

**SUMMARY OF CULTURAL EVENTS AND CO-CURRICULA ACTIVITIES FOR HENNEPIN TECHNICAL COLLEGE FY19 GOAL #4:** *Advance equity and inclusion through employment professional development plans.* Summary of community events, trainings, conferences and facilitated discussions sponsored by the Office of Equity and Inclusion with the Diversity Committee, Student Life & Career Development, Human Resources, Faculty, and/or community partners to advance equity and inclusion at HTC.

DATE/PLACE	TYPE	ATTENDANCE <small>Numbers, attendees, percentages</small>	RATING	COMMENTS/OUTCOMES
<b>September 4, 2018</b> Brooklyn Park Campus	<b>Training:</b> Cultural Self-Awareness as a Tool for Effective Change	75+ employees	N/A	<b>Outcomes:</b> Increase equity and inclusion leadership competencies for employees to be culturally responsive to student needs
<b>September 6, 2018</b> Eden Prairie Campus	<b>Community Event:</b> They Call Me Q theatrical performance & discussion	85+ students, employees, community	4.8/5.0 <small>5=Very Satisfied to 1=Very Dissatisfied</small>	<ul style="list-style-type: none"> <li>We need to share each other's stories more often. Listen to other's experiences to help us understand other's world views.</li> <li>Good opportunity to connect with HTC community members around a great topic/performance.</li> </ul> <b>Outcomes:</b> Increase the extent to which the college promotes contact with and understanding of diverse populations, as measured by student (CCSSE) and employee (PACE) opinion
<b>Sept 25, 27 &amp; Oct 11, 2018</b> Brooklyn Park & Eden Prairie	<b>Facilitated Discussion:</b> Respectful Workplace with Facilities	30/30 employees (100%)	N/A	<b>Outcomes:</b> Division will work on developing themes for what good customer service with students and employees looks like. Survey will be created for baseline data to measure customer satisfaction. Goal is to have positive overall satisfaction with customer service from students and employees.
<b>September 26, 2018</b> Brooklyn Park Campus	<b>Training:</b> Sexual Harassment Prevention Training for Supervisors	37/37 supervisors (100%)	N/A	<ul style="list-style-type: none"> <li>All supervisors, not just senior administrators, are responsible for addressing concerns, taking appropriate action to stop inappropriate behavior, monitoring the work environment and ensuring there isn't retaliation.</li> <li>The conversation around intent vs. impact was especially helpful in understanding what is or isn't harassment.</li> </ul> <b>Outcomes:</b> Review number of 1B.1/1B.3 complaints (informal/formal). Goal is to decrease number of complaints.
<b>October 2 &amp; 9, 2018</b> Eden Prairie Campus	<b>Training:</b> Lunch & Learn: LGBTQIA Safe Space Ally Training	15+ students and employees		<b>Outcomes:</b> Increase the extent to which the college promotes contact with and understanding of diverse populations, as measured by student (CCSSE) and employee (PACE) opinion
<b>October 17, 2018</b> Eden Prairie Campus	<b>Training:</b> Sexual Harassment Prevention Training for Student Affairs	65/81 employees (80%)	N/A	<b>Outcomes:</b> Review number of 1B.1/1B.3 complaints (informal/formal). Goal is to decrease number of complaints.
<b>October 17, 2018</b> Eden Prairie Campus	<b>Training:</b> Sexual Harassment Prevention Training for Faculty UFT	76/135 faculty (56%)	N/A	<b>Outcomes:</b> Review number of 1B.1/1B.3 complaints (informal/formal). Goal is to decrease number of complaints.
<b>November 2-3, 2018</b> Metro State University	<b>Conference:</b> Overcoming Racism Conference	5 employees		<b>Outcomes:</b> Employees identified one or more Minnesota State diversity metric that will be impacted by increasing their equity and inclusion leadership competencies.
<b>November 15, 2018</b> Eden Prairie Campus	<b>Community Event:</b> Out North MNLGBTQ History film screening & discussion	40+ students, employees, community	4.8/5.0 <small>5=Very Satisfied to</small>	<ul style="list-style-type: none"> <li>I'm proud to be part of HTC. As a non-traditional, lesbian faculty person, it's nice to feel supported.</li> </ul>

