

HENNEPIN TECHNICAL COLLEGE FY20 GOAL #2

Integrate HTC Learner Value Cultural & Global Awareness into academic courses and co-curricular activities

Hennepin Technical College (HTC) provides opportunities for civic engagement in a diverse, multicultural society and globally connected world, as appropriate within its mission and for the constituencies we serve (HLC Criterion 1.C Mission). HTC demonstrates its commitment to mission, *“To provide excellence in career and technical education for employment and advancement in an ever-changing global environment,”* by:

- Encouraging curricular and co-curricular activities that prepare students for informed citizenship and workplace success;
- Providing processes and activities that demonstrate inclusive and equitable treatment of diverse populations; and
- Fostering a climate of respect among all students, faculty, staff and administrators from a range of diverse backgrounds, ideas, and perspectives.

Below is a summary of curricular/co-curricular activities, events, trainings, and conferences that provide evidence of HTC’s efforts to ensure an equitable, inclusive, multicultural and globally connected learning and work environment for students and employees. As part of HTC’s Access to Success Strategic Plan 2020-2025, this year’s college-wide equity and inclusion goal focuses on “Integrate HTC Learner Value Cultural & Global Awareness into academic courses and co-curricular activities” to improve institutional culture, increase civic engagement, and increase employee development of cultural competency skills. The Office of Equity and Inclusion with the Diversity Committee, Student Life & Career Development, Human Resources, Faculty, and/or community partners sponsor these initiatives. Full survey results and comments found [here](#).

| DATE & PLACE | TYPE | EQUITY 2030 & HLC CRITERION | ATTENDANCE Numbers, attendees, percentages | RATING | SAMPLE COMMENTS & OUTCOMES |
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| September 23, 2019 Brooklyn Park Campus | Co-Curricular Activity: Diversity Book Club meeting for the book <i>Original Local</i> . Food and conversation around theme "Manoomin-Psin-Wild Rice." | Student Academic Success HLC 1.C | 23 students & employees | 4.6/5.0 Discussion expanded my cultural and global awareness | Key Takeaways you learned from today’s event: <ul style="list-style-type: none"> • <i>Rice harvesting is important to Native American culture</i> • <i>I loved this event! Thank you. My students enjoyed everything.</i> Outcomes: Increase the extent to which the college promotes contact with and understanding of diverse populations, as measured by student and employee engagement surveys |
| September 24, 2019 Eden Prairie Campus | Co-Curricular Activity: Diversity Book Club meeting for the book <i>Original Local</i> . Food and conversation around theme "Manoomin-Psin-Wild Rice." | Student Academic Success HLC 1.C | 21 students & employees | 4.2/5.0 Discussion expanded my cultural and global awareness | Key Takeaways you learned from today’s event: <ul style="list-style-type: none"> • <i>Harvesting rice is very important in the Ojibwe tribe</i> • <i>The book exists and is interesting.</i> Outcomes: Increase the extent to which the college promotes contact with and understanding of diverse populations, as measured by student and employee engagement surveys |
| September 26, 2019 Brooklyn Park Campus | Community Event: Brooklyn Park Community Assembly on Domestic Violence Awareness. Event included a panel discussion and community conversation about how domestic violence impacts various communities within Brooklyn Park. | Student Engagement & Support HLC 1.B | 65+ students, employees, & community members | N/A | <ul style="list-style-type: none"> • <i>There needs to be more diversity in domestic violence resources to account for cultural differences</i> • <i>Facilitated conversation was great</i> Outcomes: Increase the extent to which the college promotes contact with and understanding of diverse populations, as measured by student and employee engagement surveys |

