



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

Date: July 19, 2022

Re: Strategy 6 Emerging HIS

Thank you for your efforts to advance this strategy. Your 2021-22 strategy report contained a review of the strategy’s background, how you approached the strategy, challenges encountered, and recommendations for continuing the work.

Key accomplishments this academic year include:

1. Collaborated in creating the college wide introduction of SLCC 360 which was focused on SLCC becoming an HSI. Participated in inviting author/researcher Dr. Gina Garcia to provide the keynote address for the college.
2. Building relationships with the community. For example, Black history month brought experiences of black and indigenous voices with the Latinx community in partnership with the Mexican Consulate. Presentations to the community about our intent to become HSI.
3. Creating subcommittees within the CWT to address various.
4. Requested and Received IBP funding for HSI Initiatives Director.
5. Research by subcommittee and internal stakeholders to initiate plan for the year which included brainstorming as groups and then cocreating achievable division assignments. Example includes HSI Research Report: “Understanding the Lived Experiences of Hispanic/Latinx Students at SLCC Summary of Results” by Diego Pliego (Feb 2022)

I have reviewed the recommendations from the strategy report and provided a response to each in the table below.

Recommendations	Response
1. Expand translation/interpretation services to public-facing departments. The expansion of these services should recognize/center the educational experiences of	Accepted

<p>English Language Learner (ELL) students.</p>	
<p>2. Create a student development decolonial framework to help reimagine how we support students at SLCC dot this spring work should include an awareness of how settler colonialism shaped the minds health and ways of thinking for underrepresented students staff and faculty.</p>	<p>Postponed until later date to be done in collaboration with Academica Affairs and Professional Development once theories and definitions more defined.</p>
<p>3. 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</p>	<p>Postpone until later date.</p>
<p>4. Audit and update the general education diversity designation across SLCC to ensure curricula responds to 21st century realities.</p>	<p>Accepted</p>
<p>5. Lead a team of SLCC employees and student leaders to attend the national HACU conference annually. Create goals and accountability upon return</p>	<p>Accepted</p>

6. Include HSI objectives in the strategic planning for the College.	Accepted
7. DACA Plan for students and Employees	Added to original recommendations
8. Hire a Bilingual Spanish English Mental Health Therapist	Added to original recommendations
9. Hire professors (adjunct and career line) with demonstrated experience developing and sustaining culturally relevant curricula in classrooms.	Accepted with modification: identify and add to job descriptions what it means to have demonstrated experience developing and sustaining culturally relevant curricula in classrooms
10. Ensure bilingual (Spanish and English) signage is placed in high-traffic areas on campuses and public. Creating a timeline and plan for each campus	Accepted and added need for timeline
11. Be up front about our commitment to becoming an HSI and our public facing websites and resources such as the quote "About us" and other pages	Adjusted language: Internal and external facing websites and resources, such as the "About us" to include HSI about our Commitment to become Emerging HSI. (Highly accessed pages)
12. Draft and include HSI statement and Land Acknowledgement in all new job postings.	Accepted with modification: Identify institutional and state level representatives and build relationship with them to gain understanding of what it means to support Native American Students prior to adding it to job postings
13. Reinforce bilingualism as cultural wealth by ensuring important college documents are translated to Spanish and that	Accept with modification: Separate these into two areas

<p>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>14. Increase community engagement and participation in historically underserved communities by engaging in the community hiring and instituting more Middle School Program Coordinators in Title I Middle Schools.</p>	<p>Accepted with modification: For HSI we need to track Latinx communities that we need to track</p>
<p>15. Create a robust plan to hire and develop faculty, staff, and administrators committed to equity and justice.</p>	<p>Accepted with modification: In coordination there should be a hiring timeline across divisions. We need a more clear definition of what commitment means.</p>
<p>16. 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>



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 Add them to the areas with their VP assignments	August 15, 2022	Co-Leads
Each division designate and assign a person	Provide VP Kadiri with names for the CWT committees	August 31, 2022	Provost and All VPs

from your area to be on the CWT			
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.	<p>Phase 1 Identify 3-5 public facing departments this year</p> <p>ePortfolio Testing Center Writing Center</p> <p>When completed 3-5 more</p>	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	<p>Make a timeline that will ensure that it is connected to articulation</p> <p>Faculty budget Create full time professor position</p> <p>Get into curriculum process to ensure Fall 2023 start</p>	<p>September 30, 2022</p> <p>When the curriculum process</p>	VP Sanders Roderic Land
Audit and update the general education diversity designation across SLCC to ensure curricula responds to current definitions based on scholarship and shared definitions	Create a timeline with General Education Committee and also check out about the transferability/articulation	Juone Kadiri meet with Alonso and Richard about question	VP Sanders David Hubert

Lead a team of SLCC employees and student leaders to attend the national HACU conference annually. Create goals and accountability upon return	<p>Create a list of those going</p> <p>Create a plan with goals and objectives for attending and also plans when returning to incorporate learning</p>	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	<p>Alonso to come to cabinet</p> <p>Create recommendations and plan to recommend to cabinet</p>	August 2022	Alonso VP Martin VP Lepper
Hire a Bilingual Spanish English Mental Health Therapist	<p>Talk with Chuck about hiring plan for mental health</p> <p>CHC center for HC RFP Counselor on retainer</p> <p>Help with RFP</p>	<p>August 2022</p> <p>September 2022</p>	<p>VP Kadiri talk to VP Lepper</p> <p>Lanay CHC</p> <p>Co-Leads</p>
Hire professors (adjunct and career line) with demonstrated experience developing and sustaining culturally relevant	<p>What would it look like to have demonstrative statement?</p> <p>What evidence can people provide?</p>	Ask Clifton	Provost Sanders VP Martin/Rick Deans

curricula in classrooms.	Who has done this well? Advocate		
Ensure bilingual (Spanish and English) signage is placed in high-traffic areas on campuses and public. Creating a timeline and plan for each campus	Create a timeline and prioritize campuses and identify high traffic/priority areas Implementation	October 1, 2022 May 2023	VP McFarlane
Create public facing websites and resources such as the quote "About us" and other pages Focused on emerging HSI Website	Create a timeline and prioritization for public facing websites and resources such as the quote "About us" and other pages Link it with the HSI	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 Acknowledgement in all new job postings.	Identify institutional and state level representatives and build relationship with them to gain understanding of what it means to support Native American Students prior to adding it to job postings. Create a philosophy and	October 2022 September 2022	VP Kadiri Committee VP Kadiri VP Alison VP Lepper

	<p>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 instituting more Middle School Program Coordinators in Title I Middle Schools.</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>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>