

To: CCC President and College Council

From: CCC Academic Senate

Re: Request Establishment of a CCC President's Commission on HSI Servingness

Date: April 2024

In support of working intentionally, strategically and collectively in eradicating educational inequities, closing the disproportionate equity gaps, and in support of CCC Fall 2023 and Spring 2024 All College Day emphasis and charge of HSI Servingness, ***Contra Costa College Academic Senate requests the establishment of a CCC President's Commission on HSI Servingness.*** Having a campus-wide CCC President's Commission intentionally focused on HSI Servingness is a commonly established best practice amongst HSI designated colleges and universities and as such, we request its' creation and implementation at CCC. See Appendix Example 1, for examples of HSI designated California Community Colleges, CSU and UC campuses membership structure, charges, and tasks for reference.

**Justification for the Ask of a CCC President's Commission on HSI Servingness:**

Per enrollment of Hispanic-Identified students, CCC has been awarded 3 HSI grants since 2011:

- Most recent data shows Fall 2022 CCC enrollment as 47% Hispanic-identified students
- Total of \$12.95 Million in HSI grant money has been awarded to CCC per Hispanic-identified student enrollment
- Most recent 2022-2025 Student Equity Report data identified our CCC Hispanic-identified students are successfully enrolling, completing transfer level math/english and persisting at CCC yet at point of ***Transfer and Completion CCC Hispanic-identified students continue to be and are disproportionately impacted.***

<b>Year Awarded</b>	<b>Amount Awarded</b>	<b>Grant Focus</b>
2011-2017	\$ 4.1 Million	STEM I
2017-2023	\$5.95 Million	STEM II
2020-2025	\$2.9 Million	Social Justice
TOTAL	\$12.95 Million	

### **CCC President's Commission on HSI Servingness Composition Recommendations:**

- Co-Chaired by CCC President (or designee) and Academic Senate faculty member
  - Strategic selection of campus admin, faculty and staff for effective leadership and collaboration both in composition and where placed/reporting-to on campus
    - For example, Cabrillo College's HSI Task Force is a Sub-Committee of College Planning Council
  - Membership to be inclusive of students and community members
    - NOTE: Individual can encompass more than one representation. For example, one person can represent both College Council and Classified Professional Senate Member if applies.
      - CCC President (or designee from President's Cabinet)
      - Faculty Member (preferred from Academic Senate)
      - Classified Professional Senate Member
      - HSI Program Manager
      - Transfer Center Representation
      - College Council Member
      - Student Success Committee Chair
      - Puente Project/MAS Faculty Representation
      - Administrator overseeing Equity, Institutional Effectiveness, Student Success, Student Services
      - Data Researcher
      - United Latino Voices of Contra Costa College Community Representation (West County Representation)
      - La Raza Student Union Student Representation
      - Puente Project/MAS Student Representation
      - CCC Latinx Faculty, Staff and Association Representation
  - Meetings to be regular/monthly as consistent engagement is vital for ongoing dialogue, brainstorming, action planning and follow-through on goals/tasks.
    - Fall (Sept, Oct, Nov)
    - Spring (Feb, Mar, Apr)
    - Summer (to be determined/as needed). .
  - Formally announced as part of CCC HSI Week Kick-Off on Tuesday, September 10, 2024 with Dr. Gina A. Garcia Teach-In: Defining Servingness in Practice at Hispanic Serving Institutions/Newly published book Transforming Hispanic-Serving Institutions for Equity and Justice and Practitioners Workbook

### **CCC President's Commission on HSI Servingness Charges/Tasks/Expectations:**

- Provide input, feedback and recommendations at an institutional level in support of intentional and strategic research based HSI best practices via Excelencia in Educacion, Seal of Excelencia, Que Pasa HSI, HACU, AHSIE, COLEGAS, HSI Leadership Network

- Review Institutional and Service Area community data to include Student Equity Reports for data-driven recommendations and decision making
- Review of campus-wide historical and current HSI Servingness practices, programming, website, marketing and activities
- Intentional equity centered, culturally relevant and responsive training additions to Nexus/PD/Pedagogy Conference to support faculty HSI professional development
- Professional Development Conferences grounded in HSI Servingness such as: HACU, AHSIE COLEGAS, HSI Leadership Network, NCORE, SACNAS
  - HACU: Hispanic Association of Colleges and Universities
  - AHSIE: Alliance for Hispanic Serving Institution Educators
  - COLEGAS: California Community Colleges Organizacion de Latina/o/x Empowerment, Guidance, and Advocacy for Success
  - NCORE: National Conference on Race and Ethnicity in U.S. Higher Education
  - SACNAS: Society of Advancing Chicanos/Hispanics & Native Americans in Science
- Support in planning of annual California Community College HSI Week, Hispanic Heritage Month
- Creation of a HSI President’s Commission landing page on CCC Website. Following are some examples:
  - UC Berkeley  
<https://chancellor.berkeley.edu/task-forces/hispanic-serving-institution-task-force>
  - CSU Fullerton <https://www.fullerton.edu/sa/students/hsi.html>
  - Oxnard College <https://www.oxnardcollege.edu/hispanic-serving-institution-designation>
  - Cabrillo College  
<https://www.cabrillo.edu/office-of-instruction/hispanic-serving-institution/>
  - Long Beach City College  
<https://www.lbcc.edu/press-release/long-beach-city-college-earns-prestigious-seal-excellence-recertification>

