belong and that they are equipped to enjoy their life's purpose with meaning and fulfillment.



Goal

To empower each member of Lansing Community College through inclusionary programs, training, resources, mentorship, consulting expertise, collaboration and accountability toward a healthy and inclusive campus culture that is transformational.



Pillars

We embrace a culture of care that stands on the pillars of love, respect and support.



Status Summary

Phase 1	Listening to you!	Completed
Phase 2	ODI to OE Evolution Proposal	Completed
Phase 3	Policies, Processes, Procedures	Completed
Phase 4	Selecting the Team	Completed
Phase 5	Directors Training	Completed
Phase 6	Empowerment through Collaboration	Completed
Phase 7	All three Centers Serving	Completed
Phase 8	Building Partnerships	Completed
Phase 9	A Return of Valued Projects	Completed
Phase 10	Website Launch	Completed

Phase 1

Listening to you!

*Wisdom is the reward you get for a lifetime of listening
when you'd have preferred to talk. Dough Larson*

Upon arriving at LCC, I was asked to come up with a proposal to transition us from the Office of Diversity and Inclusion (ODI) to that next iteration of DEI work. I requested and was kindly granted the time to meet with a variety of LCC's stakeholders. I wanted the proposal to be our voices, not just mine.

I started this journey around all the campuses and the Lansing community. Met with some 230 persons. The experience remains priceless. Input was very diverse which is what I desired. The conversations were very transparent where I heard the best and the worst but all added up to a community that wanted DEI beyond a doubt. Rarely have I been able to use a data of 100% but truly I was able to after my journey around LCC. While there were questions and concerns – all were willing to give this their best with sincere hearts to see LCC benefit from its DEI efforts.

The variety of voices is what shaped the months ahead. Constantly looking back at pages of notes from these meetings helped me to formalize much of what we have today, at the end of our first year. It is important to me that we not just listen but ensure persons who were willing to speak know that their voices were heard.

In summary, the key words regarding what many wanted to see going forward were echoed by many: stability, consistency, structure, transparency and involvement by all campuses. I am committed to these.

Phase 2

ODI to OE Evolution Proposal

What's dangerous is not to evolve. You must always be able to predict what's next and then have the flexibility to evolve. Martin Luther King, Jr.

Proposal was presented to President, Board of Trustees and the Executive Leadership team for approval that was granted in April, 2024.

The Office of Diversity and Inclusion (ODI) was renamed to the Office of Empowerment (OE) housing three (3) main centers:

Cesar Chavez Multicultural Center (CCMC)

Martin Luther King Jr. Equity Center (MLKEC)

Maya Angelou Training Center (MATC)

Cesar Chavez Multicultural Center was renamed from Cesar Chavez Learning Center to ensure more inclusivity.

OE is about ensuring Diversity, Equity, Inclusion and Belonging are woven into the fabric of the Culture of Care throughout Lansing Community College.

The definition of *Diversity* was broadened to include all members of the LCC Community where each is embraced as a valued member, equipped with all they need to succeed and feel included through a sense of belonging. The goal is to ensure that all members of the traditionally privileged and non-privileged groups enjoy the very best that Lansing Community College has to offer.

Training utilizes a *Solutions Based Strategy* where all concepts are taught in such a manner that knowledge is gained and applicability of this knowledge is evident. Participants must know how to apply learning for a better world. Creating a place and culture that embraces love, respect and support for all.

Empowerment at LCC is defined as you being invited to realize your full potential as a member of our LCC Family. It is about you feeling safe, equipped, supported, like you belong and that you have control of your destiny.

