**JANICE TOWNSEND NOMINATION STATEMENT**

**(Paper Screening or Interview – Dean of Equity & Inclusion)**

**From:** Townsend, Janice   
**Sent:** Monday, November 14, 2016 10:03 AM  
**Subject:** RE: Request for Faculty Participation: "Dean of Equity & Inclusion" (Urgent) (Fall 2016)

Dear Senators,

I would like to be part of the hiring process for the Dean of Equity and Inclusion,  as I will be working closely with the Dean of Equity and inclusion.  The dean is responsible for these 4 areas in which I am also involved.

* Institutional Diversity Equity and Inclusion
* State-funded Student Equity Plan
* Equal Employment Opportunity (EEO)
* Professional Development

**Related to the Institutional Diversity, Equity and Inclusion** the Equity Professional Development is a standing item on the  IDEA agenda so I attend and participate in each of the IDEA committee meetings.  In addition I am on the team that coordinates the Equity Core Team Leadership training happening this year with Veronica Neal.

**Related to the Student Equity Plan (SEP)**, I am on the SEP advisory committee and am part of two activities that are components of the SEP:  The FAM program with Tess Caldwell (equity hour for adjunct faculty) in which we have over 25% of adjunct faculty participating; and one of the two Equity Professional Learning Facilitators (EPLF) along with Tess Caldwell and previously with Morgan Lynn.  For both of these activities the reporting manager is the  Dean of Equity and Inclusion.

**Related to EEO**, I am one of the senate representative to the EEO committee and am on the subcommittee that is working on the hiring processes at LMC.

**Related to Professional Development**, I am one of the senate representatives on PDAC and on LPG.  As one of the two Equity Professional Learning  Facilitators  I am involved in supporting and facilitating equity professional development activities for LMC employees.

As you can see much of the work I take part in outside of being CHDEV faculty relates directly to the work of the Dean of Equity and Inclusion.  I am very passionate about equity and inclusion at LMC.   I have taken many leadership roles related to equity,  including focused flex equity professional development activities, cofounder of LILO with Ruth Goodin and Theodora Adkins which brought equity PD to the campus prior to the SEP plan, and I speak out on campus in many different places about equity issues.

That being said, I know there are many people doing this work at LMC  and  many of them have been doing this work longer than I have.   I am sure you will have many people to consider for this hiring committee and I appreciate your consideration.

janice