



**Be Engaged.  
Be Empowered.**

**GUAMCOMMUNITYCOLLEGE  
E<sup>2</sup> SYMPOSIUM**

## **A CALL TO ACTION**

### **Engagement + Empowerment = Diversity and Inclusion**

The E2 Symposium held at the Guam Community College on Friday, January 24, 2020, brought together varied groups of interest to focus on a common challenge: how to maintain diversity in our community while fostering inclusion. The premise is that through engagement of all groups, particularly those marginalized for their ethnicity, gender, disability or gender identity, in areas of critical importance to our advancement: STEM professions, non-profit organizations, teaching and training, we will empower individuals to thrive.

Within insulated island communities such as ours in Micronesia, the path to a stronger economy and more orderly society must include the acceptance of our diverse population and inclusion of all segments as contributors to our progress and success.

In an increasingly connected world, it is easy to look outward for solutions to our challenges. Foreign labor, federal projects such as the Marine relocation, tourism all play a significant role in the health of our economy and quality of life. Yet, even as more money circulates in our economy, we seem to face greater not fewer challenges.

Diversity, acceptance and inclusion strengthen our community and our economy. Improving quality of life and increasing opportunities for all segments of our population benefit our island and region.

Until we recognize the structural and social discrimination within our community, we will impede our own progress. Because our community is comprised of many diverse interests, many continue to feel marginalized. From women to our Micronesian neighbors to our LGBTQ+ community and our veterans, we have explored clear examples of discrimination that must be overcome.

Our panel discussions have brought clearer perspectives from these disaffected communities on their sense of alienation and their desire to contribute in a meaningful way. These perspectives raised many issues that must be addressed and linked to the need for inclusion of these groups to the progress and prosperity for our island. If our goal is a safe and vibrant community and a growing economy that supports the needs and aspirations of all our residents, we must do a better job at fostering diversity and inclusion in all areas of society.


Specifically, we have explored the issue of diversity and inclusion through the lens of Science, Technology, Engineering and Math (STEM), Non-profit Organizations, Education and Training. Our lively discussions have helped provide a clearer path forward.


As we move forward from this symposium, we acknowledge the following:

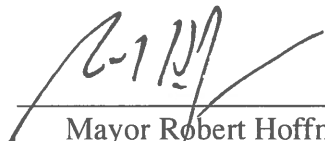
1. We must set ambitious goals to ensure that we celebrate our diversity and strive for inclusion of these groups through their engagement and empowerment;
2. We must be intentional in our effort to foster a culture of inclusion within our organizations and the community-at-large;
3. We must be purposeful in promoting diversity in the areas we have defined as critical to our progress: STEM, Community organizations, Education and Training;
4. We must lead by example, providing ample opportunity for individuals within our underserved communities to advance in these critical areas as this is a necessary component of advancing inclusion and diversity. The Guam Community College takes its middle name "Community" seriously and we will continue to promote dialogue that engages various stakeholders in our community and in the region.

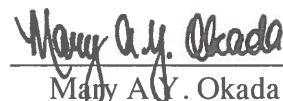
The E2 Symposium is not the first effort to identify the challenges of inclusion in insulated communities such as our Micronesian Islands. In fact, it builds on efforts from many organizations in Guam and our region to remove barriers to inclusion and it challenges us to engage and empower the individuals within these groups to pursue their passions and succeed. Their success will be our collective success.


This call to action affirms our commitment to explore areas of collaborative partnerships that will create a rich, robust and better quality of life for all peoples of Micronesia and beyond.

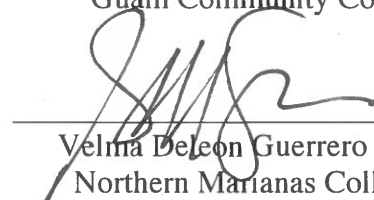
  
Joshua F. Tenorio  
Lt. Governor of Guam


  
Tina Rose Muna Barnes  
Speaker  
35<sup>th</sup> Guam Legislature

  
Mayor Robert Hoffman  
Sinjana

  
Mary A.Y. Okada, Ed.D.  
President  
Guam Community College

  
Thomas W. Krise, Ph.D.  
President  
University of Guam

  
Velma Deleon Guerrero  
Northern Marianas College

  
Meyar Mamis  
Associate Dean  
College of the Marshall Islands

