**MAKE IT WORK @ YOUR INSTITUTION**

Steven Deineh & JP Schumacher, MiraCosta College

CCC+ LGBT Summit, 11/11/17

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| **Initiatives & Key Human Resources** **@ MiraCosta** | **Initiatives & Key Human Resources** **@ Your Institution** |
| **VISIBILITY*** **Website -** [**miracosta.edu/lgbt**](http://www.miracosta.edu/studentservices/lgbtqia/index.html)
	+ Director of Human Resources
	+ Public Information Office
* **Tri-Fold Handout**
	+ Public Information Office
* **Email Blasts**
	+ President/Superintendent
* **Rainbow Graduation Stoles**
	+ Bookstore Manager
* **Out at MCC Web Directory**
	+ LGBTQIA+ Employees
* **LGBTQIA Safe Space Program**
	+ Faculty Leaders
	+ Student Equity Department
	+ Various other Staff
* **LGBT Student Scholarships**
	+ Faculty Leaders
	+ Student Leaders
	+ Financial Aid & Scholarships Office
	+ Foundation & Development Office
* **Gender Pronouns on Official District Things (Biz Cards, Name Badges)**
	+ Public Information Office
* **“INCLUSIVE” Restrooms Districtwide (Signs, District Maps, Web Directory)**
	+ Student Government President
	+ Vice President, Business Services
	+ Facilities
	+ Public Information Office
* **SOGI added to ALL Job Applications**
	+ President/Superintendent
	+ Director of Human Resources
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| **PERSONNEL*** **Campus Liaison for LGBTQIA+ Needs**
	+ Vice President, Student Services
	+ Director, Student Equity
* **Student Services Specialist - LGBTQIA+ Equity (Part-time, 18 hrs/week)**
	+ Dean, Counseling & Student Dev
	+ Vice President, Student Services
	+ Director, Student Equity
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| **CURRICULUM*** **LGBT Studies (SOC 140)**
	+ Sociology Faculty
	+ Curriculum Committee
* **Suggested Syllabus Language**
	+ Faculty Leaders
	+ Staff Leaders
	+ Vice President, Instruction
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| **CLIMATE ASSESSMENTS*** **HR Diversity Climate Survey (2013)**
	+ Director of Human Resources
* **Campus Pride Index (2016)**
	+ Faculty Leaders
	+ Director of Human Resources
	+ Chief of Police
	+ Director, Admissions & Records
	+ Director, Student Equity
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| **PROGRAMMING*** **GSA Club**
	+ GSA Student Leadership & Staff/Faculty Advisors

Annual Events include:* + *Coming Out Forum*
	+ *Queer Cupcake Party & Fundraiser*
	+ *Royal Drag Show*
	+ *Host Regional HS GSA Awards*
	+ *Participate in local region Pride*
	+ *Participate in San Diego AIDSWalk*
* **Student Equity Department**
	+ SE Department Staff

Annual Events include:* + *LGBTQIA+ History Month*
	+ *SPECTRUM Conference*
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| **Cash Money Resources @ MiraCosta** | **Cash Money Resources @ Your Institution** |
| **CLASSIFIED STAFF DEV FUND*** LGBTQIA Safe Space Decals
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| **(FACULTY) PROFESSIONAL DEV FUND*** Promotional Materials for QTPOC Training
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| **ASSOCIATED STUDENT GOVERNMENT** * Food for Queer Cupcake Party
* Purchases food for Coming Out Forum
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| **DIVERSITY FUND*** LGBTQIA+ History Month
* SPECTRUM Conference
* Rainbow Graduation Stoles
* Safe Space Lapel Pins
* Paid for Faculty member to go to Creating Change Conference (National LGBTQ Task Force) in Chicago
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| **STUDENT EQUITY BUDGET*** Tri-Fold Handouts
* SPECTRUM Conference
* Regional High School GSA Awards
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| **GSA STUDENT CLUB BUDGET*** Rainbow wristbands
* Food, candy, snow cones for outreach events
* Pop-up canopy for events
* Arts and craft supplies for events (poster-making materials)
* Decorations for events (streamers, balloons, table decorations, etc.)
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| **COLLEGE FOUNDATION*** Donated cupcake trophies for employees enrolled in payroll deduction
* Allowed us to hold silent auction at their fancy Board holiday party/fundraiser
* Provide fundraising software
* Provide *extensive* staff support
* Writes grants to procure outside donations to scholarships
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| **INTERNAL (CAMPUS) COMMUNITY*** Donate generously to ALL student scholarship fundraisers
* Donate used books to Queer Library
* Donate Out @ MCC t-shirts for students unable to buy one
* Donate admission price for students to participate in AIDSWalk SD
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| **EXTERNAL RESOURCES*** Community donors have given generously to scholarship endowments
* 1 donor gave an entire scholarship (*Joe Maak & Pride Resource Partners LLC*)
* Community donors have given prizes for silent auction
* Community donors have given cupcakes for annual party/fundraiser.
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