

## **A Proposal for a Latinx Resource Center at California State University Dominguez Hills**

*Prepared by:* El Comité

### **Contributors in writing Proposal:**

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### **Values El Comite Holds**

- Cultural Identity/Awareness/Visibility
- Educational Enhancement and Retention
- Student Empowerment
- Civic Engagement
- Mentorship and Networking
- Social-justice
- Inclusivity

### **The purpose of El Comité**

- Empower students with planning and social-justice based organizational skills
- Encourage Latinx culture and expression at CSU Dominguez Hills, by providing a physical space for students to engage in conversation about issues affecting Latinx communities. This creates a sense of student ownership and pride towards their education, which helps improve retention and graduation rates.
- Advocate for mentorship opportunities between the Latinx student body and other Latinx faculty, staff, and students for research and career-based opportunities that promote professional development.
- Promote on-campus participation to foster awareness of campus climate and environment.
- Hold CSU Dominguez Hills accountable to the student demand for a Latinx Resource center on campus and appropriate staffing of the Latinx Resource Center.

### **Summary**

- This proposal will not only state the needs of the Latinx students on campus for physical space, but also states the need for addressing Campus Climate. This proposal summarizes the needs of the Latinx community gathered through platicas, student-led focus groups held during weekly meetings.
- This Proposal for a Latinx Resource center will help provide a foundation that adds to the rich history of CSU Dominguez Hills student lead activism, and the institutions pursuit to not only be highly diverse in its academic training, but to become a leader in its pursuit to provide resources for its student cultural enrichment.
- This proposal lays out how a Latinx Resource center would support the continual efforts of the institution to be a leader in academic and cultural enrichment for all students.

## **Theoretical Framework**

Dimensions of Climate of Diversity (Carter, Oyler, Schlessinger, McIntosh Allen, Caraballo 2014)

- Structural Diversity Dimension
  - The Institutional systems, structures, policies and procedures
    - CSU Dominguez Hills Latinx students feel left out of the conversations and decision-making processes, regarding the resources and space that are being allocated on campus.
    - CSU Dominguez Hills Latinx Students feel a lack of representation and allyship from a non-diverse administration team, who currently does not have anyone qualified with the experience and knowledge of working specifically with Latinx Communities.
- Physical World Dimension
  - The physical surroundings, such as architecture (designated physical space)...
    - CSU Dominguez Hills Lacks Physical Space specifically catering to the needs of the Latinx Community.
- Epistemological World Dimension
  - The curriculum, knowledge, ways of knowing, and research that deals with diversity issues
    - CSU Dominguez Hills Lacks inclusion of Latinx Lens in Department Curriculum
    - CSU Dominguez Hills students lack Central, South, and Caribbean American voices in the department curriculum.
      - CSU Dominguez Hills Students currently have to go out of their way to obtain knowledge regarding a more diverse Latin American.
- Psychological Dimension
  - Individual perceptions of themselves, others, and intergroup relations within the organizational context
    - Latinx Students feel unseen at CSU Dominguez Hills Campus which adds to the isolation and loneliness in our educational experience. The lack of representation in the classroom course work only increases the feeling of isolation.
- Historical Legacy of inclusion/exclusion Dimension
  - Evidence of an institution's legacy of inclusion and exclusion
    - CSU Dominguez Hills has failed to address the issue regarding the need and request of a Latinx Resource Center for many years now.
    - CSU Dominguez Hills Students are holding the Administration accountable to responding to all demands in this proposal.
- Social World Dimension
  - Interpersonal and intrapersonal interactions and manifestations of the organizational power wielded by various groups.
    - CSU Dominguez Hills resources are spread very far apart throughout campus.
    - CSU Dominguez Hills has a history of understaffing and underfunding other resource centers on campus, creating a sense of tension when resources are addressed in one area and not another.

## **Statement of Need**

### **CSU Dominguez Hills Latinx Student Background**

- Latinx enrollment at Dominguez Hills is the second highest of the CSU's, with this population totaling 67% of the overall student body.
- Dominguez Hills has been a Hispanic Serving Institute (HSI) for over 25 years (1986) with no Latinx center since the university's conception in 1960.
- The gap in B.A. attainment between Latinx and white Californians has grown since 2000
- California faces a shortfall of 1.65 million degree-holding adults needed to support a growing economy through 2030. This goal cannot be reached without boosting college success for Latinx youth.
- CSU system graduation rates have risen in 2019, but is still low among students of color, especially Latinx students.
- Currently there is a lack of Central American, South American, and Caribbean voices in most curriculums.