**Appendix Example 1:**

HSI College/University	Name and Charge
<p><b>Cabrillo College</b></p> <p><b>Committee Members:</b></p> <ul style="list-style-type: none"> <li>● Faculty</li> <li>● Staff</li> <li>● Administrators</li> <li>● Students</li> <li>● Community members</li> </ul>	<p><b>HSI Task Force</b></p> <ul style="list-style-type: none"> <li>● Engage in research</li> <li>● Review best practices</li> <li>● Discuss Cabrillo’s historical and current practices</li> <li>● Provide recommendations for the college to enact Servingness in practice</li> <li>● Sub-committee of College Planning Council (CPC)</li> <li>● Co-Led by CPC and Chicano Latino Affairs Council</li> </ul> <p><b>HSI Leadership Team</b></p> <ul style="list-style-type: none"> <li>● Created to ensure HSI Task Force recommendations move to action</li> <li>● Intentionally designed to elevate grassroots leaders who have historically engaged in the work with College leadership, including the College</li> </ul>

HSI College/University	Name and Charge
	<p>President</p> <ul style="list-style-type: none"> <li>● Focus on college-wide Professional Development with goal of college-wide understanding of HSI Servingness</li> <li>● Framing Servingness as a braid with Guided Pathways and Equity</li> <li>● Sub-committee of College Planning Council</li> <li>● Was focused on Dr. Gina Garcia's Que Pasa HSIs Podcast <a href="#">episode 9</a></li> </ul>
<p><b>Oxnard College</b></p> <p><b>Committee Members:</b></p> <ul style="list-style-type: none"> <li>● Faculty</li> <li>● Classified</li> <li>● Administrators</li> <li>● Researcher,</li> <li>● Students</li> <li>● Community members</li> </ul>	<p><b>President's Commission on HSI Servingness</b></p> <ul style="list-style-type: none"> <li>● Advise the President on ways to expand and measure campus services and interventions that impact Latinx students and local community</li> <li>● Advising on application for the Seal of Excelencia</li> <li>● Advising on interventions that can be included in future federal/state grants</li> </ul>
<p><b>CSU Fullerton</b></p> <p><b>Committee Members:</b></p> <ul style="list-style-type: none"> <li>● Faculty</li> <li>● Classified</li> <li>● Administrators</li> <li>● Researcher,</li> <li>● Students</li> <li>● Community members</li> </ul>	<p><b>HSI Task Force</b></p> <ul style="list-style-type: none"> <li>● Make recommendations in alignment across three core areas of data, practice, and leadership, which show:</li> <li>● Evidence of effectiveness and intentionality in institutional practices serving Latino students</li> <li>● Positive momentum for Latino student progress in data</li> <li>● Makes recommendations dedicated to transforming the institution into an environment where Latino students thrive</li> <li>● Provides strategies in leadership that clearly articulate institutional focus on advancing Latino student success</li> </ul> <p>Earned Seal of Excelencia Serving a student population that is 47.3% Latinx</p> <p>Ranks No. 2 in California and No. 3 in the nation for awarding bachelor's degrees to Hispanic students.</p>
<p><b>UC Berkeley</b></p> <p><b>Committee Members:</b></p> <ul style="list-style-type: none"> <li>● Administration</li> <li>● Faculty</li> <li>● Researcher</li> <li>● Students</li> <li>● Budget Office</li> </ul>	<p><b>HSI Task Force</b></p> <ul style="list-style-type: none"> <li>● Develop immediate, short and long-term HSI goals;</li> <li>● Create an actionable, campus-wide engagement and socialization plan, including a communications plan (e.g., website, materials, social media, community engagement, etc.);</li> <li>● Make recommendations for investments in infrastructure, curriculum, research, and campus culture toward serving the Chicax/Latinx community, as well as other underrepresented, underserved and/or invisibilized communities;</li> <li>● Collect, review and make recommendations to the President per relevant institutional data</li> </ul>

