

**Highline Community College**  
**Multicultural and Diversity Highlights**  
**Cultural Diversity Policy**

*Highline Community College actively promotes and supports a learning environment which ensures social justice, mutual respect, understanding, civility, and non-violence. Highline Community College is committed to the elimination of discrimination based on gender, race, class, economic status, ethnic background, sexual orientation, age, physical ability, and cultural and religious backgrounds. (Approved by the HCC Board of Trustees, 1993 - Posted in reception areas, classrooms and meetings spaces)*

**HCC Strategic Initiative #2** –*Enhance a college climate that values diversity and global perspectives.*

**N.A.S.C. Commission Commendation #1**- *Highline Community College is commended for actively engaging in college-wide appreciation of diversity. This commitment can be recognized in the inclusive, multidimensional approach to instruction, student services, and on/off campus activities.*

**Campus Demographics/2007-2008** (HCC Report to the Community)

**Hispanic:** 15% **Non-Hispanic:** White 39%; Asian 18%; Native Hawaiian/Pacific Islander 1%; African American 13%; Native American or Alaskan Islander 1%; Other/Foreign National/Multi-racial 13%

Reporting data includes ABE and ESL, and does not reflect the number of those not reporting.

**Multicultural Services**

*Multicultural Services (MCS) is committed to fostering a climate that celebrates diversity and multicultural understanding. MCS promotes and supports a learning community that values the diverse perspectives that students, staff and faculty bring to campus. Our services are dedicated to student retention and success.*

- **Washington Achievers (Scholarship recipients) Advising and Mentoring**
- **Cultural Clubs and Organizations**
- **Annual Martin Luther King, Jr. Celebration (January)**
- **Students of Color Opting to Reach Excellence (SCORE) Conference (March)**
- **Annual Unity Through Diversity Week (April)**
- **Annual Washington State Students of Color Conference (April)**
- **Multicultural Graduation Reception (May)**

**Inter-Cultural Center** - *The center is designed to engage students, staff and faculty; to promote multicultural understanding, student retention and a positive campus climate for the HCC community. (January, 2006)*

- **Diversity Poetry Lounge**
- **Quarterly Arts & Lecture Series**
- **Men of Vision (men’s discussion group) & Sistas’ Empower (women’s discussion group)**
- **Just Talk- discussion group on current issues**
- **Annual Faculty and Staff of Color and Allies Reception** – An annual reception celebrating the diverse perspectives that faculty and staff of color and allies bring to the campus that promote a positive climate for students, staff and faculty.
- **Critical Moments (CM) Project and Committee**- The CM project’s goal is to increase the visibility of successful students from diverse backgrounds through their “untold stories” and the critical moments that shape their identity and success.
- **Diversity and Global Studies (DGS) Department** - The mission of the Diversity and Global Studies is to improve the lives of students and their communities through education. We offer courses that examine the dynamics of culture and gender in a multicultural, global context. DGS courses provide the opportunity for students to develop skills needed for productive living in a diverse world and the wide experience which contributes to the pursuit of equity and tolerance.
- **Diversity and Globalism Requirement** - Effective Fall 1999, Students pursuing an Associate of Arts Transfer Degree are required to complete a course satisfying the Diversity and Globalism Requirement – 3 credits.
- **Puget Sound Welcome Back Center**- Provides education and counseling for internationally trained health care professionals
- **Recruitment and Retention Council for faculty and staff of color** – Established by the college President to study and implement ways to improve the recruitment and retention of employees at Highline, particularly employees of color. The Council upholds the importance of creating an inclusive educational community that expands the breadth of perspectives for learning and that creates an environment in which staff and faculty feel supported and respected. View the Winter 2009 report on Recruitment/Retention of Faculty/Staff of Color at <http://www.highline.edu/stuserv/rrcouncil/initiative.htm>