



Abriendo Brecha (Creating Pathways)

Transition to a Hispanic Serving Institution

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Core Value 2: Belonging

Goal 2: Become a Hispanic Serving Institution (HSI).

- **Initiative 2.1:** Develop Hispanic/Latinx Thriving Leadership Council of faculty, staff, students, and community members to chart the path towards becoming an HSI, with clear leadership and resources, including continued participation at United States Hispanic Leadership Institute, Alliance for Hispanic Serving Institution Educators, and Hispanic Association of Colleges and Universities and a dedicated staff position to coordinate these efforts.
- **Initiative 2.2:** Develop strategic partnerships with equity organizations, local community-based organizations, and HSIs for knowledge sharing and program development to better support underserved students.
- **Initiative 2.3:** Develop a plan for early outreach, targeted recruitment, retention, and graduation of Latinx students.
- **Initiative 2.4:** Develop a plan for hiring, retaining, mentoring, and promoting Latinx and bilingual faculty, staff, administrators.
- **Initiative 2.5:** Implement bilingual and culturally responsive practices across the institution, including translation of important materials and information into Spanish.

Hispanic Serving Institution (HSI) "Official Definition"

A Hispanic-Serving Institution (HSI) is **defined as** an institution of higher education that-

- is an eligible institution; and
- has an enrollment of undergraduate full-time equivalent students that is at least 25 percent Hispanic students at the end of the award year immediately preceding the date of application (for a grant)

Hispanic Serving Institution (HSI) Focus on "Servingness"

Hispanic Enrolling Institution:

25% \leq Hispanic students

Any institution can meet this definition by chance

According to Dr. Gina Garcia:

Servingness "...is a multidimensional and conceptual way to understand what it means to move from simply enrolling Latinx students to actually serving them."

Hispanic Serving Institute (HSI) Servingness - What it Looks Like

Who: For the Hispanic students, their families, and communities

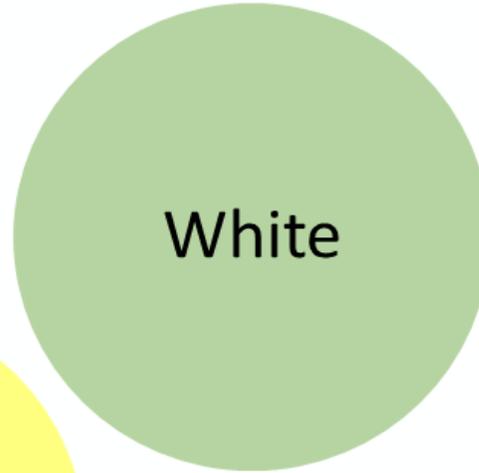
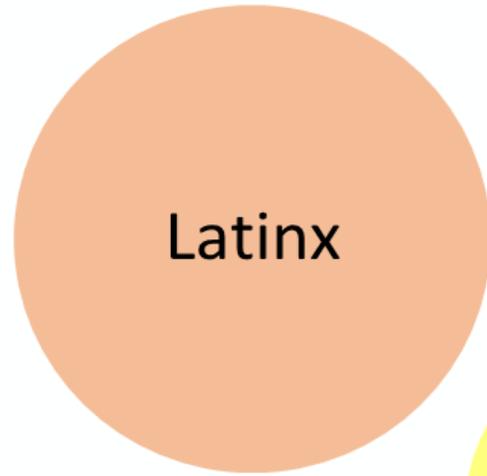
What: Defining our purpose, the interactions, plans, discussions, spaces, and ways we intend to welcome Hispanic students, and especially how we support, advance, and elevate the Hispanic students at CWU

When: Begin outreach early on! Don't wait until they are high school seniors

Why: We will promote access, equity, excellence, and a supportive inclusive environment at CWU for Hispanic students

