

# Responding to Discrimination & Harassment is Everyone's Responsibility

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VALENCIA COLLEGE

## VALENCIA COLLEGE

- 8 campuses across two counties in Central Florida, 9<sup>th</sup> (joint campus with UCF) opening in Fall 2019
- 90 certificates, 36 A.S. Degrees, 4 Bachelor's Degrees
- 60,891 enrolled students in 2017/2018
- Approximately 3,700 employees
- Part of the Florida College System



## Whose responsibility should this be?

## Being inclusive about being inclusive

- Broadening the scope of key partners
  - Student Affairs
  - Human Resources
  - Institutional Technology
  - Faculty
  - Safety & Security/Campus Police
  - Marketing/Public Relations
  - Deans/Campus Leadership
  - Students



## The benefits of a comprehensive approach

- Isn't this someone's job? We're doing our own thing
- Its not just about compliance
- Flip the narrative to focus on inclusion
- The intersection of "Title IX" and inclusion



## "Deputizing" campus partners

- Utilizing the Deputy Title IX Coordinator model
- Expanding your sphere of influence
- Importance of communication and development
- Influencing reluctant stakeholders



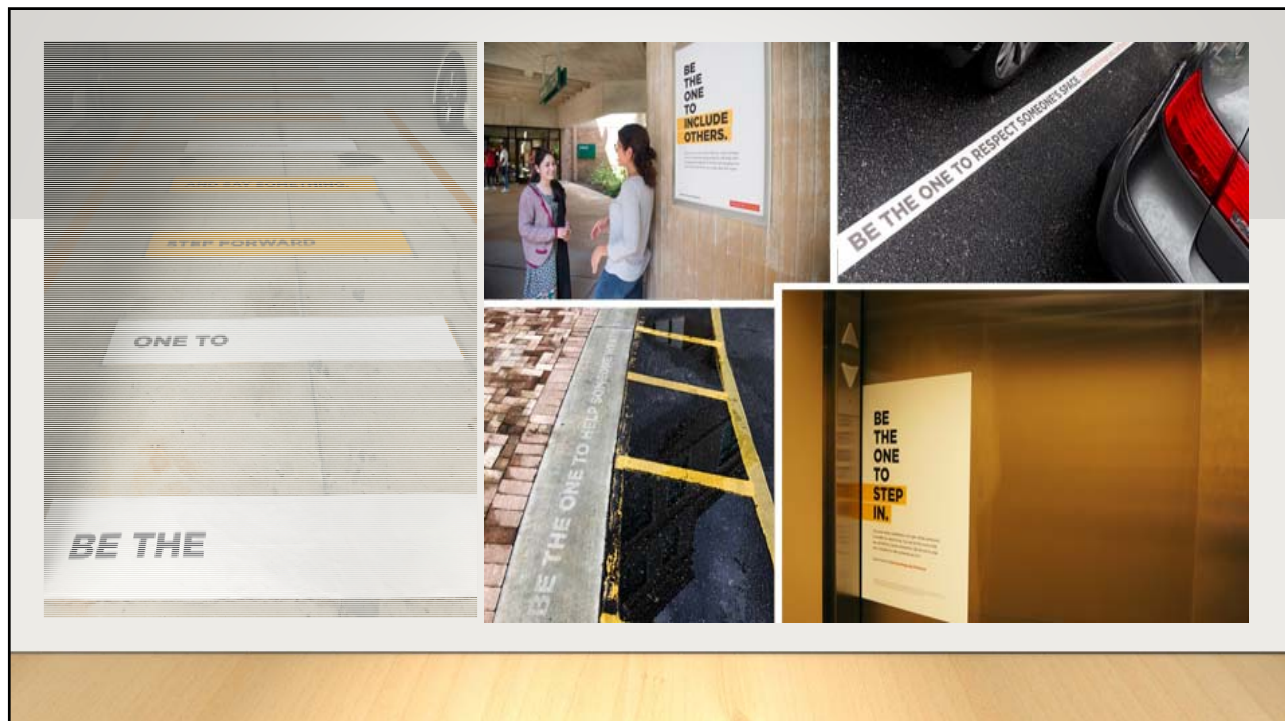
## Having a policy to support your efforts

