Let’s Make Beautiful Music!

Office of Institutional Equity
Office of Institutional Equity
Department consists of 2 major components
Compliance - Three Service Areas

Counseling  Informal Complaint  Formal Complaint
Complaint Process

*Duets
Translation:
Your engagement!
2014-2015 Complaint Activity

- Race: 20
- National Origin: 9
- Retaliation: 7
- Sex: 44
- Age: 8
- Disability: 12
- Sexual Orientation: 5

Legend:
- Blue: Race
- Red: National Origin
- Green: Retaliation
- Purple: Sex
- Teal: Age
- Orange: Disability
- Gray: Sexual Orientation
Sex Discrimination Activity
Title IX – WOW!
...MUSIC TO OUR EARS!

HCC EEO Statement
D&I Goals
Scorecard
D&I Plan
**MUSIC:**

VOCAL OR INSTRUMENTAL SOUNDS (OR BOTH) **COMBINED**

IN SUCH A WAY AS TO PRODUCE BEAUTY OF FORM, HARMONY, AND EXPRESSION OF EMOTION.

“ALONE WE ARE SIMPLY NOTES ON A PAGE, PLAYED TOGETHER WE ARE MUSIC”
HCC EEO STATEMENT

“HCC is committed to a workplace and educational environment free of discrimination and harassment upon race, color, religion, age, sex, gender expression, gender identity, national origin, disability, veteran status or sexual orientation.”
HCC D&I Goals

Goal 1: HCC will promote the exploration and understanding of culture, diversity and inclusion by providing in-depth training and experiences that promote development resulting in cultural competency.

Goal 2: HCC will support a process for the development of Diversity Resource Groups (DRG’s) that engage all stakeholders and affirm the goals of the HCC District D&I Plan.

Goal 3: HCC will be a champion of accessibility by establishing standards that adhere to both the spirit and letter of the ADA.

Goal 4: HCC will promote a learning culture that insures teamwork, communication, appreciation.

Goal 5: HCC will have a diverse, skilled workforce that strives to reflect the diversity of the community that it serves, and it will provide opportunity and pathways for all employees to grow and advance in their professions.
# SCORECARD

HCC Diversity and Inclusion Plan Year 2015/2016

College/Division: YOUR COLLEGE/DIVISION NAME HERE

**GOAL 1:** HCC WILL PROMOTE THE EXPLORATION AND UNDERSTANDING OF CULTURE, DIVERSITY AND INCLUSION BY PROVIDING IN-DEPTH TRAINING AND EXPERIENCES THAT PROMOTE SKILLS DEVELOPMENT RESULTING IN CULTURAL COMPETENCY

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<th>Objective</th>
<th>Measurement</th>
<th>Milestone(s)</th>
<th>Responsible Party</th>
<th>Results</th>
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2014-2015 HCC D&I PLAN

2013-2014 HCC D&I PLAN

2015-2016 HCC D&I PLAN... Launch Fall 2015
So what’s our role in creating MUSIC here at HCC?

1) Training Opportunities for all faculty – Adjunct and Full-time – of varying cultural populations
2) Communication of Expectations: Role of Instructors
3) Establish and maintain an environment where it is “ok” to ask questions
Teachable Moments

Academic Training Opportunities

1. ADA
2. Veterans
3. LGBTQA
4. Cultural Barriers
Upcoming Initiatives

- Title IX Syllabus Link
- Student/Police Dialogues
- DNI Retreat
- Veterans’ Recognition
- 2015-2016 D&I Plan Launch
Questions? Comments?
We are happy to help you!
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http://www.hccs.edu/district/departments/institutionalequity/
(713) 718-8271