

PHASE 4

IDENTIFYING ACTION ITEMS

After participating in a Hispanic-Serving Institution (HSI) educational presentation, departments are encouraged to engage in a focused team discussion to reflect on how the presentation's themes and recommendations apply to their specific roles, responsibilities, and campus impact. Below are suggestions for what departments can do to further align with Cal Poly's broader HSI goals.

Recommended Follow-Up Steps

- Facilitate a follow-up team discussion about the presentation's relevance to your division/unit/department. Identify how your work aligns, or could better align, with Cal Poly's HSI mission and values.
- Draft a 1-page brief outlining short and long-term servingness goals.
 - Reference the Pathways to Becoming an HSI: Executive Summary when shaping your goals.
 - Include a projected timeline for implementing identified goals.

Suggested Action Items by Area

For Academic Departments

- Review syllabi and curriculum for cultural inclusivity and representation of multiple scholarly views.
- Collaborate with HSI-related programs and experts to co-host academic events centering Latinx students or topics relevant to Latinx communities.

For Administration

- Embed servingness principles into onboarding, professional development, and training processes.
- Integrate HSI servingness-goals into strategic plans, annual reports, and department-wide assessment efforts.

For Student-Facing Staff

- Assess current student programs for cultural enhancement and inclusivity.
- Develop student surveys to evaluate sense of belonging, identity empowerment, campus representation/visibility, access and student success.