D	Diversity	<i>Diversity at LCC is defined as you being recognized as unique and adding something special to LCC that no else can do in the same way. In this world of some 8+ billion people, there is no second you so we are excited to get to know what makes you that special you.</i>
E	Equity	<i>Equity at LCC is defined as equipping you with all that you need to participate, grow, succeed and thrive.</i>
I	Inclusion	<i>Inclusion at LCC is defined as you feeling that your thoughts, ideas and perspectives matter and that you can contribute and partner in our mutual success.</i>
B	Belonging	<i>Belonging at LCC is defined as you feeling accepted and part of our community.</i>



Phase 3

Policies, Processes, Procedures

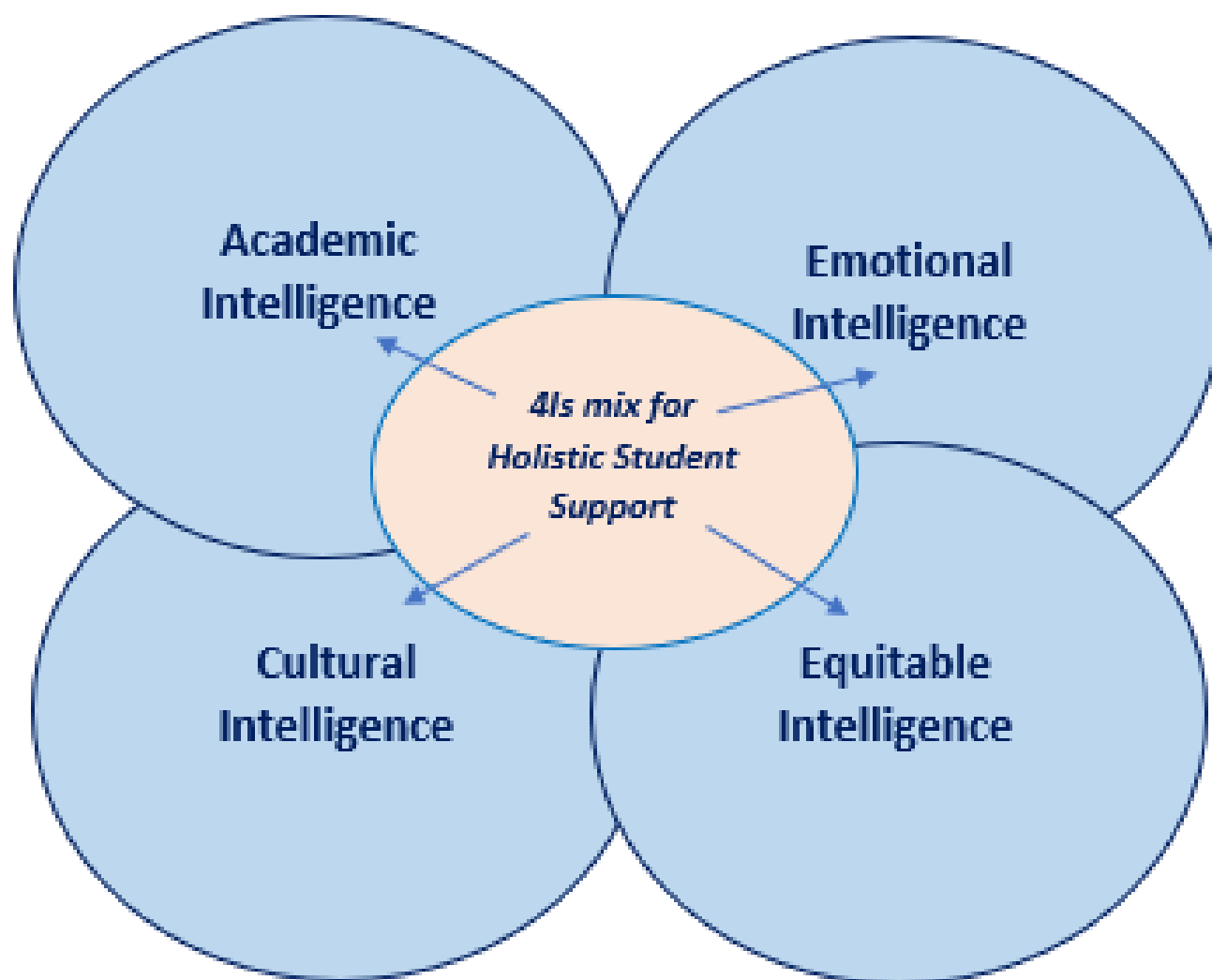
Mission defines strategy, and strategy defines structure. Peter Drucker

