

DEIC Annual Report 2025-2026

The Diversity, Equity, and Inclusion Committee (DEIC) continued to support institutional efforts to foster a more inclusive, equitable, and supportive campus environment throughout the academic year. The committee contributed to major planning and review processes, advanced recommendations related to campus climate and student spaces, supported affinity-building efforts, and engaged in professional development and campus dialogue. At the same time, the committee experienced significant challenges related to institutional restructuring and leadership transitions, both of which had substantial impacts on the committee's continuity and long-term capacity.

- Reviewed and approved the **2025–2028 Student Equity Plan (SEP)**. SEP is a plan that NVC is required to update every three years by the California Community College Chancellors Office.
- Participated in the **review of Strategic Initiatives** for Academic Year 2026–2027.
- Completed work on **Campus Climate Recommendations** document.
- Contributed recommendations regarding the **Student Activity Center (SAC) updates**, resulting in several lower-level improvements to the space. Planned large-scale renovation efforts for the SAC have been placed on hold, and the future of previously allocated funds remains unclear.
- Supported the development of the **Pan African Affinity Group**, which grew in part from conversations and efforts within the DEIC.
- Highlighted equity-centered professional development through a **Flex Day presentation**, titled “Affirming Students’ Identities,” by long-standing DEIC member Shawntel Ridgle.
- Experienced a major transition following the sudden departure of committee Co-Chair and Director of Napa Valley College’s DEI Office, **Dr. Patricia van Leeuwen Moonsammy**. The impact of this loss on committee operations, continuity, and long-term planning was significant.
- Saw the elimination of the position of Director of Continuing Education and Community Partnerships, held for years by **Shawntel Ridgle**, as part of the college’s recent workforce reduction affecting 33 positions. Shawntel’s active leadership and longstanding participation in the DEIC made her loss especially impactful to the committee’s work and institutional knowledge.

First pass

Student Equity Plan (SEP) 2025-28 Review and Approval

Strategic Initiative Review for AY 2026-2027

Campus Climate Recommendations Completed

Pan African Affinity Group started, and grew out of work from the DEIC

Flex Day presentation by long standing DEIC member Shawntel Ridgel. “Affirming Students’ Identities”

Student Activity Center Upgrades* - low level improvements made to SAC based on review and recommendations from DEIC. Full planned renovation of SAC has been put on hold, unclear what becomes of allocated funds.

Sudden departure of Committee Co-Chair, and Director of NVC’s DEI Office, Dr. Patricia van Leeuwaarde Moonsammy. The effect that this had on the committee’s work and ability to operate long-term cannot be overstated.

Position of Director, Continuing Education and Community Partnerships, held for XXX years by Shawntel Ridgle, was one of the 33 positions eliminated during NVC recent “workforce reduction.” Shawntel was an active and integral part of the DEI committee for multiple years, and her removal represents a huge loss to the committee.