

		Theme	Recommendation	Responsible parties	Progress
		Overall	Recommendation 1: Review and revise the primary guiding documents of Hartnell College, the Mission and Vision statements, and the current strategic plan to be inclusive, anti-racist, and culturally affirming and sustaining.	Hartnell College Council; Office of Institutional Equity, Effectiveness, and Success; Equity Assurance Council; HSI Committee	
			Recommendation 2:		

		Student Equity Plan	Recommendation 20: Review current Student Equity Plan, including a shortened time frame for implementation, utilizing the findings from the CUE report. Incorporate the findings of the CUE review into a revised process for creating future SEPs. Include yearly review of the SEP and annual updates to the Board of Trustees.	Office of Institutional Equity, Effectiveness, and Success; Equity Assurance Council; Hartnell College Council; Cabinet	
			Recommendation 21: Create an Advisory Group to review data and make recommendations that support African American, African Heritage and Black student success. Conduct inquiry with our African American, African Heritage, and Black faculty, staff, and administration.	ATD Data Team/Advisory Research Group	
			Recommendation 22: Institutionalize and sustain funding for the Umoja program.	President/Superintendent; Office of Institutional Equity, Effectiveness, and Success; Office of Student Equity	
		Professional Development	Recommendation 23: Review and analyze the Professional Development Committee processes for approving requests, whose requests are approved and for what kind of professional development, and committee composition. This review can help identify internal sources of knowledge regarding anti-racism and help the institution identify where gaps exist in inclusive, anti-racist, and culturally affirming and sustaining professional development.	Professional Development Committee	
			Recommendation 24: Communities of Practice: Anti-racism and equity efforts can be a means to build community and collegiality between students, classified, admin, and faculty. Additionally, it can serve as a means to report out and/or a "feedback loop" for those who have attended workshops and training.	Professional Development Committee; Academic Senate	
			Recommendation 25: Communication and promotion of professional development for students, classified, admin, and faculty. There is a need to better communicate and promote existing professional development opportunities that center on anti-racism and equity efforts. This is also an opportunity to prioritize anti-racist professional development and provide financial support for these as the majority of requests that are approved by the PDC.	Professional Development Committee	
		Courageous Conversations	Recommendation 26: Adopt the four-stage community engagement framework to ensure culturally affirming spaces for students and foster dialogue to further understanding and anti-racist action.	Office of Institutional Equity, Effectiveness, and Success; Office of Student Life; Hartnell College Council	
		Student Engagement	Recommendation 27: Cultural Diversity Festival/Summit to promote anti-racism through campus forums to create a cultural climate of respect, and build a bigger general audience for students to engage in campus events. Bringing together artists and creators from various cultural backgrounds, the vision for the festival is to share visual and performing arts as well as culinary traditions, to promote positive dialogue and appreciation of different cultures and ethnicities. The desired outcome is to bring joy and create curiosity that will in turn increase respect and mutual understanding, and ultimately help break down the cycle of racial bias.	ASHC student leaders; Hartnell administration; Hartnell Arts faculty; Salinas Valley Arts & Innovation Hub	

			<p>Recommendation 28: Student fellowships - create a district-wide racial equity and social justice focused fellowship program to provide PD opportunities and basic needs support to students in social science and other social justice-oriented disciplines, including Ethnic Studies, Social Justice Studies, Sociology, etc., and put students at the heart of decision-making in these realms. The goal of the student fellowship program is to prepare students for meaningful engagement in college governance and leadership, and to empower them as champions of equity, as well as to provide income generation opportunities for students with barriers to academic advancement and employment.</p>	Office of Advancement; Cabinet	
			<p>Recommendation 29: Student-centered Inclusion in Shared Governance/Council Model. Equity driven decision making requires inclusion of the student voice in all governance and decision making models, yet students are largely unaware of how to participate in college governance and how to effectively advocate on behalf of their constituents. The desired outcome is to strengthen the capacity of students from disproportionately impacted groups to participate in</p>		