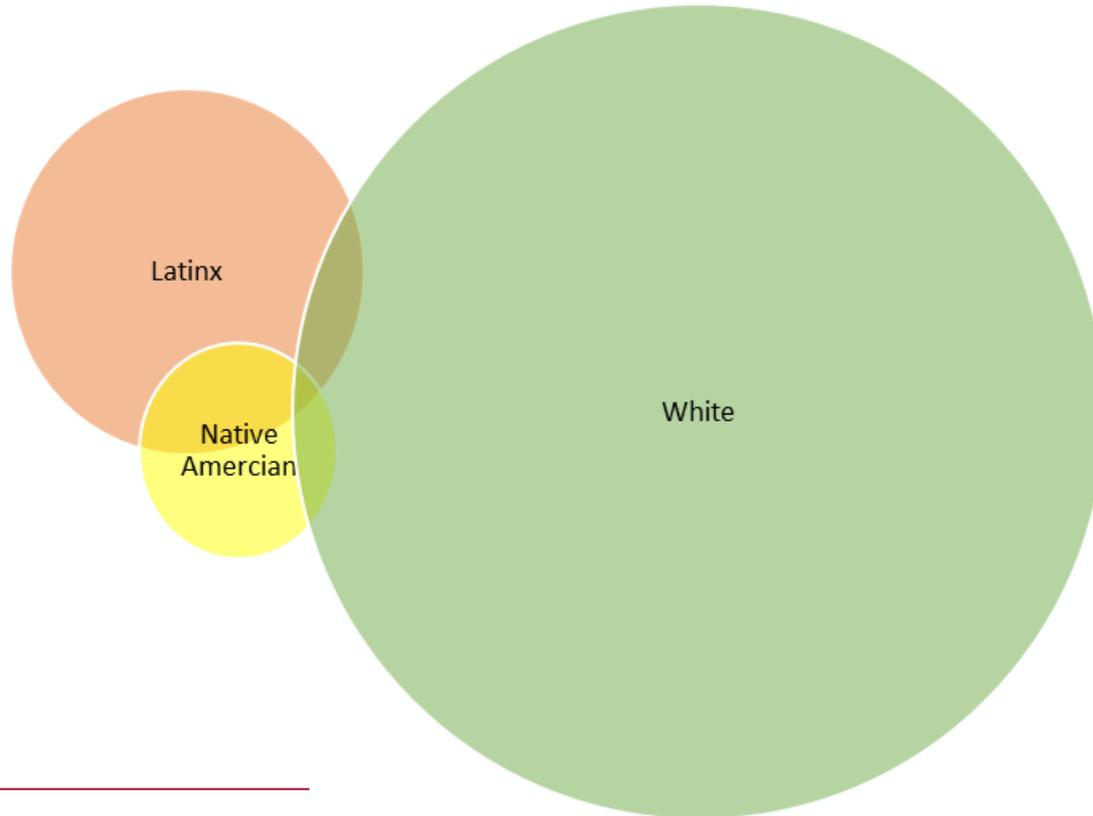


Understanding Servingness in Identifying Needs



Consider three
group needs

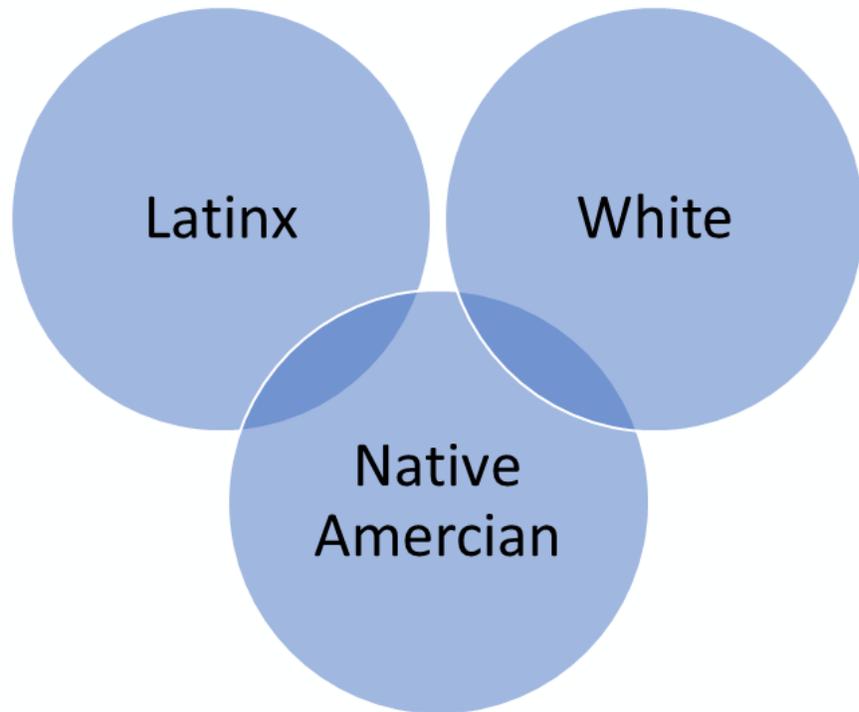
Understanding Servingness in Identifying Needs



Traditional Approach:

- One Size Fits All
- Meets the Needs of the "Average"
- Student = White
- Doesn't Tailor to Latinx or Native American Students
- Typical Orientation and Materials in English only

Understanding Servingness in Identifying Needs



All of what is common and **all** of what is different is **included** in the services provided. Nobody is left out.

