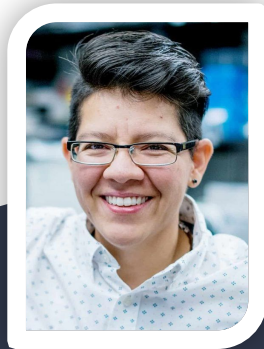# HSI Servingness in Practice Institute

June 3 & 4, 2021

Meeting norms

Expectations - Get out of this experience what you put in. Utilize the time to connect with colleagues.

Participation - Break out groups. Actively engage.

Communication - Share honestly and kindly

Confidentiality - Recognize that issues discussed here may resonate very deeply and personally for some in the room.

Listening - Respect all perspectives. Suspend judgement.
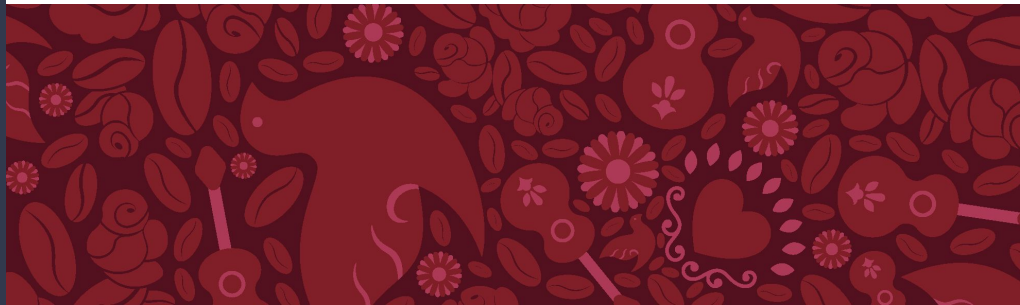
- *Day 1 Summary*

- History of HSIs

- Typology

- Servingness in Practice: A Story of 4 HSIs

Day 2 Learning Outcomes

- Identify policies and practices on your campus that help develop servingness
- Identify opportunities to bridge gaps and build capacity around servingness
- Develop data collection methods with campus partners and stakeholders to strengthen the institution as an HSI

Let's get started

2min consider the questions below

- What is your guilty pleasure food?

  www.menti.com 2115 4633

- What's your theme song and why? (Use the chat feature)

10min

- **share with your colleagues in breakout**

Breakout Share

- We asked you to reflect on the following yesterday:
  - Evaluate where you think your institution is in its servingness journey
  - What data to do you have to support this?
- **Take 2 minutes to think about your responses**
- **Breakout! 3 min sharing with colleagues (time yourselves)**

Servingness Typology

Figure 1. *Typology of HSI Organizational Identities*

		Low	High
Organizational Outcomes for Latinxs	High	Latinx-Producing	Latinx-Serving
	Low	Latinx-Enrolling	Latinx-Enhancing

Organizational Culture Reflects Latinxs

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

- **Outcomes:** Graduation rates are not equitable for Latinx and non-Latinx students
- **Culture:** espouse culture of Latinx students

- **"Latinx-enrolling** enrolls a minimum of 25% Latinx students but does not produce an equitable number of legitimized outcomes for Latinx students , culture does not support Latinxs on campus
- **"Latinx-producing** enrolls a minimum 25% Latinx students and producing a significant (if not equitable) number outcomes for Latinx students, despite the lack of a culture for supporting Latinxs;
- "**Latinx-enhancing** enrolls 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**, an institution that enrolls the minimum 25% Latinx students, produces an equitable number outcomes, and enacts a culture that is educationally enhancing and welcoming."

Measuring Servingness

Where do you think your institution lands on the servingness scale?

Breakout room

Reflect: 1 min
Share 10 min (2 min each)

- 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?

Reflect (5 min)

Breakout Share: 2-3 min per person 15 min total

- Think back to the typologies and the examples of servingness we provided

- What information would you need from your institution to determine how to strengthen servingness?

How is HSI Servingness embedded in your daily work?

15 min

Cameras off

Using handout start identifying the following:

- 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?

Descanso (15 min)

Strategic Planning

Initial Focus:

- Be proactive
- Be systemic
- Work in solidarity with colleagues across Schools/Departments/Programs
- Be prepared to a engage in robust conversations on campus on what it means to be intentional in the HSI servingness mission

Power mapping for strategic change

Use the handout we provided to look into the following

15 min cameras off

Strategic Change
Write 3 tangible changes or commitments would move your institution to the next servingness quadrant?

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

- 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 support you
  - Identify 1-2 campus partners in each area to reach out to for meaningful partnership

Breakout Share (25 min)

In your groups discuss what you came up with in the previous activity

- What strategic changes would you like to make ?
- Who could help you with these strategic changes?
- Who are or could be your allies in servingness? Who can be your champions?

Mentimeter:

Share your thoughts?

Pick one word to describe how you're feeling right now

Day 2 / WRAP UP

- How are you feeling after these two days of information gathering and collaborating?
- What value do you find in staying connected to the AHSIE community?
  - Information-sharing
  - Lessons learned
  - Opportunities for future collaborations
  - Becoming aware of best practices at other IHEs
- What is the one thing that you'll commit to doing moving forward?

Thank you!

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Questions?

AHSIE
Alliance of Hispanic Serving Institution Educators

Contact Information

- Victor Davila, *Title V Director, Del Mar College,* vdavila5@delmar.edu

- Dr. Marla Franco, *Assistant Vice Provost, HSI Initiatives, University of Arizona* marlafranco@email.arizona.edu

- Dr. Leticia López, *Program Manager, HSI Initiatives, San Diego Mesa College,* llopez@sdccd.edu

- Dr. Paloma Vargas, *Assistant Professor, Biology, Director, Hispanic-Serving Institute Initiatives, Co-Director, ALLIES in STEM (Title III),* palomav@callutheran.edu

3 Cs: (commitment) Collaborative Coordinated Consistent

Collaborative:

- abc
- def

Coordinated:

- abc
- def

Consistent:

- abc
- def