

#### Multiple Method #4: Focused Outreach & Publications

The District makes every effort to conduct surveys of campus climate on a regular basis. These surveys were a result of the DEI Council's strategic plan. Under the Cultural Competency and Culture of Inclusion area of focus of the strategic plan, the DEI Council set the goal to create and implement a districtwide climate survey. The survey was developed in 2011/2012 and was implemented in 2012. The results are included as an attached document. The DEI Council has used these results to inform its most recent activities and help in the annual updating of the strategic plan. [Section 53024.1(a)]

The District's DEI Council is supported by the three district wide committees:

- Grossmont College's Diversity, Equity, & Inclusion Committee
- Cuyamaca College's Diversity, Equity, & Inclusion Committee
- District Services' Diversity, Equity, & Inclusion Committee

These committees are constantly providing cultural awareness and diversity related trainings to all members of the campus community. The following are highlighted programs: [Section 53024.1(d)]

- The Hapa Project – Speaker Kip Fulbeck spoke with faculty, staff, and students about the topic of gender identity and interracial dating. 98% of attendees agreed that attending this event broadened their awareness and understanding of cultural diversity and 72% agreed that this event challenged pre-existing stereotypes
- 14 Diversity Dialogue Workshops were offered during the 2015-2016 academic year
- Students participated in the Cultural Competency Student Institute, which consisted of 5 sessions in the Spring semester of 2016

Grossmont-Cuyamaca Community College District was also recognized in 2014 as a recipient of the Higher Education Excellence in Diversity (HEED) Award. The award recognizes colleges and universities that demonstrate an outstanding commitment to diversity and inclusion. It measures an institutions' level of achievement and intensity of commitment in regard to broadening diversity and inclusion on campus through initiatives, programs, and outreach; student recruitment, retention, and completion; and hiring practices for faculty and staff.

The District has also made a concerted effort starting in 2013, to ensure all district publications and website convey its diversity and commitment to equal employment opportunity. The District annually reviews and revise college publications and other marketing tools to reflect diversity in pictures, graphics, and text to reflect an inclusive environment. In addition to this policy, GCCCD's website shares demographic information of our students, makes the EEO Plan and EEO Data publically available, and highlights all events and trainings happening on campus. The DEI Council's page also allows individuals to access the strategic plan, EEO data, and the EEO Plan. [Section 53024.1(j)]

#### **Attached Support Material(s):**

- *Cuyamaca College 2012 Campus Climate Survey Results*
- *Grossmont College 2012 Campus Climate Survey Results*