

Highline College Student Service Assessment

Multicultural Affairs

Mission Statement

Multicultural Affairs (MCA) provides transformative leadership in creating a learning and work environment that is equitable and inclusive. In light of the college's Cultural Diversity Policy, Multicultural Affairs is committed to increasing consciousness on diversity and social justice, empowering students as social change agents, and the dismantling of institutional oppression.

Departmental Functions

Critical Functions

- Leverage and enhance existing diversity efforts and initiatives across campus
- Organize and implement campus-wide multicultural, diversity, and social justice programming (LGBTQIA History Month, Rev. Dr. Martin Luther King, Jr. Week, Unity through Diversity Week)
- Coordinate and manage the Inter-Cultural Center (ICC)
 - General student lounge space
 - Informal networking/tutoring
 - ICC programs (Men of Vision, Women of Vision, Diverse Voices Open Mic, Counseling Wisdom Series)
- Support and facilitate campus communities of support and action around multicultural and equity initiatives (LGBTQIA Task Force, Whites on White, Faculty and Staff of Color Group)

Majority of time/effort

- Campus-wide and institutional multicultural initiatives
- Multicultural leadership development of students through the Inter-Cultural Center
- Multicultural and equity programming
- Professional development for faculty, staff, and students around cultural responsiveness

Require department's experience/attention

- Issues around diversity, multiculturalism, and equity
- Leadership development
- Multicultural organizational development
- Advocacy for marginalized students within institutional structures, policies, and practices

Essential to program sustainability (especially externally)

- Department partnerships- Center for Leadership & Service, Learning & Teaching Center, Instruction, High School Programs, Center for Leadership & Service, Women's Programs, Counseling, and Outreach
- Representation on Student Affairs Cabinet and Instruction Cabinet
- Instructional support of programs- committee work, attending programs

Secondary Functions

- Funding sources for campus-wide multicultural programming
- Scholarship information
- Student Clubs - Queer Straight Alliance Student Club, United Latino Association

Service Populations

Service Population & core service population

- Students of color
- Low-income students
- 1st generation college students
- LGBTQIA students
- Highline faculty and staff

Secondary Service Population

- English as a Second language (ESL)
- Running Start students
- Immigrant/refugee population
- Outreach Services

Service and Learning Outcomes

1. Students who access MCA or attend a MCA/ICC sponsored event will understand and be able to integrate their awareness on issues of diversity, multiculturalism, and social justice.
2. Faculty and staff who attend MCA/ICC sponsored events and trainings will increase their understanding and knowledge of issues relating to social justice, multiculturalism, diversity, power and privilege.