

To: SLCC College Planning Council  
 From: Chuck Lepper, VP for Student Affairs & Enrollment Management  
 CC: Jeff Aird, VP for Institutional Effectiveness

Date: August 2, 2021

Re: **Strategy #10**

The 20-21 strategy report contained a brief review of the work and numerous recommendations that span across the institution. I have provided the response to each recommendation below that are within the purview of the Division of Student Affairs:

	Recommendation	Response
1.	Fund a new full-time role so that each Students of Color population has at least one full-time Multicultural Student Success Coordinator.	Support Recommendation. Will be prioritized in the IBP process
2.	Create multiyear plan to provide funding for additional full-time roles so that each historically excluded student population has Multicultural Student Success Coordinator support at a 300:1 student to MSSC ratio.	Support Recommendation. However, due to limited funding, this would take several years to achieve. Explore alternative ideas/solutions.
3.	Add languages reflecting those with a lived experience similar to the historically underserved SLCC student populations in all Financial Aid & Scholarships open positions as a preferred or mandatory qualification.	Support Recommendation. Financial Aid and Scholarships are actively looking to update scholarship application systems (i.e. AwardSpring).
4.	Prioritize funding and institutional support for expansion of programs that successfully serve Students of Color (e.g. "warm welcome" collaboration between ODMA and Orientation & Student Success, BruinScholars, Care Team).	Support Recommendation. However, possible funding for expansion of programs may already exist. This may also overlap with "community councils" for each area of student. Idea needs to be fleshed-out further.

5.	Create multiyear plan to establish independent identity centers for Black, Asian American, Native American, Latinx, Pacific Islander, and Middle Eastern students.	Support concept. However, do not see this as feasible over the next 5-10 years due to space and funding limitations. Explore possible virtual or flexible space to meet the needs of students and communities.
6.	Add to Multicultural Student Council position descriptions, the expectation that they examine all policy changes up for review and provide feedback as appropriate. Create outreach expectation for the Risk Management position that manages the policy review and feedback process.	Approve recommendation as it relates to Multicultural Student Council position. Coordination with the Office of Risk Management needs to occur.
7.	Create a joint staff-student taskforce to recommend ways to improve the institutional support for students with historically excluded identities.	Approved Recommendation. Possible expansion of current VP for Student Affairs & Enrollment Management and Provost for Academic Affairs model of meeting with student leaders from underserved communities.
8.	Create institutionalized reciprocal benefits for multicultural student organizations who are often asked to take on representative roles for SLCC.	Support Recommendation, but additional exploration and defining term "institutionalized reciprocal benefits."
9.	Create an Indigenous student recruiter position to do outreach in the Native American community and provide initial enrollment support.	Support Recommendation. Priority within IBP requests. Good timing with on-campus housing.
10.	Capture tribal affiliation on the Admissions application.	Support Recommendation. Take recommendation to Executive Cabinet for approval.

Additionally, a menu of recommendations were provided that need further discussion. As a next step, stakeholders will be gathered to review the menu of recommendations and determine appropriate action.



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