### **Purpose for Latinx Resource Center**

- This space will serve as a space to celebrate and learn about the complexities and enormities of the Latinx community. From North to Central and South American, as well as the Caribbean, this space will allow us to learn and celebrate all aspects of Latinidad.
- The center will help serve as a promise of CSU Dominguez Hill's dedication towards providing an exceptional education to every student.
- This center will help increase connections with community members to develop our personal, academic, and professional skills. Preparing us to enter into the workforce and Graduate Schools, as highly competitive and engaged members. It will also help create an awareness of the importance of civic engagement. The center will help emphasize collaboration with on-campus and off-campus Latinx organizations that promote the success of the Latinx communities.
- The creation of this center will provide us with a physical space-where we can challenge ourselves to learn more about our identity, engage in dialogue, and take pride in our journey within a Latinx cultural context .
- This center will serve as a bedrock from which we can connect with peers and build comunidad.

### **Current Issues facing the Latinx community at CSU Dominguez Hills that a Resource Center can address:**

- Lack of physical space on CSU Dominguez Hills campus that holds and supports all current Latinx-serving programs that address the needs of the CSU Dominguez Hills Latinx students population.
  - Resources are either spread across inconsistent places around CSU Dominguez Hills

Campus, or there is a lack of marketing of said resources.

- As a result, students will not access resources and find the support they need, which adds stress to their lives as students and in the other roles they are responsible for in their daily lives.
- Latinx students take longer to complete their degree and lack access to higher education because of the cost of Financial, Emotional, and Physical responsibilities outside of school responsibility.
  - Need educational advising within a Latinx Cultural Context
  - Need peer connections that can perhaps address some cultural issues students face.
    - 80% of students on campus are required to take on Full-Time or several Part-Time jobs to fulfil their financial responsibilities.
- Challenges in social stigma and limited mental health awareness and access.
  - Need for Psychological Services within a Cultural Context is something a Latinx Resource Center can and will provide.
    - The Latinx Resource Center will help provide a safe, healthy, and empowering space where students can find a mental health support system, despite the challenges and barriers of Latinx mental health stigma.
    - Mental health counseling needs to be tailored to Latinx needs and the stressors they may encounter as people of color. Such as; microaggressions, political climate, family-academic balance, and intersectionality.
- Political Climate that stigmatized and stereotyped the Latinx Community creating mental and emotional stressors in society.
  - There are very few positive representations on campus that represent the diverse and thriving multiple Latinx Cultures that are flourishing and contributing to the foundation of our country and our local communities.
  - Common stressors that can trigger distress, family and academic balance, cultural incongruity, and microaggressions linked with political climate.

#### **Mission Statements for the Latinx Resource Center**

- The values the Latinx Resource Center will uphold are - familia, comunidad, Civic Engagement, and progressing the institution to be the leading institution of Higher Education in California for all students.
- Provide a platform for students to actively engage in their education. This can be achieved with physical space and adequate staffing, along with workshops that will allow students to engage in dialog that strengthens leadership skills.
- Creating systems that support and guide students with a foundation that will prepare us to enter both graduate programs and the workforce, with a cultural context.
- Help all students engage with current resources on campus, and help provide the Latinx lens for students, faculty, administration, and community regarding the implementation of these resources.

#### **Objectives For the Latinx Resource Center**

- Secure institutional support for Latinx-serving resources, programs and events on campus.

- Provide a physical space with resources and programs catered to the very diverse and thriving Latinx student population at CSU Dominguez Hills, as well as increase the visibility of the multicultural Latinx student population.
- Encourage unity and celebration between the Latinx community and overall CSU Dominguez Hills student population.
- Empower students to actively partake in civic engagement, achieve personal, academic and professional excellence with a intersectional perspective.
- Increase retention programs and graduation rates for the growing Latinx student population.

### **Tracking and Data Collection Latinx Resource Center**

- By tracking the traffic, as well as participation, of students in the Latinx Resource Center, the campus will be able to allocate appropriate resources and adequate staff, as well as additional programs and events.
- Monitor graduation and retention rates after the establishment of the Latinx Resource Center, to help generate data that could help provide a correlation between Latinx student success and usage of Latinx resource center.
- Statistics should be monitored and reviewed and shared campus wide for all students, Staff and Faculty to see on a yearly basis to help reinforce the effectiveness and need of the Latinx Resource Center.
- Resources and Usefulness of the center should be reviewed on a yearly basis, by conducting student surveys to allow administration to understand and better address the updating needs of Latinx students.

