



JOHNSON COUNTY  
COMMUNITY COLLEGE

## Many Voices - One Community

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# Terry Calaway, JCCC, President

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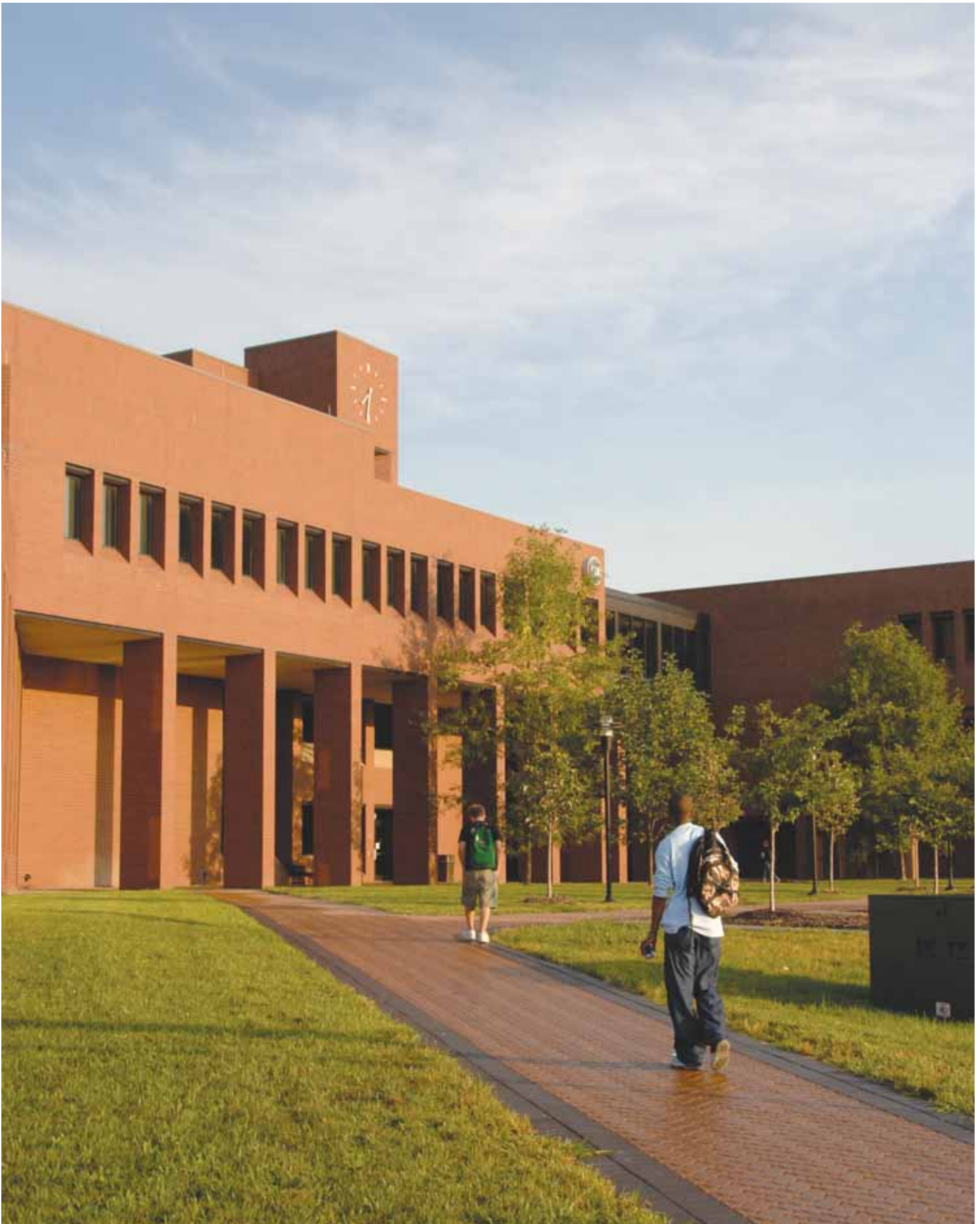
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On the cover:(seated left) Amber Smith, Danny Alexander, (standing) Susan McGarvey, Samira Hussein, Lisa Cole, Kami Day, (seated right) Carmeletta Williams, Shaun Harris

As I move into my second year as JCCC's president, one of the achievements I'm most proud of is the development of the new office of Diversity, Equity and Inclusion.

Much has been spoken and written about the flattening of the world, of the need for us to work and interact with people around the globe. "Local" no longer means Johnson County – it now means Earth. For us to function in this new world, we must understand, appreciate and respect our diversity and our similarity.

Improving diversity at the college was one of the objectives the trustees set for me when I was hired, one with which I wholeheartedly agreed and was eager to undertake. They asked that we further enmesh diversity into college processes, policies, procedures, services, curriculum and populations so that the college climate is one that respects and celebrates a multicultural educational and work environment. With your help, we're making significant strides toward this goal.

However, we need to do much more than talk about diversity. We have to be willing to commit to the changes needed to achieve our diversity goals. These changes go beyond college organization and structure. We have to be willing to expand our ways of thinking and learn more about, not just race and ethnicity, but gender, religion, physical ability, sexual orientation, age and socio-economic status as well.

An understanding of diversity isn't the only objective we're pursuing here. We are also seeking equity and inclusion. We need to see – and respect – differences among us and treat each person on our campus as equals so they feel they do indeed have a place and a way to contribute to our society. We must also give them the respect they deserve. If we can do this at the college, then we can do so elsewhere. Learning comes first at JCCC, and if our students learn to respect all peoples here, they will do so in the community. In this way we enrich the lives and potential livelihoods of our students. In the process, we help to flatten the world.

To achieve diversity, equity and inclusion on campus, we have to be willing to ask hard questions, discuss difficult topics, and hear answers that may make us uncomfortable. Doing so will enrich us as a community where individuals are welcome, included and respected. I look forward to learning more this year and to working with you to achieve our goals.



A handwritten signature in black ink that reads "Terry A. Calaway". The signature is written in a cursive, flowing style.

Terry Calaway  
President  
Johnson County Community College