The Office of Empowerment has been able to establish strong relationships with the following departments:

- *Center for Data Science*
- *Purchasing*
- *Finance*
- *HR*
- *Marketing*
- *IT*
- *Facilities*
- *Safety*
- *PR*
- *BCI*
- *CTE*

Through close collaboration with these teams, we were able to achieve the following:

- **Center for Data Science:** We are working with CDS to build an overarching data design that captures and reports for all 4 of the major areas in OE: Admin, CCMC, MLKEC, MATC. This will allow OE to have ongoing data in place to track its overall progress and its project outcomes. We hired an LCC adjunct who works as a liaison between OE and CDS so that someone is solely focused on data collection, analysis and reporting. This is working well and we are all seeing the value of having this team member.
- The goal is how to ensure we are collecting both QN and QL data that help us determine more precisely what is causing low GPAs especially for our students of color, first gen, etc. OE plans on using a 4I Approach Model that is a quaternary data analysis that speaks to the following to help us come up with a 'holistic' solution for our students: *Academic Intelligence, Emotional Intelligence, Cultural Intelligence, Equitable Intelligence*. The point where these four meet must keep enlarging to show that we are finding a strong mix of the 4 for continuous student improvement. The collection of data being discussed will be collected pre-classroom, in classroom and post classroom. OE and CDS will decide if HESEE is a start for this data and how we complement that survey to get what is missing.



- **Purchasing:** We were able to work with this team to create an *OE Events Form* that is very detailed in planning, tracking and holding us accountable to ensure spending is done more wisely and with strong event outcomes, visuals and data.
- **Finance:** There is ongoing communication with this team for guidance to ensure OE is doing all that is financially astute for sustainability.
- **HR:** Working with the HR team on a regular basis has allowed us to own the hiring process, work through the hiring of both staff and students and revising all job descriptions to ensure all are current. All Performance Reviews - past and present are all current. We are also collaborating on training and inclusion advocacy.
- **Marketing:** We are doing much with this team to launch our new OE website as well as brand all marketing materials and ensure office location has all it needs to adequately represent is vision and mission.
- **IT:** We are working with this team to guide us on automating systems that allow us to monitor traffic in and out of OE so that impact of services by all three centers are measured for effectiveness. We have also received much support in the setting up of all equipment needed for new staffing.
- **Facilities:** We continue to work with this team to help us redesign current space and brainstorm on new space for feasibility purposes. This will allow us to do our work in such a way that all have the areas they need to function adequately.
- **Safety:** We have OE representatives working closely with this team to ensure the ongoing safety of our team and especially in the event that emergencies arise.
- **PR:** This team continues to work with us to showcase our work and to best inform the community of our existence and our services. We will also be working with them on a variety of social media ideas.
- **BCI:** This relationship continues to grow as we work on launching our new RISE Certifications through the Maya Angelou Training Center with a vision of also serving the community's major sectors: Business, Government, Church, Education and NGOs.
- **CTE:** We are collaborating with this team on DEIB training for faculty. Our plan is to ensure DEIB is being lived through all of our classrooms.

Phase 4

Selecting the Team

I can do things you cannot, you can do things I cannot; together we can do great things. Mother Teresa

As of December 2024, all team members were hired which completed staffing this year for the major areas of the Office of Empowerment: Administration, Cesar Chavez Multicultural Center, Martin Luther King Jr. Equity Center and Maya Angelou Training Center.