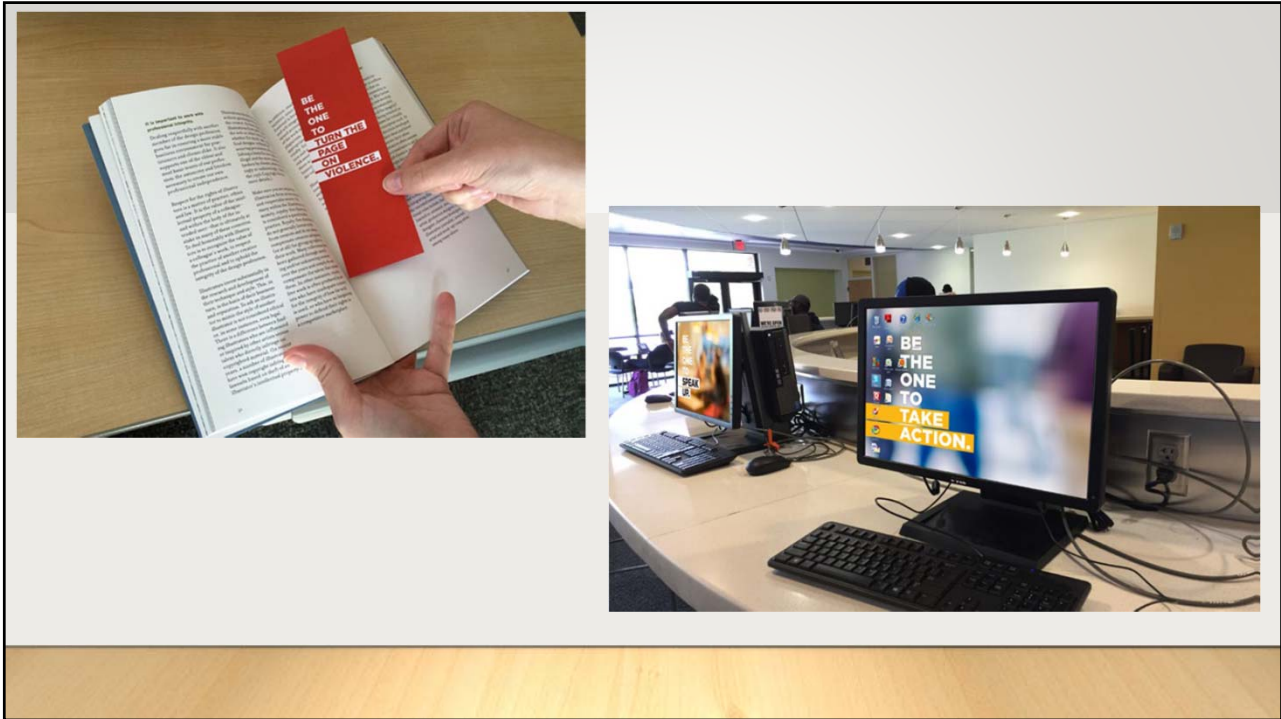
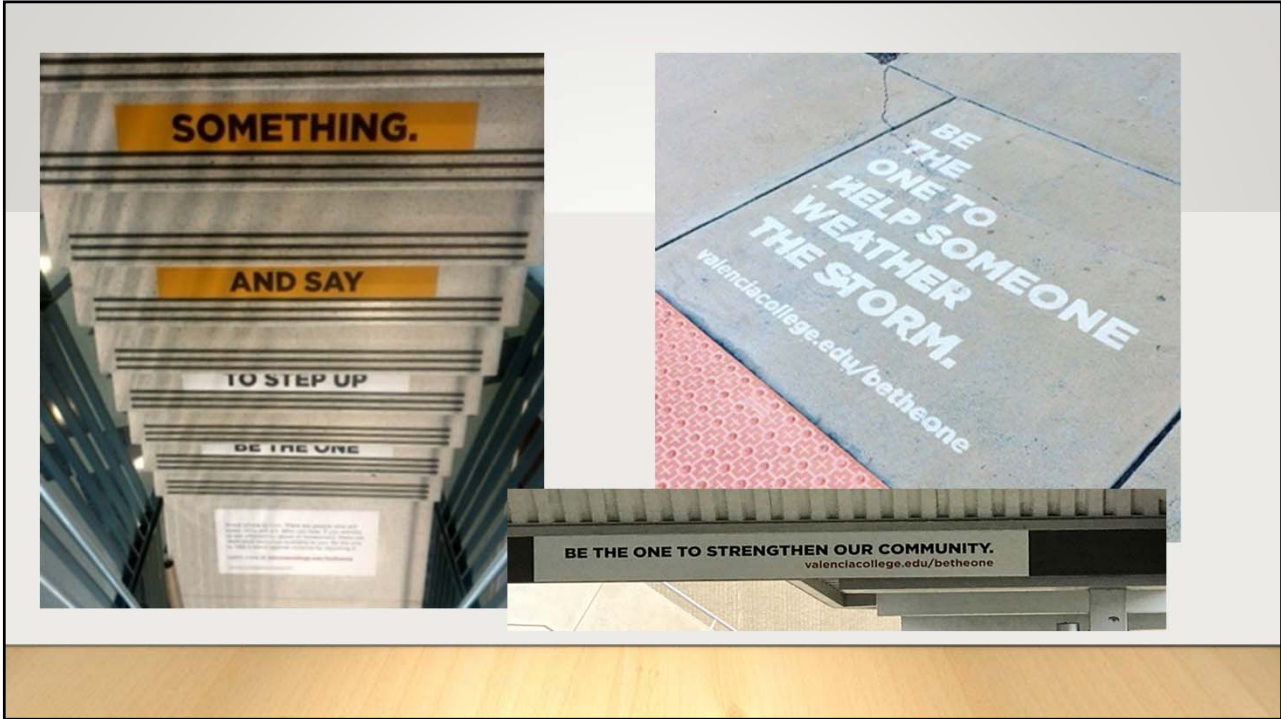
- Review existing policies and procedures
- Commit to collaborative change process
- Developing a comprehensive inclusion policy
- Communicate changes widely and effectively



## Developing Your Community Messaging

- Determining your target audience
- Identifying your goal
- Testing the waters
- Making an impact





## Educating everyone (and we mean everyone)

- Developing a tiered model

- Investigators/Deputies
- Responsible Employees and Leadership
- All other employees
- Students



## Questions? Thoughts?



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