



To: Emerging HSI Initiatives CWT
 From: Juone Kadiri
 CC: Jeff Aird

Date: July 19, 2022

Re: **Strategy #6 Emerging HIS – Charge for 2023**

Charge for 2022-23

After reviewing this year’s strategy/CWT charge (found on the [CPC SharePoint site](#)), and the recommendations from the year-end report, I have determined the charge for next year will include the following elements:

- Build organizational infrastructure throughout the college to support SLCC becoming an HSI which includes,
 - Participating in national organization conference to learn about emerging practices that could benefit students, employees and the larger SLC community.
 - Creating Spanish language inclusion in person and across the SLCC website.
 - Engaging of Latinx communities through employment and soliciting input in areas impacting the community.
 - Academic Affairs inclusion in areas like General Education and creating an Ethnic Studies program

You will be asked to present updates on your progress at the College Planning Council, Senior Leadership Team, and/or Executive Cabinet. At the conclusion of the year, please prepare a final short, written report on the work accomplished. This report will be submitted to the executive sponsor and Vice President Aird by the HSI Director. This will be the final report for this iteration of this strategic planning cycle.

Implementation Action Plan

Proposed Action (charge element)	Deliverable	Due By (date)	Assigned to (Person)
Reorganize committees	New committees based on proposed actions	August 15, 2022	Co-Leads

	Add them to the areas with their VP assignments		
Each division designate and assign a person from your area to be on the CWT	Provide VP Kadiri with names for the CWT committees	August 31, 2022	Provost and All VPs
Expand translation/interpretation services to public-facing departments. The expansion of these services should recognize/center the educational experiences of English Language Learner (ELL) students.	Phase 1 Identify 3-5 public facing departments this year ePortfolio Testing Center Writing Center When completed 3-5 more	December 31 st	VP Lepper Provost Sanders
Develop an Ethnic Studies major and minor major emphasis and minor areas of study include US African American studies, American Indian studies, Asian American studies Pacific Island American studies, Chicanx and Latinx studies and Ethnic studies	Make a timeline that will ensure that it is connected to articulation Faculty budget Create full time professor position Get into curriculum process to ensure Fall 2023 start	September 30, 2022 When the curriculum process	VP Sanders Roderic Land
Audit and update the general education diversity designation across	Create a timeline with General Education Committee and	Juone Kadiri meet with Alonso and Richard about question	VP Sanders David Hubert

SLCC to ensure curricula responds to current definitions based on scholarship and shared definitions	also check out about the transferability/articulation		
Lead a team of SLCC employees and student leaders to attend the national HACU conference annually. Create goals and accountability upon return	Create a list of whose going Create a plan with goals and objectives for attending and also plans when returning to incorporate learning	September 1, 2022	VP Kadiri Alonso Reyna Rivarola
Include HSI objectives in the strategic planning for the College.		September 1st	VP Aird
DACA Plan for students and Employees	Alonso to come to cabinet Create recommendations and plan to recommend to cabinet	August 2022	Alonso VP Martin VP Lepper
Hire a Bilingual Spanish English Mental Health Therapist	Talk with Chuck about hiring plan for mental health CHC center for HC RFP Counselor on retainer Help with RFP	August 2022 September 2022	VP Kadiri talk to VP Lepper Lanay CHC Co-Leads
Hire professors (adjunct and career	What would it look like to have	Ask Clifton	Provost Sanders VP Martin/Rick

line) with demonstrated experience developing and sustaining culturally relevant curricula in classrooms.	<p>demonstrative statement?</p> <p>What evidence can people provide?</p> <p>Who has done this well?</p> <p>Advocate</p>		Deans
Ensure bilingual (Spanish and English) signage is placed in high-traffic areas on campuses and public. Creating a timeline and plan for each campus	<p>Create a timeline and prioritize campuses and identify high traffic/priority areas</p> <p>Implementation</p>	<p>October 1, 2022</p> <p>May 2023</p>	VP McFarlane
Create public facing websites and resources such as the quote "About us" and other pages Focused on emerging HSI Website	<p>Create a timeline and prioritization for public facing websites and resources such as the quote "About us" and other pages</p> <p>Link it with the HSI</p>	September 2022	VP McFarlane CWT committee
Develop a philosophy about working with Native Americans in an authentic way that honors what our statement Draft and include HSI statement and Land	Identify institutional and state level representatives and build relationship with them to gain understanding of what it means to support Native	<p>October 2022</p> <p>September 2022</p>	<p>VP Kadiri Committee</p> <p>VP Kadiri VP Alison VP Lepper</p>

<p>Acknowledgement in all new job postings.</p>	<p>American Students prior to adding it to job postings.</p> <p>Create a philosophy and plan for when we use the land acknowledgement in college wide events</p>		
<p>Reinforce bilingualism as cultural wealth by ensuring important college documents are translated to Spanish and that translation is compensated if done by a college employee. This includes creating a web-based guide with a glossary of the most common Spanish dialect used at SLCC in to be adopted by bilingual speakers and translators.</p>	<p>Request information from Ryan Farley about current translation services. A web-based guide with a glossary of the most common Spanish dialect used at SLCC in to be adopted by bilingual speakers and translators.</p> <p>Create Best Practices for HSI</p> <p>3rd Party Translation find out what dialect is used and share info with your</p>	<p>When can you do this</p>	<p>Ryan Farley with 3rd Party Translation what was your process which languages to use and</p> <p>Cabinet HSI Director</p>
<p>Increase community engagement and participation in historically underserved communities by engaging in the community by hiring and</p>	<p>How can your area manage incorporating this?</p>	<p>Help set realistic one-year deadlines</p>	<p>VP Sheenan VP Kadiri</p>

<p>instituting more Middle School Program Coordinators in Title I Middle Schools.</p>			
<p>Create a robust plan to hire and develop faculty, staff, and administrators committed to equity and justice.</p>	<p>In coordination there should be a hiring timeline across divisions.</p> <p>We need a clearer definition of what commitment means. PWC led initiative that includes Employee evaluations</p>		<p>Cabinet PWC Rick what are you doing and by when</p>
<p>Set an institutional goal of becoming a leader in higher education regarding best practices for serving Latinx students through cultural reflective and culturally enhancing programs, services, and actions.</p>	<p>Define more clearly how we will define and measure becoming a leader. How will we know we did this?</p>	<p>November 2022</p> <p>December 2022</p>	<p>Committee members</p> <p>Cabinet approval</p>





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