Find a LITE Listener on the PCC website at www.pcc.edu/lite

LITE Listeners are PCC faculty and staff members who have been trained to offer support, resources, and compassion to community members experiencing difficult intercultural interactions on campus.

**LITE Listeners WILL...**

- Offer validation
- Share skill-building techniques
- Help you process your experiences
- Connect you with support resources
- Support you in problem-solving and conflict resolution

The Office of Equity and Inclusion is a key collaborator in Portland Community College’s commitment to civil rights, diversity, equity and inclusion. OEI uses the theory of social justice as our foundational framework for operation. We recognize the intersectionality of diversity, equity and inclusion and compliance. We are advocates for an inclusive college climate, regardless of individual differences, beliefs or identities.
LITE is a resource for students, faculty, and staff who are experiencing difficult intercultural interactions on campus in one of the following areas: ethnicity and race, age, faith, gender identity and expression, sexual orientation, veteran/service member status, or other aspects of personal or group identity.

- **LITE IS** college-recognized
- **LITE IS** compassionate intervention to explore how someone was affected by their experience
- **LITE IS** for those who have experienced inequity or need support processing a challenging intercultural interaction
- **LITE IS** based on an understanding that inequity is all around us
- **LITE IS NOT** fact-finding or formal
- **LITE IS NOT** designed to determine if inequity occurred
- **LITE IS NOT** a replacement for any of the college's formal procedures for addressing bias or inequity
- **LITE IS NOT** based on an assumption that inequity can be eliminated

### SCENARIO 1:
A student of color comes in very upset and shaking. Their coworker repeatedly disregards their contributions in favor of a white colleague.

### SCENARIO 2:
A student asks for support in a situation in which her classmates raise questions about her immigration status during a class discussion.

### SCENARIO 3:
A student reports that their instructor consistently misgenders them. When the student asks the instructor to stop, the instructor says she doesn’t have time for this because she is here to teach the material.

### SCENARIO 4:
A student with an accommodation for extended time reports that their instructor keeps asking why they need it, saying they will be fine just taking tests in the classroom, that it would be much easier that way. The student reports that comments like “no one is going to give you an accommodation in the real world” are making them question whether or not they belong here.

### Additional Resources
There are several other ways to get help if you find yourself in a difficult intercultural situation on campus. Check out the following online resources on the PCC website.

**STUDENT RESOURCES:**
- [www.pcc.edu/resources/report-an-incident](http://www.pcc.edu/resources/report-an-incident)
  Report discrimination, harassment, or sexual misconduct.
- [www.pcc.edu/counseling](http://www.pcc.edu/counseling)
  Get free and confidential counseling.
- [www.pcc.edu/student-life](http://www.pcc.edu/student-life)
  Get engaged in making a difference.
- [www.pcc.edu/disability](http://www.pcc.edu/disability)
  Get disability counseling and coaching.

**EMPLOYEE RESOURCES:**
- [www.pcc.edu/hr/](http://www.pcc.edu/hr/)
  Report discrimination, harassment, or sexual misconduct.
- [www.pcc.edu/hr/benefits/eap](http://www.pcc.edu/hr/benefits/eap)
  Get counseling help through the Employee Assistance Program.