"Looks Like"

Orientation for the Families
Materials in (non-academese)
Spanish
Outreach to Tribal Council
Create a community - "Aunties"

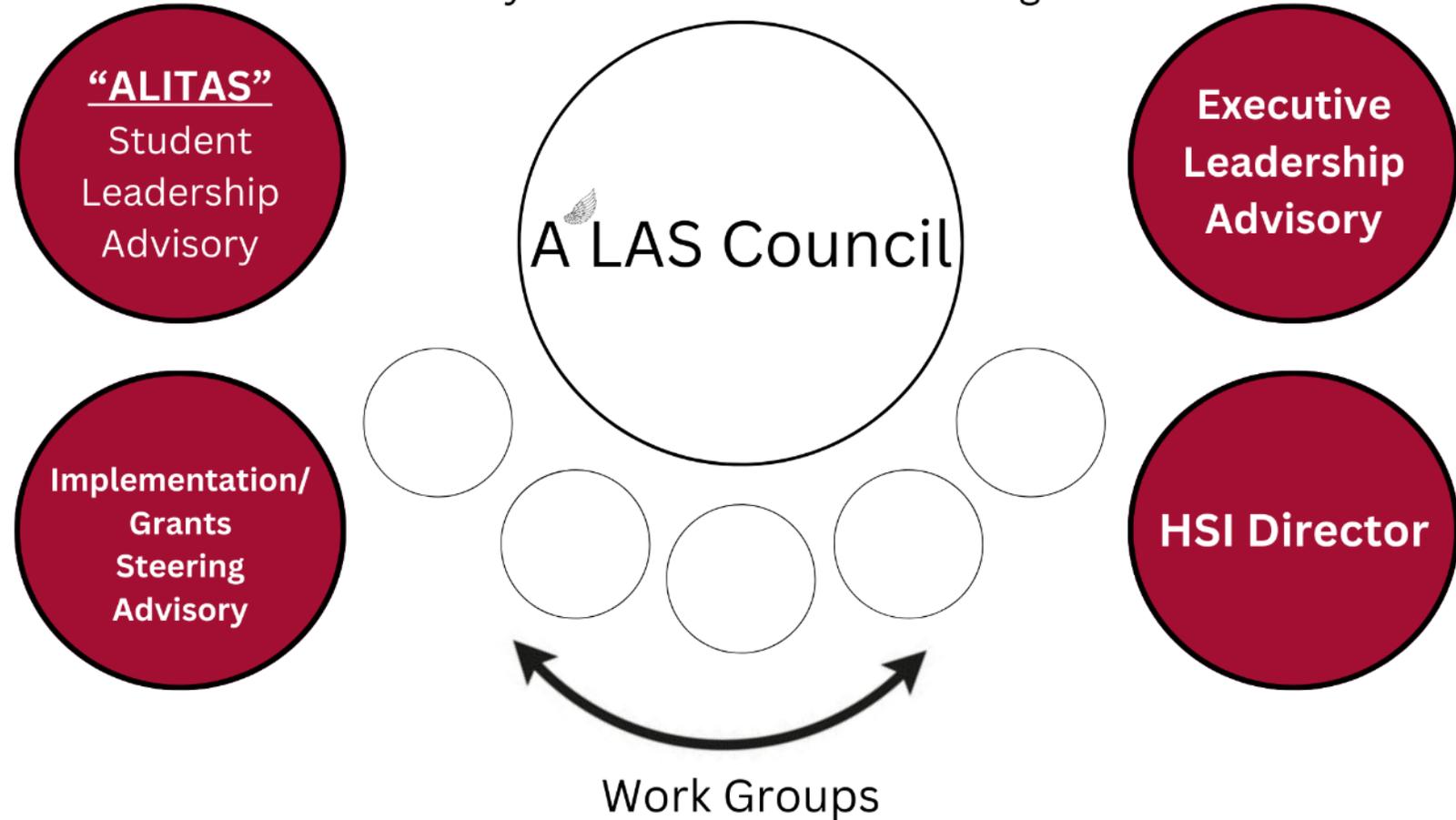
Not Individualistic

Consider "Using Your Fair Share of the Services"