			1=Very Dissatisfied	<ul style="list-style-type: none"> <li>Thank you for this wonderful event and the thought-provoking discussion that helped me come to terms with a few things about myself and my community.</li> </ul> <p><b>Outcomes:</b> Increase the extent to which the college promotes contact with and understanding of diverse populations, as measured by student (CCSSE) and employee (PACE) opinion</p>
<b>November 19, 2018</b> Eden Prairie Campus	<b>Training:</b> Big Change with Small Acts of Inclusion	220/321 employees (69%)	3.71/5.0 5=Excellent to 1=Poor	<ul style="list-style-type: none"> <li>The importance of intentionally being, acting, and speaking inclusively and how it should be thought of as large and small picture</li> <li>Sometimes people can be judgmental without knowing it. Having more self-awareness can help reduce biases.</li> </ul> <p><b>Outcomes:</b> Increase equity and inclusion leadership competencies for employees to be culturally responsive to student needs</p>
<b>November 19, 2018</b> Eden Prairie Campus	<b>Training:</b> Serving the needs of students experiencing homelessness	68 employees	4.0/5.0 5=Excellent to 1=Poor	<ul style="list-style-type: none"> <li>I really appreciated the variety of personal stories of homeless individuals and how they were able to hide it. I immediately created a news announcement in my course D2L site of the resources for homelessness that was given to us.</li> </ul> <p><b>Outcomes:</b> Increase equity and inclusion leadership competencies for employees to be culturally responsive to student needs</p>
<b>November 20, 2018</b> Eden Prairie Campus	<b>Facilitated Discussion:</b> Inclusive Leadership with Student Life & Career Development	6/6 employees (100%)	N/A	<b>Outcomes:</b> Division will work on developing inclusive themes and an inventory of questions to review for programming and partnership needs. Goal is to integrate equity and inclusion into existing programming and partnerships.
<b>November 27, 2018</b> Eden Prairie Campus	<b>Community Event:</b> Unconventional Jobs, Unstoppable Women Series: featuring Justice Anne McKeig	75+ students, employees, community	4.7/5.0 5=Very Satisfied to 1=Very Dissatisfied	<ul style="list-style-type: none"> <li>Fantastic &amp; "rare" accomplishment to have 1st native woman state supreme court member speaking to a "small" group setting.</li> <li>Anyone from any economic status can become successful and do any job they want.</li> <li>It's so inspirational to finally have a woman on Supreme Court.</li> </ul> <p><b>Outcomes:</b> Increase the extent to which the college promotes contact with and understanding of diverse populations, as measured by student (CCSSE) and employee (PACE) opinion</p>
<b>December 10, 2018</b> Brooklyn Park Campus	<b>Facilitated Discussion:</b> Respectful Workplace with Business Office & Bookstore	7/10 employees (70%)	N/A	<b>Outcomes:</b> Division will work on developing themes for what good customer service with students and employees looks like. Survey will be created for baseline data to measure customer satisfaction. Goal is to have positive overall customer service satisfaction from students and employees.
<b>January – March 2019</b> Brooklyn Park & Eden Prairie	<b>Facilitated Discussion:</b> Diversity Book Club: Hidden Figures	80+ students and employees		<b>Outcomes:</b> Increase the extent to which the college promotes contact with and understanding of diverse populations, as measured by student (CCSSE) and employee (PACE) opinion
<b>March 1, 2019</b> Brooklyn Park Campus	<b>Training:</b> Cultural Humility In and Out of the Classroom	216/321 employees (67%)	4.5/5.0	<ul style="list-style-type: none"> <li>Good examples from students point of view.</li> </ul>

			5=Strongly Agree to 1=Strongly Disagree	<ul style="list-style-type: none"> <li>• Every person has a story. Take the time to understand their story.</li> <li>• She was great! Bring her back for more!</li> </ul> <p><b>Outcomes:</b> Increase equity and inclusion leadership competencies for employees to be culturally responsive to student needs</p>
<b>March 1, 2019</b> Brooklyn Park Campus	<b>Training:</b> Sexual Harassment Prevention Training for HTC Employees	122 employees	4.7/5.0 to 4.8/5.0 5=Strongly Agree to 1=Strongly Disagree	<ul style="list-style-type: none"> <li>• Scenarios/table discussions interesting and necessary.</li> <li>• HTC continues to be serious about sexual harassment. This is great!</li> <li>• Tell someone what is happening even if it is not happening to me.</li> </ul> <p><b>Outcomes:</b> Review number of 1B.1/1B.3 complaints (informal/formal). Goal is to decrease number of complaints</p>
<b>March 21, 2019</b> Brooklyn Park Campus	<b>Community Event:</b> Unconventional Jobs, Unstoppable Women Series: featuring Sha Cage	75+ students, employees, community	4.8/5.0 5=Very Satisfied to 1=Very Dissatisfied	<ul style="list-style-type: none"> <li>• I enjoyed listening to her and learning things about my history as an African-American female.</li> <li>• I appreciate these events and the opportunity for employees to attend.</li> <li>• Never give up, when you're first, you're a leader sometimes alone.</li> </ul> <p><b>Outcomes:</b> Increase the extent to which the college promotes contact with and understanding of diverse populations, as measured by student (CCSSE) and employee (PACE) opinion</p>
<b>March 27, 2019</b> Brooklyn Park Campus	<b>Community Event:</b> Hidden Figures film screening	45+ students, employees, community	4.9/5.0 5=Very Satisfied to 1=Very Dissatisfied	<ul style="list-style-type: none"> <li>• That "people" were once called "computers"! Seriously? I consider that an AMAZING title!!! I'm impressed and very pleased with what they did.</li> <li>• Bringing students together is wonderful. HTC staff are thinking of the students' feelings.</li> </ul> <p><b>Outcomes:</b> Increase the extent to which the college promotes contact with and understanding of diverse populations, as measured by student (CCSSE) and employee (PACE) opinion</p>
<b>April 16 &amp; May 2, 2019</b> Brooklyn Park & Eden Prairie	<b>Community Event:</b> Faces of Asia: Cultural Norms, Traditions, and Celebrations	60+ students, employees, community	4.8/5.0 5=Very Satisfied to 1=Very Dissatisfied	<ul style="list-style-type: none"> <li>• Helpful tips and general knowledge--very good! Thank you!</li> <li>• The Vietnamese culture are very much similar to my culture so really intersted with presentation. Thank you.</li> <li>• <b>Outcomes:</b> Increase the extent to which the college promotes contact with and understanding of diverse populations, as measured by student (CCSSE) and employee (PACE) opinion</li> </ul>
<b>June 13, 2019</b>	<b>Training and Facilitated Discussion:</b> Equity-minded language	5/5 employees (100%)		<b>Outcomes:</b> Increase equity and inclusion leadership competencies for employees to be culturally responsive to student, employee, and stakeholder needs
	<b>TOTAL</b>	2,091		Includes duplicated headcount