HSI Servingness Institute (June 3 & 4, 2021)
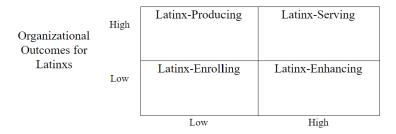
Day 2 Learning Outcomes:

a) Determine your institution's current and ideal HSI identity using Garcia (2017) typology
b) List at least one way you can act as a Latinx-centered change agent within your institution
c) Gain a conceptual understanding of equity-minded data-driven decision making
d) Develop 3 action items to take back to campus with you

Pre-workshop Exercise

This exercise will focus on helping you pinpoint where your department and institution are within a "servingness" spectrum. You will be able to identify areas of growth for your department and more broadly, for your institution. This will be followed by developing a plan to address the who, what, where and when that will help your institution lean further into servingness.

Figure 1. *Typology of HSI Organizational Identities*

Garcia, Gina (2017). *Defined by Outcomes or Culture? Constructing an Organizational Identity for Hispanic Serving Institutions,* American Educational Research Journal.

- **"Latinx-enrolling** represents an organizational identity constructed by members to mean that the institution simply enrolls a minimum of 25% Latinx students but does not produce an equitable number of legitimized outcomes for Latinx students and does not have an organizational culture for supporting Latinxs on campus;"
- **"Latinx-producing** identity would be constructed based on the institution enrolling the minimum 25% Latinx students and producing a significant (if not equitable) number of legitimized outcomes for Latinx students, despite the lack of a culture for supporting Latinxs;"
- "**Latinx-enhancing** identity would be constructed as an organizational identity based on enrolling a minimum 25% Latinx students and enacting a culture that enhances the educational experience of Latinx students but not producing an equitable number of outcomes for Latinx students;"
- "**Latinx-serving**, may be constructed by members at an institution that enrolls the minimum 25% Latinx students, produces an equitable number of legitimized outcomes, and enacts a culture that is educationally enhancing and welcoming."

Six indicators:
- **Graduation**;
- **Graduate School Enrollment;**
- **Employment Success** in the labor market upon graduation;
- **Community Engagement**;
- **Positive Campus Climate;**
- **Support Programs**

- Based on what you have seen from day one, rate your institutional servingness

Divisional/Institutional Assessment
Based on your reading/understanding, how would you rank your division/department on the HSI spectrum?

Add information for each quadrant,

Producing	Serving
Enrolling	Enhancing

How would you rank your institution as a whole?

Producing	Serving
Enrolling	Enhancing

- Based on what you heard yesterday and the typology you revisited today, what gaps and opportunities do you identify at your institution?
- Did your servingness rating change?
- Why or why not?

SELF WORK

- What questions would you seek answers for to evaluate which quadrant your institution is currently at?
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- What type of information would you need to make this decision or learn more about this for your institution?

Servingness Analysis
How is Servingness embedded in our daily work?

- What do you/your institution do to embed servingness in all areas?
- How is it embedded?

- Who is involved in embedding servingness?
- When does servingness show up?
- Where does servingness show up?

Strategic Change
Write 3 tangible changes that would move your institution over the next level of servingness.

Partnership and Collaboration (Identify your network/power mapping)
Who could help with the 3 changes?

Use the space below to start identifying groups or individuals that could help your institution move forward in each of the areas you identified above.

Start by identifying 2 partners in your division/department to help with this work

Identify 2 additional divisions that could be involved in this
      Identify 1-2 campus partners in each area to reach out to for meaningful partnership