

**To:** Dr. Paul Miller, College Council Chair  
**From:** Dr. Jermaine F. Williams, President  
**Date:** March 19, 2026  
**Subject:** College Council Recommendation 26-01: Recommendation to explore the formal formation of Employee Resource Groups and Affinity Groups

I want to thank the College Council for its leadership in considering issues important to the Montgomery College community. I have reviewed Governance Recommendation 26-01: Recommendation to Explore the Formal Formation of Employee Resource Groups and Affinity Groups, which the College Council voted to move forward to me at its February 24, 2026, meeting. The document presented to me by the College Council is attached.

I recognize the value of initiatives and structures such as Employee Resource Groups and Affinity Groups in fostering a sense of belonging, engagement, and community among our employees. As the recommendation notes, this work is already underway and a group under the leadership of Senior Vice President of Administrative and Fiscal Services/Chief Operating Officer Sherwin Collette is currently preparing a proposal and recommendations for my review as part of the College's broader strategic planning and inclusive excellence and belonging efforts. I look forward to the outcome of this work being shared with the College community when it becomes available.

Based on my review, I am assigning this recommendation to Senior Vice President for Administrative and Fiscal Services/Chief Operating Officer Mr. Sherwin Collette to oversee the completion of the current review and share the resulting recommendations.

I appreciate the Council's engagement on this topic and look forward to working with you on future recommendations. Should you have any additional questions, please reach out to Mr. Collette.

Thank you for your service to Montgomery College's participatory governance system and the work you do to support Montgomery College's mission and vision.

Attachment

cc: Cabinet Members  
Chief Planning, Policy, and Governance Officer  
Governance Director



## Governance Recommendation Form

**Title: 26-01:** Recommendation to Explore the Formal Formation of Employee Resource Groups (ERGs)/Affinity Groups (AGs)

**Council Name submitting the recommendation:** Employee Services Council

**Date of Approval by the Individual Council:** 02/13/26

**Recommendation Reviewed by College Council:** 02/24/26

**Recommendation Presenter(s):** Sepydeh S. Yousefi, Employee Services Council Chair

**Recommendation Issue or Concern:**

Montgomery College continues to prioritize student engagement, sense of belonging, and inclusive learning environments as core institutional commitments. National research and peer institution practices indicate that Employee Resource Groups (ERGs) and Affinity Groups (AGs) can play a meaningful role in supporting these goals by fostering connection, advocacy, mentorship, and culturally responsive engagement across the institution.

Currently, Montgomery College does not have a formal, college-wide framework or guidance for the formation, governance, scope, or support of ERGs and AGs. During the fall 2024 semester, the Employee Services Council initiated discussions and conducted research to consider recommending that the College explore formalizing a process for establishing these groups within the College's infrastructure. The Council shared its discussions and research findings with senior leadership. Since then, the College has begun exploring ERGs and AGs as part of its strategic planning and inclusive excellence and belonging activities.

The Employee Services Council now seeks to move forward with a governance recommendation to formally request that the College investigate the feasibility of establishing ERGs and AGs at Montgomery College as part of this ongoing effort.

**Resolution:**

We hereby recommend an institutional exploration of the formal formation of Employee Resource Groups (ERGs) and/or Affinity Groups (AGs) and that the results of this exploration be shared with the College community.

**Student Impact:**

The exploration and potential implementation of ERGs/AGs has the potential to positively impact students by: 1) enhancing student engagement through employee-led mentorship, advocacy, and programming, 2) strengthening students' sense of belonging, particularly for historically underrepresented or marginalized populations, 3) supporting culturally responsive practices and community-building across academic and support units, and 4) reinforcing institutional values related to inclusion, access, and student success.

**Economic Impact:**

Any potential resource needs, staffing considerations, or financial implications would be identified and evaluated as part of the exploration process.

**Equity and Inclusion Impact:**

This exploration aligns with the College's broader equity and inclusion commitments and provides an opportunity to intentionally design structures that are inclusive, transparent, and mission-driven.

**Proposed Motion:**

The motion is to recommend that the College conduct an institutional exploration of the formal formation of Employee Resource Groups (ERGs) and/or Affinity Groups (AGs) and that the results of this exploration be shared with the College community.

**Final Disposition/Recommendation:** *(Complete once College Council makes a decision)*

On February 24, 2026, the College Council voted unanimously to move the above recommendation forward to the President for his consideration.