### **Location and Layout On Campus**

- The Latinx Resource Center needs to have a permanent space within the CSU Dominguez Hills campus that can physically meet the large Latinx student population and provide the necessary institutional support students have the right to.
- HSI Funding at CSU Dominguez Hills goes directly towards increasing the involvement of Latinx Students to the STEM Program. Giving the Latinx Center a prime location in the New Natural Science building that is opening in the Fall of 2020 will help continue the schools efforts to allocate these funds properly and effectively.
- We are requesting that the demand above regarding the location be implemented by the start of Fall 2020.

### **Possible Resources at the Latinx Resource Center :**

- |                                       |  |
|---------------------------------------|--|
| 1. Latinx library                     | 5. Kitchen with fridge and microwave       |
| 2. Student/Staff Collaborative spaces | 6. Conference room                         |
| 3. Study space                        | 7. Professional support staff              |
| 4. Lobby area                         | 8. Space for Parents to connect with staff |

### **Possible Oportunidades at the Latinx Resource Center**

1. **Celebration:** Programming developed that promotes and celebrates different aspects and regions of what encompasses a Latinx student.

- a. Workshops that discuss the different contributions from North, Central, and South America as well as the Carribeans.
  - b. Events that celebrate the different Independence Days from all over the North, Central and South American region.
  - c. Book Clubs discussing authors from North, Central, and South America.
2. **Familia:** Programming must be created that includes opportunities for our parents to get involved in our education. Opportunities for them to engage, not only in the individual education, but also the overall educational experience we students go through.
- a. Latinx Parent Day Event on Campus, where both Academic and Student Affairs come together to host our parents and engage with questions. Event where parents are able to explore both the resources on campus, as well as the campus itself.
3. **Alumni and Community Association:** Bringing in guest workshops/speakers: ie. alums
- a. Creating avenues for current students to better understand both the workforce and Graduate School realities after our experience here at CSU Dominguez Hills.
  - b. Creating outreach to Alumni can also help generate additional funds and resources to both the Latinx Resource Center as well as CSU Dominguez Hills as a whole.
  - c. Create more connections between community group organizations that discuss unique Latinx Student issues in different communities.
4. **Mentorship and Research Oportunidades and Guianzas**
- a. A semester long program where students commit to joining forces with faculty in research. Students commit to assisting and taking part in research opportunities on campus.
  - b. Students commit to finding available faculty members and meeting 3 times through the semester to discuss, Graduate School, Research questions, and Career Opportunities. This program can lead to letters of recommendations that students will obtain at the end of the semester.
5. **Conferences and Workshops directed Towards the Latinx Students**
- a. Connecting with other resources and departments on campus to create Intersectional workshops
    - i. QTPOC conference, working with the Queer resoruce center and Latinx departament to host conference.

### **Possible Staffing:**

#### **Full Time:**

- I. Program Director:
  - A. Oversees the development of the Center and is responsible for all statistical data gathering and interpretation.
- II. Program Coordinator:
  - A. Dolores Huerta Graduation Coordinator
  - B. Works alongside other resource centers to develop specific programming
    - a. Academic Advising
    - b. Psychological Services
    - c. Career Development
    - d. Black Rose Resource Center, and Queer Resource Center, Women Resource Center.

#### **Part-Time:**

1. Student Coordinators 4-6 Persons: Work-Study Assistants, Social

Media, Marketing/Tech, Events/Outreach

### **Student Advisory Board**

#### **Student Board to Consist of 4 Latinx Students**

- A. Elected Student Board Members will be on the hiring committees for the Center Staffing, especially in regards to the Program Director and Coordinator positions. Board Members will have a deciding vote regarding hiring qualifications.
- B. Through student led initiatives, this board will seek to strengthen the voice and role students can have in an educational institution by empowering them to take action.
  - a. Institutional Scholarship for this position is \$150 per month and priority registration.
- C. Student Board Members will meet with ASI and Administration Board to discuss issues that are important to the Latinx Community. Will help be the liaison voice of students in administrations meeting to make sure that the Latinx Student voice is not forgotten or dismissed.