

## **MCC Action Plan**

### **Progress as of April 23, 2018**

#### **Preventing, Identifying, and Responding to Bias**

- 1) Create a website to communicate quickly and transparently to the College community about the hate speech incident. This site is now [live](#).

*Completed*

- 2) Establish a Bias Incident Response Team and procedures and protocols for reporting and responding to allegations of bias.

*Completed*

- 3) Require equity and inclusion training for all MCC employees, beginning with the College's non-contract employees, officers, and president.

*In March, nearly 500 employees participated in training presented by the Equal Employment Opportunity Commission. Sessions focused on "Leading for Respect" (for supervisors) and "Respect in the Workplace" (for all employees). The EEOC is the federal agency responsible for enforcing employment discrimination laws. The EEOC's new training program for employers focuses on respect, acceptable workplace conduct, and the types of behaviors that contribute to a respectful and inclusive workplace.*

- 4) Require implicit bias training for all search committee members.

*Ongoing*

- 5) Review the curriculum for Criminal Justice and Public Safety Training programs to assure that it includes instruction in and assessed learning outcomes related to implicit bias in policing.

*Completed*

#### **Improving Inclusiveness and Equity**

- 6) Establish a new college-wide convening on Inclusiveness and Equity that will be held annually on the Brighton and Downtown campuses to provide an opportunity for professional development, education, dialogue, and action.

*A convening is scheduled for Thursday, October 4, 2018 on the Brighton Campus.*

- 7) Establish an easily accessible and highly visible website—[Diversity, Equity and Inclusion](#)—to track all College action steps identified below and to communicate with the

College community on matters related to equity.

*Completed*

- 8) Convene a task force composed of students, faculty, staff, administrators, and—as needed—external stakeholders to review and make recommendations on improving equity in College search, hire, and promotion processes in a way that will improve the alignment between the diversity of our faculty, staff, administration and that of our student body.

*The task force has been meeting since February and anticipates making recommendations to President Kress in June 2018.*

- 9) Establish a timeline for improving representation, especially among the College’s teaching faculty, for public report to the MCC Board of Trustees.

*Baseline data was shared with the Board of Trustees at its April 9, 2018 meeting. The established goal is to achieve diversity that is representative of Monroe County.*

- 10) Charge the President’s Advisory Council--which includes representatives from President’s Staff, Deans, Directors, SGA, SEGA, Faculty Senate, Faculty Association, Support Staff, and CSEA—with recommending college-wide strategies to improve equity in student success.

*The President’s Advisory Council has four work groups focused on issues and opportunities to improve equity and student success.*

- 11) Review the College’s General Education curriculum to assure that includes assessment of learning outcomes related to the College’s values: integrity, excellence, empowerment, inclusiveness, collaboration, and stewardship.

*Completed as part of the general education review, per the Faculty Senate.*

- 12) Review the First Year Experience curriculum to assure that it includes assessment of learning outcomes related to the College’s values: integrity, excellence, empowerment, inclusiveness, collaboration, and stewardship.

*In process within the Student Services Division.*

- 13) Include the College’s values on all letterhead and in all course information sheets to assure they are regularly communicated inside and outside of MCC.

*Completed*

- 14) Establish an online, anonymous portal for suggestions to improve operations, practices, and climate at the College and report out quarterly on the changes MCC is making in

response to these suggestions.

*Completed*

- 15) Provide bi-annual reminders to the College community through the Employee and Student Tribunes on
- a. Student Code of Conduct
  - b. Student Bill of Rights
  - c. Employee Code of Conduct
  - d. Grievance Procedures
  - e. Bias Incident Reporting
  - f. EthicsPoint Reporting

*Completed for Spring 2018. Reminders will be published again in Fall 2018.*

### **Building a Shared Understanding of our Rights and Responsibilities**

- 16) Develop a policy on Freedom of Speech that will include a clear definition of speech protected by the First Amendment and identify the procedure for reporting a bias incident at the College.

*In process*

- 17) Hold a forum on the First Amendment and the rights and responsibilities associated with free speech.

*Completed*

- 18) Review and recommend changes, as appropriate, to the Student and Employee Codes of Conduct to address violations related to social media postings.

*In process*

### **Additions**

Chief Diversity Officer Search

*Search is underway. Candidates undergoing interviews April-May 2018.*

PRISM Multicultural Center at the Downtown Campus

*Space has been identified and preliminarily designed.*

Diversity Equity, and Inclusion Plan

*Feedback by May 11, 2018, has been requested from Faculty Senate, Support Staff Planning Council, Student Government Association, Student Events and Governance Association and the MCC Board of Trustees.*

#### Board Policy Portal

*A web-based portal to facilitate college-wide input on proposed Board policies has been completed.*