



As we begin the second half of the fall semester and the season continues to change, I am reminded of our commitment to continuous improvement and learning. My sincere thanks to the entire campus community for your focus on helping Triton students stay on their path to academic success.

My hope is that each of you feel supported and valued as employees of Triton College. As professionals, you are contributors to our college community. I am also mindful of meeting people where they are and building on one's own knowledge in support of transformation and change. This is part of my work and the ongoing work of valuing all individuals as reflected in the mission of our institution.

Since the beginning of this year, I along with the leadership team have taken steps to move the campus forward on our diversity, equity and inclusion (DEI) journey. We committed to engaging The Kaleidoscope Group to help us conduct meaningful conversations across campus, and I want to update you on the results of that work.

In the spring, Kaleidoscope conducted multiple listening sessions and focus groups to foster discussion with all employees and to understand the DEI experiences of diverse groups on campus. Kaleidoscope also assessed our institutional progress in DEI areas by reviewing college data and interviewing various leaders and members of our campus community.

Based on employee feedback, Kaleidoscope determined a number of institutional strengths and areas to improve. They include:

Institutional strengths

- Triton has good intentions behind DEI efforts
- Recent hires of diverse candidates
- Professional development, including bias training for all employees on hiring committees, and leaders attending multiple DEI training sessions

Areas to develop and improve

- While Triton has made progress regarding DEI, more needs to be done at a faster pace
- A lack of awareness among all campus constituents about key DEI issues, roles and terminology
- Triton's DEI focus should include invisible dimensions (e.g., LGBTQ+, disabilities)
- Address the achievement gap for students of color

We value the many unique experiences and perspectives represented across our campus. With your feedback as the foundation, we are moving forward to partner with Kaleidoscope to develop a diversity, equity and inclusion plan with goals and actions to be implemented over the next two years. Our DEI efforts will be integrated into the Triton strategic plan to ensure continued progress and growth for the college. Kaleidoscope's full report and recommendations are available on the [Human Resources](#) page on the employee portal.

During the month of November, Kaleidoscope, in partnership with and under the leadership of Associate Vice President Derrell Carter, will identify key stakeholders who will assist in developing the DEI plan. This partnership will continue through the full implementation of the plan. AVP Carter will soon outline next steps for developing the DEI plan in alignment with goal two of the new strategic plan.

Our Administrative team, since July, regularly meets with dedicated time specifically related to dialogue on diversity and challenging bias. Alongside this effort, our campus will continue to engage in already established practices focused on equity and inclusion.

In this process of learning and supporting diversity, equity and inclusion, further progress will be realized in the short term and over time through our collaborative efforts on behalf of the college and to the benefit of our students.

President Moore