**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 |  |
| **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 |  |
| **CURRICULUM**   * **LGBT Studies (SOC 140)**   + Sociology Faculty   + Curriculum Committee * **Suggested Syllabus Language**    + Faculty Leaders   + Staff Leaders   + Vice President, Instruction |  |
| **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 |  |
| **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 |  |
| **(FACULTY) PROFESSIONAL DEV FUND**   * Promotional Materials for QTPOC Training |  |
| **ASSOCIATED STUDENT GOVERNMENT**   * Food for Queer Cupcake Party * Purchases food for Coming Out Forum |  |
| **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 |  |
| **STUDENT EQUITY BUDGET**   * Tri-Fold Handouts * SPECTRUM Conference * Regional High School GSA Awards |  |
| **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.) |  |
| **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 |  |
| **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 |  |
| **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. |  |