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| <p>October 10, 2019 Brooklyn Park Campus</p> | <p>Curricular and Co-Curricular Activity: HTC's Culinary Arts program served a 5-Course Meal featuring recipes from <i>Original Local</i> for the Diversity Book Club's October meeting. Food and conversation around theme "Fish and Game."</p> | <p>Student Academic Success HLC 1.C</p> | <p>10 employees</p> | <p>4.4/5.0 Discussion expanded my cultural and global awareness</p> | <p>Key Takeaways you learned from today's event:</p> <ul style="list-style-type: none"> • <i>I learned about and tasted some of the traditional ingredients used in indigenous recipes.</i> • <i>Fish stories are interesting part of family histories.</i> <p>Outcomes: Increase the extent to which the college promotes contact with and understanding of diverse populations, as measured by student and employee engagement surveys</p> |
| <p>October 15, 2019 Eden Prairie Campus</p> | <p>Co-Curricular Activity: Diversity Book Club meeting for the book <i>Original Local</i>. Food and conversation around theme "Fish and Game."</p> | <p>Student Academic Success HLC 1.C</p> | <p>24 students & employees</p> | <p>4.6/5.0 Discussion expanded my cultural and global awareness</p> | <p>Key Takeaways you learned from today's event:</p> <ul style="list-style-type: none"> • <i>Importance of Treaty fishing (what Ojibwe gave up to retain this right)</i> • <i>I learned about spearfishing and techniques used</i> • <i>Thank you so much for this event that pours more knowledge about cultures around us.</i> <p>Outcomes: Increase the extent to which the college promotes contact with and understanding of diverse populations, as measured by student and employee engagement surveys</p> |
| <p>October 16, 2019 Brooklyn Park Campus</p> | <p>Training: Cultural Humility Series for Faculty on A-Day, "<i>Recognizing and Reflecting on Our Own Cultural Biases</i>"</p> | <p>Workforce Diversity & Talent Development HLC 3.C</p> | <p>77% of faculty (88)</p> | <p>4.6/5.0 I can define some cultural humility practices that positively affect learning</p> | <ul style="list-style-type: none"> • <i>Awareness helps minimize problems with cultural biases.</i> • <i>Reflect on own teaching practices and how can incorporate more cultural bias awareness</i> <p>Outcomes: Increase equity and inclusion leadership competencies for employees to be culturally responsive to student needs</p> |
| <p>November 15-16, 2019 Metro State University</p> | <p>Conference: Overcoming Racism Conference, "<i>Dismantling White Supremacy – Its Power, Structures, & Culture</i>"</p> | <p>Workforce Diversity & Talent Development HLC 1.C</p> | <p>3 employees</p> | <p>N/A</p> | <p>Outcomes: Employees identified one or more Minnesota State diversity metric that will be impacted by increasing their equity and inclusion leadership competencies.</p> |
| <p>November 20, 2019 Brooklyn Park Campus</p> | <p>Cultural Activity: Hmong Culture & Arts Event</p> | <p>Student Engagement & Support HLC 1.C</p> | <p>100+ students, employees, & community members</p> | <p>N/A</p> | <p>Outcomes: Increase the extent to which the college promotes contact with and understanding of diverse populations, as measured by student and employee engagement surveys</p> |
| <p>November 25, 2019 Brooklyn Park Campus</p> | <p>Cultural Activity: Diversity Book Club meeting for the book <i>Original Local</i>. Food and conversation around theme "Gathering." Employees brought potluck dish that represented their cultural background or a family tradition.</p> | <p>Workforce Diversity & Talent Development HLC 1.C</p> | <p>35+ employees</p> | <p>N/A</p> | <p>Outcomes: Increase the extent to which the college promotes contact with and understanding of diverse populations, as measured by student and employee engagement surveys</p> |