Dale Dan
*Chief Diversity Officer
CDO*



Bethany Berdes
*Executive
Assistant to CDO*



Tanya McClain
*Director, Martin Luther King Jr.
Equity Center*



Olga Correa
*Director, Cesar Chavez
Multicultural Center*



Dawn Hardin
*Director, Maya Angelou
Training Center*



Esperanza Meisch
*Lead Administrative
Support*



James Trezise
*Student Admin
Support/Communications*



Judy Herbert
*Office of Empowerment
Coordinator*



Susan Murphy
*Consultant for Office of
Empowerment Book Projects*



Carmen Bell
*Lead Program
Coordinator*



Devin Flournoy
Program Coordinator



Isabel Loza
Student Admin Support



Portia Amponsah
Student Program Associate



Rudy Gelista
Student Program Associate



To be Hired
Student Program Associate



Being Finalized by HR
*Senior Training
Coordinator*



Estefania Reyes-Reynoso
*Training
Coordinator*



Isabella Rodriguez
*Student Admin
Support*



Cassie Wright
*Student Admin
Support*



Being Finalized by HR
*Equity
Coordinator*

Phase 5

Directors Training

Leadership and learning are indispensable to each other. John F. Kennedy



Directors Training - September, 2024

THEME

Empowering for Success through knowing your Moves & Your Players

It is truly all about Sincere Relationships ... Doing what you say and saying what you do as you build a foundation of trust!

Two weeks of training were offered to all three center directors that included a series of campus visits. The following were covered:

- About LCC
- About the Office of Empowerment
- Working with Academics
- Working with Student Affairs
- All HR required training
- How to work with Conferencing
- HR Policies & Procedures
- Finance & Budgeting
- Purchasing
- SharePoint Setup and Training
- IT systems and processes
- Center for Data Science: setting up systems for data reporting
- CTE offered a special WebEx Training with extended presentation points
- Understanding the role of each department
- Knowing your LCC leaders

Phase 6

Empowering through Dept Collaboration

It is the long history of humankind who learned to collaborate and improvise most effectively have prevailed. Charles Darwin

Directors are meeting more increasingly with all of LCC's Deans, Directors and other leaders of the various offices across campus. This includes but is not limited to the following:

- Academics
- Arts & Culture
- Fire Department
- Foundation
- Health & Human Services
- Learning Commons
- Library
- Police Dept
- Student Affairs
- Technical Careers

In 2005, we will be focusing on certain projects including ***Empowering through Global Diversity in selected classrooms*** where we will invite international guest speakers for 2-3 online or in person sessions on certain class topics as decided with faculty. We are connecting with Chairs of the various disciplines to brainstorm.

LCC Emergency Hospitality Services: We are also discussing a project that could provide our students with 5 nights of emergency housing until they are able to find a permanent home. In this way they are not left at the mercy of shelters that are most often booked solid.



Phase 7

All three Centers Serving!

Execution is everything. No matter how brilliant the strategy, it's worth nothing unless it's implemented properly. Mark Fields

All three of our Centers below started implementation of their work in Fall, 2024.

The Maya Angelou Training Center

Dawn Hardin, the director of the Maya Angelou Training Center, is pleased to announce that 100% of the community partners have eagerly accepted the partnerships. Approximately 43% of the confirmed partners have expressed a desire to contribute beyond the initial RISE certifications resulting in extension collaboration talks with an anticipated launch by Fall 2025. Additionally, new partnerships are currently being vetted in hopes of coming onboard by Spring, 2025.

In November, MATC conducted its first OE staff Hy-Flex training with a 94% in attendance. The Hy-Flex modality enabled those staff members who were unable to attend in person to participate virtually.

Cesar Chavez Multicultural Center

This Center continued its multicultural programs and events with the following program attendance:

CCMC EVENT DATA		
Program	No. of Events	Attendance
LUCERO	4	31
WISE	4	46
MAP	4	43
Networking / Mix & Mentoring	5	63
Cultural Enrichment Programs	17	160
Total	34	343

Martin Luther King Jr. Equity Center

This Center engaged in listening and solving equity questions and issues across the campus on a small scale as it gets ready for serving more in 2025. It also engaged from very early in a variety of internal and external events representing the Office of Empowerment.

Equity Issues working with ...