Alianza para Latinx Advancement & Success

A LAS

Servingness Constellation
Culturally Inclusive Practices Serving All



CWU Strategic Plan- HSI

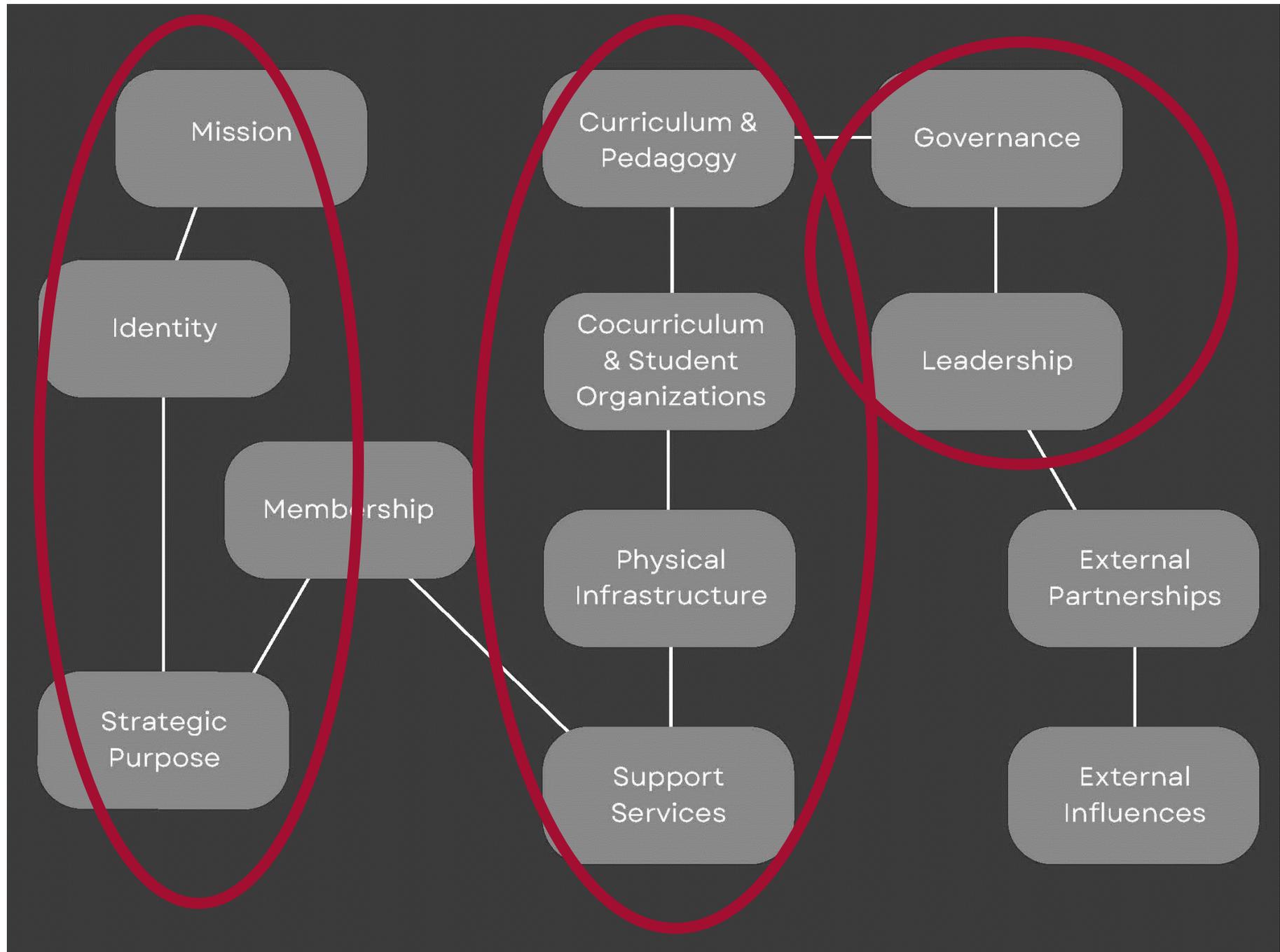
Alianza for Latinx Advancement and Success (ALAS)

- Experience-journey of exploring and developing an identity
- Servingness
- Culturally inclusive practices
- Exploring the broader elements of servingness in the context of how the grants are structured while representing a community that has specific needs
- Finding the duality and framing the work

What is next?