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| November 25, 2019 Brooklyn Park Campus | Training: HTC Employee Workshop Day: <i>Welcome to the Jungle</i> – DiSC Assessment | Workforce Diversity & Talent Development HLC 3.C | 63% of employees (220) | N/A | Outcomes: Increase equity and inclusion leadership competencies for employees to be culturally responsive to student needs. |
| November 25, 2019 Brooklyn Park Campus | Training: HTC Employee Workshop Day: <i>Sexual Harassment Prevention Training for HTC Employees</i> | Workforce Diversity & Talent Development HLC 2.A | 7 employees | N/A | Outcomes: Review number of 1B.1/1B.3 complaints (informal/formal). Goal is to decrease number of complaints |
| November 25, 2019 Brooklyn Park Campus | Training: Cultural Humility Series, <i>"Critically examine our attitudes towards diverse cultures"</i> | Workforce Diversity & Talent Development HLC 3.C | 17 employees | 2.8/3.0 How satisfied were you with the presentation | <ul style="list-style-type: none"> <i>Effective presentation – activity is the best, but maybe a little more application with students about what we've learned.</i> Outcomes: Increase equity and inclusion leadership competencies for employees to be culturally responsive to student needs |
| November 26, 2019 Eden Prairie Campus | Training: Cultural Humility Series for Faculty on A-Day, <i>"Inclusively functioning as professionals with others who have ideas, beliefs, attitudes or behaviors different from our own"</i> | Workforce Diversity & Talent Development HLC 3.C | 75% of faculty (85) | 2.5/3.0 How satisfied were you with the presentation | <ul style="list-style-type: none"> <i>It is helpful to discuss issues that may seem uncommon to many of us because we need to better understand what others go through!</i> Outcomes: Increase equity and inclusion leadership competencies for employees to be culturally responsive to student needs |
| December 17, 2019 Eden Prairie Campus | Co-Curricular Activity: Diversity Book Club meeting for the book <i>Original Local</i> . Food and conversation around theme "Gathering." | Student Academic Success HLC 1.C | 25+ students & employees | 4.4/5.0 Discussion expanded my cultural and global awareness | Key Takeaways you learned from today's event: <ul style="list-style-type: none"> <i>Some people are bringing indigenous food back into today's culture</i> <i>Importance of food as cultural awareness and tradition</i> Outcomes: Increase the extent to which the college promotes contact with and understanding of diverse populations, as measured by student and employee engagement surveys |
| December 2019 | Curricular: Students in Biology 2003: Nutrition and Health had extra credit opportunity to expand their cultural and global awareness by writing a reflection paper on Mandaamin-Corn from <i>Original Local</i> . | Student Academic Success HLC 4.B | 20 students | N/A | Outcomes: Increase the extent to which the college promotes contact with and understanding of diverse populations, as measured by student and employee engagement surveys |
| January 6, 2020 Brooklyn Park Campus | Training: Hennepin Technical College and Robbinsdale Area Schools Equity and Inclusion Learning Session with | Workforce Diversity & Talent Development | 100% employees & community members (30) | N/A | Outcomes: Increase equity and inclusion leadership competencies for employees to be culturally responsive to student needs |

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| | YMCA, "Intercultural Leadership Training (IDI)" | HLC 1.C | | | |
| January 22, 2020 Eden Prairie Campus | Co-Curricular Activity: MLK & Diversity Book Club Event | Student Engagement & Support HLC 1.C | 50+ students & employees | N/A | Outcomes: Increase the extent to which the college promotes contact with and understanding of diverse populations, as measured by student and employee engagement surveys |
| February 10, 2020 Brooklyn Park Campus | Training: Hennepin Technical College and Robbinsdale Area Schools Equity and Inclusion Learning Session with YMCA, "The Hidden Brain and Unconscious Bias" | Workforce Diversity & Talent Development 1.C | 100% employees & community members (30) | N/A | Outcomes: Increase equity and inclusion leadership competencies for employees to be culturally responsive to student needs |
| February 12, 2020 Eden Prairie Campus | Training: Cultural Humility Series for Faculty on A-Day, "Applying culturally effective habits that lead to inclusion in the classroom," - sharing of best practices and strategies | Workforce Diversity & Talent Development HLC 3.C | 78% of faculty (89) | 2.6/3.0 I can identify culturally effective habits to apply in the classroom. | A best practice I will use in the classroom is: <ul style="list-style-type: none"> Mixing up small groups to maximize the benefits of diversity for all students in the classroom. I love the idea of asking about favorite music. I think I will try this by asking students to send me a mp3 file and making a "mixed tape" to play in the classroom during breaks or something! Listening to my students and asking questions to gain a better understanding to what/how they are doing. Outcomes: Increase equity and inclusion leadership competencies for employees to be culturally responsive to student needs |
| February 13, 2020 Brooklyn Park Campus | Co-Curricular Activity: Diversity Book Club meeting for the book <i>Original Local</i> . Food and conversation around theme "Mandaamin-Corn." | Student Academic Success HLC 1.C | 25 students & employees | 4.5/5.0 Discussion expanded my cultural and global awareness | Key Takeaways you learned from today's event: <ul style="list-style-type: none"> The mandaamin corn is being endangered. How corn is connected with culture. Outcomes: Increase the extent to which the college promotes contact with and understanding of diverse populations, as measured by student and employee engagement surveys |
| February 18, 2020 Eden Prairie Campus | Co-Curricular Activity: Diversity Book Club meeting for the book <i>Original Local</i> . Food and conversation around theme "Mandaamin-Corn." | Student Academic Success HLC 1.C | 18 students & employees | 4.4/5.0 Discussion expanded my cultural and global awareness | Key Takeaways you learned from today's event: <ul style="list-style-type: none"> There's a lot more species of corn than I thought. They (Ojibwe people) saw corn as their relative. Outcomes: Increase the extent to which the college promotes contact with and understanding of diverse populations, as measured by student and employee engagement surveys |
| February 19, 2020 Brooklyn Park Campus | Cultural Activity: Black Heritage Event sponsored by HTC's Blacks Rising in Education and Academics (BREA) | Student Engagement & Support HLC 1.C | 80+ students, employees, & community members | 5.0/5.0 How satisfied were you with the event | Key Takeaways you learned from today's event: <ul style="list-style-type: none"> People are happy when their cultures are recognized. Tasted the unique food – very good! Outcomes: Increase the extent to which the college promotes contact with and understanding of diverse populations, as measured by student and employee engagement surveys |