- Staff
- Students
- Faculty
- Deans

Representing the Office of Empowerment as follows:

- Autism Friendly Campus
- Student Success Summit
- Academic Senate
- 365 Awareness Committees
- NADOHE
- MCCA/DEIB Alliance
- Achieving the Dream
- Student Success Committee
- ACQA

Speaking Events

- LCC ACE Women's Network
- MCCA/DEIB Alliance

We are working closely with the Center of Data Science to capture data from all of these efforts in order to decide how we can best serve with the end result being ... students.

Phase 8

Building Partnerships

I can do things you cannot, you can do things I cannot; together we can do great things."
Mother Teresa

One of the main reasons for any little success I have had as a leader is relationship through committed and sincere partnerships. These have blessed my work in so many ways.

With a desire to continue this at Lansing Community College and especially since we are about the 'community', I set out to connect with members of our LCC Community as well as others in Lansing, national and international.

This has been quite a journey of joy as I not only from those only saw the desire for an Office of Empowerment focused on DEIB internal to LCC but externally as well.

I learned a lot during this relationship building about the rich potential of Lansing and the resources that can take this city to another level. More so, the value of LCC to make this happen through transforming businesses as a result of its students impacting the workplaces as empowered and whole persons.

The outcome of these meetings are four teams that have started working with the Office of Empowerment to serve in such a way that both LCC and these communities can benefit on a long-term basis:

1. DEIB Ambassadors Team
2. Senior Advisory Team, LCC
3. Senior Advisory Team, Lansing
4. Senior Advisory Team, Global

We are looking forward to growing with all of these team members as, together, we make a lasting impact in the lives of many.

Meet our DEIB Ambassadors



Through these ambassadors, we ensure that offices in all of the LCC campuses are aware of efforts within the Office of Empowerment and also enjoy support in a variety of ways for DEIB initiatives within their own offices.

Meet our Senior Advisory Team, LCC



This team comprise of a variety of both faculty and staff. It will work closely with the Office of Empowerment to both celebrate its progress and to also share areas of opportunities so that many lives throughout LCC can be positively impacted by its mission.

Meet our Senior Advisory Team, Lansing



As a community college, we acknowledge that LCC does not exist in a vacuum but is here to serve its local community as well. This team will work closely with the Office of Empowerment to both celebrate its progress and to also share areas of opportunities so that many lives can be positively impacted by its mission. Members represent education, business, government, church and NGOs.

Meet our Senior Advisory Team, Global



As a community college, we acknowledge that LCC does not exist in a vacuum but is here to serve its internal and external communities. This team adds national and global perspective will work closely with the Office of Empowerment to both celebrate its progress and to also share areas of opportunities so that many lives can be positively impacted by its mission.

Meet our 365 Awareness Committees



(BHAC) Black History Awareness Committee

(GAC) Global Awareness Committee

(HHAC) Hispanic Heritage Awareness Committee

(IPAC) Indigenous People Awareness Committee

WYMIN'S (WOMEN'S) COLLECTIVE

Phase 9

Return of Valued Projects!

Today a reader, tomorrow a leader. Margaret Fuller

One Book ... One LCC is back!

One Book One LCC is back! The return to the earlier name better aligns with the focus on unity within the Office of Empowerment.

One Book ... One LCC is a shared community reading experience focused on building and embracing diversity, equity, inclusion, and belonging across the LCC community. As C. S. Lewis once said, "We read to know we are not alone."

The project will be led by **Susan Murphy** along with a **committee of faculty** members across multiple disciplines. Susan is very passionate about this project and has been involved in it from the inception. She is excited about gathering a team and moving forward.

The steering committee's first task will be to select a book that will help us increase awareness of issues and lives beyond our own while building community and enhancing student success.

One Book ... One LCC will be integrated across campus – in classrooms, discussions, and events. The goal is to share a common reading experience to spark meaningful authentic conversations and to build a community where everyone can experience diversity, equity, inclusion, and belonging.

*We will be planning throughout this year with a title announced in May
but the project officially kicks off in Fall 2025!*

Join us as we keep empowering, learning and growing together!



Susan Murphy, Book Project Coordinator

Thanks for leading this book project Susan when you are not assisting in our LCC Writing Center or enjoying your horseback riding!

