

Michael W. Hughes
Chief Equity and Inclusion Officer
Frederick County, Maryland
Biography

Michael joined Frederick County Government's Executive Leadership Team in late November of 2020 as the County's first Chief Equity and Inclusion Officer, relocating to the County from Greensboro, North Carolina. In this new role,



Michael has been charged with providing overall development and management of the County's diversity, equity, and inclusion strategic framework. He brings to the role an in-depth understanding of the complexities of racial issues, along with a highly developed ability to effectively lead & engage constituents toward an increased value for equity, and the opportunities that it presents.

Prior to joining the Executive Team of Frederick County Government, Michael demonstrated his commitment to social justice and achievement of equitable outcomes in leading Equity and Inclusion efforts at universities in Pennsylvania and at several large Community Colleges in North Carolina. At these institutions Michael led the development, implementation and assessment of comprehensive strategic diversity plans. His achievements also include development and oversight of mentoring programs; Designing and conducting audits of student conduct systems which resulted in of elimination long-standing racially biased procedures and inequitable outcomes against students of color. In addition, his leadership in Diversity, Equity, and Inclusion include serving as the lead investigator for complaints and discrimination on campus; Building the infrastructure to bring Colleges into compliance with U.S. Department of Education regulations that both prohibit gender bias & discrimination and support for LGBTQ faculty, staff, and students.

Michael earned his Bachelor's Degree in Broadcast Communication and his Master's Degree from Seminary. According to Michael, it is his theological training that informs and shapes his passion for serving those that have been historically marginalized. As a speaker and trainer, he demonstrates a gift for addressing the complex and controversial subjects of race and racial history in a clear, disarming and inviting manner.

In addition to being certified in Diversity and Intercultural Competence, and certified as a Civil Rights Investigators, Michael is an avid reader and lifelong learner, educated in African-American culture and American racial history.

County Executive Jan Gardner will rely upon Michael's skills in building bridges and creating collaborative environments to gain the level of influence required to achieve sustainable, impactful change throughout the County Government and Frederick County itself.

EMPLOYMENT HISTORY

Rowan-Cabarrus Community College

- Executive Director, Student Success and College Civility
- Title IX Coordinator

Guilford Technical Community College

- Special Assistant to the Vice President for Student Support Services
- Chief Disciplinary Officer
- Title IX Coordinator

Central Piedmont Community College

- Director, Minority Male Mentoring Program
- Director, Office of Student Conduct and Civility
- Director, Enrollment and Student Services
- Recruiter, Office of Outreach and Recruitment

Wake Forest University

- Associate Director, MBA Program

La Salle University

- Assistant Director, School of Business

Cairn University

- Director of Admissions, Degree Completion Program
- Adjunct Instructor