

Dear President Shabazz,

We thank you for meeting with our SD Concilio on August 9, 2023. We also appreciate the opportunity to meet and dialogue with so many of your Chicano/Latino administrators and faculty. We reiterate that our objective was to discuss institutional progress in the areas outlined in our 2023 SD Concilio Report. Our intent is not to place blame for relative lack of institutional transformation that equitably supports Chicano/Latino students.

As we stated, the former SDCCD chancellor's unwillingness to provide disaggregated district data on Chicano/Latino faculty or budgetary expenditures on Chicana & Chicano Studies leaves us in the dark on these critical priorities. We hoped to obtain more direct data on these priorities from our discussion with you and your colleagues at City College.

Below are some bullet points that were take-aways from your comments and those of your faculty and staff:

- Since 2017, City College has been transformed through its hiring practices to increase diversity.
- When assessing data on faculty composition, there is a challenge with candidate self-classification, including the category of "other."
- There has been a decline in student enrollment at City College but not significant. For Chicano/Latino students, the issue is decreases in full-time units. There are increases in Promise Program students and students that are concurrently enrolled.
- Like many institutions, City College is finding its way out of the Pandemic, trying to increase in-person instruction while maintaining a balance with virtual instruction.
- It is challenging to change patterns of hiring. The definition of Latinidad is complex and should be considered.
- To maximize faculty retention, City College expanded its new hire institute from one semester to an entire academic year. However, City College is a "welcoming campus" that does not need formalized programs. Instead, we demystify titles and consider everyone "family." We don't have a "retention problem."
- A goal at City College is to have a representative faculty and we can improve. We need intentional recruitment and expand our hiring pools.
- Our hiring committees are generally diverse.
- Career Pathways helps employees move from classified positions to faculty.
- Our intent at City College is to support Chicana & Chicano Studies. A goal is to embed CCS and Black Studies into STEM disciplines. We are writing grants to integrate more such social studies into the sciences.
- In considering the possibility of a second cohort of Puente students at City College, there should be a conversation with the current staff serving the present Puente cohort.

Please let us know if we recorded any of these points erroneously.

We would like to add our SD Concilio's responses to these comments. We find your comment interesting, that City College has none of the problems outlined in our SD Concilio report. As the scholar Gina Garcia points out, a truly equitable, "transformed HSI" does not

exist, i.e., there is room for improvement at every college and university. The retention of Chicano/Latino faculty is so important that it should not be left to chance or the assumption of a family-like atmosphere on campus. It's a challenge for colleges and universities to construct an effective transition process, including dedicated mentors, for new faculty that maximizes their likelihood of achieving tenure.

Although we recognize that some candidates for a faculty position might provide inaccurate self-designation, we have seen no research evidence of a reason to question institutions' data on faculty composition. Without such research evidence, we accept institutions' self-reported faculty composition at face value.

We also recognize that defining "Latinidad" is a strong concern of some organizations, including academic departments. Our SD Concilio places a priority on action, on transforming institutional structures, standards, policies, and procedures that have a broad impact on Chicano/Latino students, regardless of their intersectionality. For example, we believe that Chicano/Latino faculty and Chicana/Chicano Studies provide benefits to all Chicano/Latino students.

We are pleased to hear the expression of support for Chicana & Chicano Studies at City College. We also believe that expanding the department can be done while also infusing Chicana & Chicano Studies into the broader curriculum, including STEM departments.

Regarding our recommendation for strong consideration of a second Puente cohort at City College, we have indeed talked to staff that work with Puente on your campus both in the past and at present. Our SD Concilio has members that have been deeply involved with Puente at Mira Costa College and Southwestern College, respectively. Mira Costa has had two Puente cohorts since 2020 and Southwestern will launch its second Puente cohort this fall. Our conclusion is that adequate resources, e.g., a line-item budget and sufficient allocation of faculty/staff, along with strong administrative support, are requisites for any number of effective Puente cohorts. We believe strongly in the efficacy of the Puente program model. We also believe that merely adding a second cohort to the responsibilities of the program's existing faculty/staff without commensurate increase in their allocated time is inappropriate.

Again, we thank you for your time and your information regarding City College. We look forward to our next conversation.

Sinceramente,

Patrick Velasquez, Co-Chair
SD Concilio

Isidro Ortiz, Co-Chair
SD Concilio