Transforming Hispanic Serving Institutions Book Club Fall 2023

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Equal Employment Opportunity Advisory Committee (EEOAC) & Student Equity Achievement (SEA)

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Purpose: The purpose of the Transforming Hispanic Serving Institutions (HSI) Book Club was to reflect on our identity as an HSI designated college, discuss responsibilities in fulfilling HSI efforts, and celebrate Hispanic Heritage Month. As we further examined what it meant to be an HSI, we revisited the Becoming HSIs Book Club 2021 Recommendations to assess Palomar College's progress and needed areas of improvement. Engagement in the book club served as professional development in sharing HSI best practices, cultivating a welcoming experience for students and colleagues, as well as recognizing next steps needed to make significant changes to establish Palomar College's HSI identity.

Participants: The 44 participants were composed of classified staff, faculty members, and administrators. Book club members represented 13 different disciplines, and 9 areas across campus, including the Association of Latinos and Allies for Student Success (ALASS), Asian Pacific Alliance in Higher Education (APAHE), and Palomar Black Faculty and Staff Association (PBFSA).

Engagement: The book club participants were provided with either a hardcopy or digital copy of the *Transforming Hispanic Serving Institutions for Equity and Justice* book by Gina Ann Garcia. Members were given guided reading reflection questions in preparation for each meeting. A total of three book club meetings were held in person at the San Marcos campus for one hour and thirty minutes. Book club members who were located on a different campus or on remote work assignments were provided with a hyflex option to join the meetings virtually. All participants engaged in reading discussions within Familias, shared professional and personal experiences, applied HSI concepts to Palomar College, and examined progress on 2021 recommendations.

Three additional recommendations were created as a result of the 2023 Transforming HSIs Book Club.

Assessment on Progress of Fall 2021 Recommendations

1**.** Enhance the racial, cultural, and linguistic experiences for Latinx students. Allocate resources to Latinx enhancing actions, designate time and compensation for those who lead these efforts.

Status:	**Next Steps:**
Not Met	Assessment of current activities Collaborate with all constituent groups, such as ASG, Student Services, Instructional Services, and College Council

2. Hire people of color for staff, faculty, and administrator positions, including Latinx people who mirror our student population.

Status:	Next Steps:
Not Met	Review current hiring policies Assess current employee demographics, including intersectional and linguistic identities

3. Protect and empower Latinx staff and faculty to go into leadership roles.

Status:	Next Steps:
Not Met	Create or expand on current mentorship strategies to be inclusive to Latinx staff and faculty Investigate current practices Collaborate with Latinx organizations that provide leadership training

4. Institutional commitment to support ALASS, MEChA, and Puente.

Status:	Progress:	Next Steps:
Partially Met	Dedicated Puente Project student shared space Hired one full-time Puente Counseling Faculty	Hire more support staff Dedicated funding to support Latinx community activities Hiring designated full-time Puente Faculty Support for Latinx-based student organizations

5. Provide a physical space dedicated to Latinx students.

Status:	Next Steps:
Not Met	Identify dedicated space for Latinx students Allocate funding for space to be staffed and functional for student use

6. Provide a physical space for Undocumented/AB 540/DACA and mixed status students.

Status:	Progress:	Next Steps:
Partially Met	Dedicated Undocumented Student shared space Hired one full-time Undocumented Student Center Coordinator	Designate general funding Inclusion of Undocumented Students Support Work Group in shared governance

7. Use an HSI lens to improve institutional practices and require equity training for all employees.

Status:	Next Steps:
Not Met	Include HSI efforts in college-wide plans, such as program review, EEO and strategic plans Restructure Flex week to be inclusive of classified staff Decolonize hiring practices

2023 Book Club Recommendations

Three additional recommendations were created as a result of the 2023 Transforming HSIs Book Club to serve as a call to action to enact HSI efforts forward at Palomar College:

1. **Cultivate a safe and inclusive environment for authentic community dialogue.**
2. **Establish an HSI governance group to ensure institutional responsibility and movement of HSI efforts for the Latinx campus community.**
3. **Address cultural taxation and develop strategies to alleviate the burden of racial equity on people of color.**

This document includes a summary of needs for each of the additional 2023 Transforming HSIs Book Club recommendations.

1. **Cultivate a safe and inclusive environment for authentic community dialogue.**
   a. Create opportunities for campus members to share professional and personal experiences.
   b. Promote authentic interactions outside of book club meetings, where students and employees feel comfortable to be themselves.
   c. Engage in freedom dreaming practices that engage individuals to storytell, connect, stay curious, and create possibilities for a college identity that extends beyond an HSI designation.

2. **Establish an HSI governance group to ensure institutional responsibility and movement of HSI efforts for the Latinx campus community.**
   a. Align HSI efforts and support the embedding of Latinx enhancing practices across campus.
   b. Monitor progress of HSI efforts, including but not limited to Becoming HSIs and Transforming HSIs Book Club Recommendations.
   c. Provide support in collaboration with other campus members to enhance Latinx cultural experiences, including diverse employee groups.

3. **Address cultural taxation and develop strategies to alleviate the burden of racial equity on people of color.**
   a. Call to our colleagues and leaders to become intentionally involved to carry out HSI efforts.
   b. Our passion and investment in the community allow us to begin the work but significant contributions are needed to move intentions into tangible actions throughout our whole institution.
   c. Intentionally weave recommendations into all campus plans (program review, ongoing initiatives, facilities and strategic plans, etc.).
   d. Currently as an institution, we are not embracing our HSI identity and inadvertently rejecting our multiple identities, thereby denying seeing our Latinx students and employees as part of our community.