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| February 21, 2020 Eden Prairie Campus | Curricular and Co-Curricular Activity: On Stage: Creating a Community Dialogue Around Live Theater. Theater outreach program for the play Skeleton Crew. | Student Academic Success HLC 1.C | 30+ students & employees | 4.3/5.0 How satisfied were you with the event | Key Takeaways you learned from today's event: <ul style="list-style-type: none"> • <i>Factory jobs provided stability and income for people with minimal education</i> • <i>Community is extremely important for a positive & functioning society</i> Outcomes: Increase the extent to which the college promotes contact with and understanding of diverse populations, as measured by student and employee engagement surveys |
| March 5, 2020 Brooklyn Park Campus | Community Event: Unconventional Jobs, Unstoppable Women Series: featuring Women Leaders in Information Technology, Manufacturing, Transportation, and Building Construction | Enhanced Access HLC 1.C | 150+ middle/high school students, employees, & community members | 3.8/5.0 How satisfied were you with the event | Outcomes: Increase the extent to which the college promotes contact with and understanding of diverse populations, as measured by student and employee engagement surveys |
| March 5, 2020 Eden Prairie Campus | Co-Curricular Activity: Diversity Book Club mini-presentation for the book <i>Original Local</i> . Food and conversation around theme "Manoomin-Wild Rice." | Student Academic Success HLC 1.C | 40+ students & employees | 4.7/5.0 Discussion expanded my cultural and global awareness | Outcomes: Increase the extent to which the college promotes contact with and understanding of diverse populations, as measured by student and employee engagement surveys |
| March 10, 2020 Brooklyn Park Campus | Training: HTC Employee Workshop Day: <i>Sexual Harassment Prevention Training for HTC Employees</i> | Workforce Diversity & Talent Development HLC 2.A | 37 employees | 4.6/5.0 I understand the definition and key behaviors of sexual harassment | Outcomes: Review number of 1B.1/1B.3 complaints (informal/formal). Goal is to decrease number of complaints |
| April 22, 2020 Brooklyn Park & Eden Prairie Senates via Zoom | Co-Curricular Activity: Diversity Book Club mini-presentation for the book <i>Original Local</i> . Conversation around theme "Gathering." | Student Academic Success HLC 1.C | 13+ students & employees | 4.8/5.0 Discussion expanded my cultural and global awareness | Outcomes: Increase the extent to which the college promotes contact with and understanding of diverse populations, as measured by student and employee engagement surveys |
| TOTAL | | | 1,335 | | Includes duplicated headcount (as of 4/22/20) |