Transforming Hispanic-Serving Institutions
Framework-Examining
and Identifying
Resources

Dr. Gina Garcia



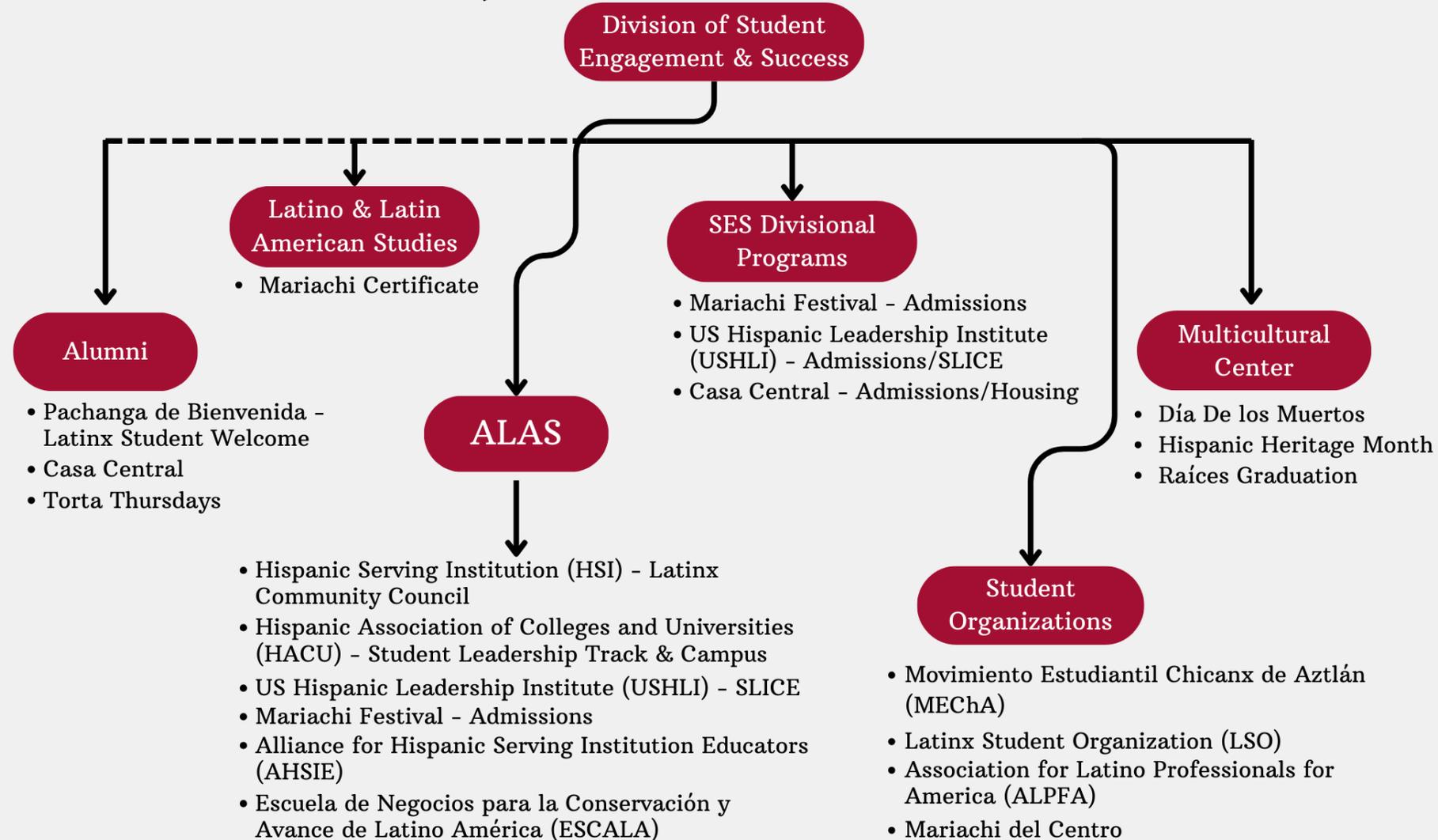
What is next? (continued)

- Develop a Communication Plan and HSI Website
- Finalize ALAS Charter and Mission
- Biennium Funding Request for Grant Preparation
 - HSI Director
 - Tribal Support for Native Students
 - Pacific Northwest Leadership Initiative
- Identify Team of Experts
 - Data Analytics
 - Donors/Fundraising/Scholarships
- Building Capacity within the Community
- Student Engagement
- Strengthen Connection with Centers
- Strengthen Yakima Valley Recruitment
- Intentional and Strategic HSI Conference Attendance

EL CENTRO

What is next?
(continued)

Programmatic Arc



2024
Alignment of
co-curricular programs





CWU

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