



TO: Faculty, Staff & Students
FROM: Mr. Jim Yeonopolus, Chancellor
DATE: February 8, 2021
SUBJECT: Chief Diversity Officer

It is with great honor and my distinct privilege to reaffirm the appointment of Dr. Michele Carter as Central Texas College's first Chief Diversity Officer. On June 2, 2020 it became apparent to me that Central Texas College and the world had changed and I sent a message to all students, faculty and staff expressing the senseless killing of George Floyd, Breonna Taylor, Ahmaud Arbery and so many others. At that moment I reached out to Dr. Carter and asked if she would lead Central Texas College through a paradigm change of Diversity, Equity and Inclusion (DEI) to become a Center of Excellence for this change not only in our worldwide institution and communities we serve, but for Texas and our nation. Dr. Carter enthusiastically accepted the assignment not as a challenge, but as a healing of all the atrocities of the past and those facing our nation and specifically our students and employees of Central Texas College. Dr. Carter immediately began her journey of research, investigation and best practices to pen a plan for Central Texas College which can be found at <https://www.ctcd.edu/about-ctc/diversity-equity-inclusion/>.

I would encourage each of you to read this plan and to reach out and volunteer to serve on the Council for Inclusive Excellence (CIE). The whole purpose for the Council for Inclusive Excellence is to foster, promote and ensure the DEI Mission and Vision statements are enacted with the full reverence they were intended.

Again, I cannot say enough about Dr. Carter's amazing ability to capture the essence and necessity for this much needed and overdue policy response to Diversity, Equity and Inclusion. Her background and many accomplishments speak volumes and from the Board of Trustees, senior leadership team, faculty, staff and students we owe Dr. Carter a huge debt of gratitude for accepting this challenge and changing Central Texas College present and future forever. Dr. Carter's thoughts, plans and writings will serve Central Texas College for many years to come and make us the best institution to attend and work in Texas.

In closing, I thank Dr. Carter for her intelligent and insightful construction of the Central Texas College Diversity, Equity and Inclusion policy and for those of you who have not had the opportunity to work with her, know her or meet her, please reach out to Dr. Carter as your life will be much richer for doing so.