Committee Members

Caitlyn Stypa, Library	Dorothy Tappenden, STEM
Barb Clauer, English	Amanda Estacio, CTE
Judy Herbert, Tech Careers	Will Emerson, HHS
Patti Ayers, Student Life	Pam Smith, SOCL

The Reflection Room Project

Gannon Building: GB3225

The Office of Empowerment, in collaboration with other offices, provides "The Reflection Room" as a place where any one or any group within the LCC Community can enjoy a place of quiet. It is truly amazing what a period of reflection does as we take time to pause and go inside of us for answers we may be seeking or just a place to be quiet long enough to hear our own voices or no voices. We will be meeting with other offices for additional rooms across campuses and will guide you. Part of our plan for this project is to also have a series of meditation, reflection and yoga exercises for your enjoyment!

Library & Learning Commons: TLC 3222



Phase 10

Website Launch

Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has.

Tentative release date is Decemebr 18, 2024

Sharing our work with the Community



A Glimpse into 2025

Implementation

~ Projects ~ Strategic Goals ~ Timing

In alignment with Strategic Goals, 2025

1	Achieving Academic Excellence with Purpose & Equity.
2	Foster Student Enrollment. Retention and Completion
3	Strengthening Community Engagement and Partnerships
4	Establishing LCC as a Premier Workplace through Empowerment, Engagement and Inclusion

Project	Team	Goal	Jan	Feb	Mar	Apr	May	Jun	July	Aug	Sept	Oct	Nov	Dec
Monthly Chats with your CDO	OE-Admin	1	X	X	X	X	X	X	X	X	X	X	X	X
OE Biweekly Meetings & Trainings	OE-Admin, MATC	4	X	X	X	X	X	X	X	X	X	X	X	X
Dept Meetings: Academics; SA, HHS, etc.	All	1	X	X	X	X	X	X	X	X	X	X	X	X
Campus-wide DEIB Training/Workshops	MATC	4	X	X	X	X	X	X	X	X	X	X	X	X
Cultural Events, Mentorship & Programming	CCMC	3	X	X	X	X	X				X	X	X	X
Equity Talks	MLKEC	1	X	X	X	X	X	X	X	X	X	X	X	X
Achieving the Dream (ATD)	MLKEC	1		X										
DEIB Alliance Conference, 2025	OE-Admin MLKEC	1/2			X	X	X	X	X	X				
ACE Conference – International	OE-Admin MLKEC	4						X						

Project	Team	Goal	Jan	Feb	Mar	Apr	May	Jun	July	Aug	Sept	Oct	Nov	Dec
Biweekly OE Podcast	OE-Admin	3/4	X	X	X	X	X	X	X	X	X	X	X	X
Weekly OE Blog	OE-Admin	3/4	X	X	X	X	X	X	X	X	X	X	X	X
One Book ... One LCC	OE-Admin	1/2				X				X	X	X	X	X
Data Room Update	OE-Admin	4						X						X
DEIB Ambassadors Meeting	OE-Admin	3	X	X	X	X	X	X	X	X	X	X	X	X
Senior Advisory Team, LCC	OE-Admin	3	X			X			X			X		
Senior Advisory Team, Lansing	OE-Admin	3	X			X			X			X		
Senior Advisory Team, Global	OE-Admin	3	X			X			X			X		
365 Awareness Committees	MLKEC	3	X	X	X	X	X	X	X	X	X	X	X	X
Affinity Student Groups Celebration	CCMC	1			X									
LCC's Got Talent	MLKEC	3/4					X	X	X	X	X	X	X	X
Foundation Collaboration	OE-Admin	4	X			X			X			X		
BOT	OE-Admin	4	X	X	X	X	X			X	X	X	X	X

****OE Representation at Graduations, Senates, Orientations and other Special Events**



Your Office of Empwment Team is dedicated to doing just this.

Thank you for allowing us to serve you and to be servd by you.





YouAreInvited@lcc.edu
www.lcc.edu/Empowerment