

Stephen F. Austin State University

SFA ScholarWorks

Diversity Conference

Feb 12th, 9:30 AM - 10:20 AM

Learning from HSI Success Stories - Opportunities for Implementation at SFA

Sarah Straub

Stephen F Austin State University, straubsm@sfasu.edu

Wilma Cordova

Stephen F Austin State University

Follow this and additional works at: <https://scholarworks.sfasu.edu/diversityconference>



Part of the [Bilingual, Multilingual, and Multicultural Education Commons](#), [Educational Leadership Commons](#), [Higher Education Commons](#), and the [Other Education Commons](#)

Tell us how this article helped you.

Straub, Sarah and Cordova, Wilma, "Learning from HSI Success Stories - Opportunities for Implementation at SFA" (2021). *Diversity Conference*. 13.

<https://scholarworks.sfasu.edu/diversityconference/2021/schedule/13>

This Event is brought to you for free and open access by SFA ScholarWorks. It has been accepted for inclusion in Diversity Conference by an authorized administrator of SFA ScholarWorks. For more information, please contact cdsscholarworks@sfasu.edu.



Introductions

POPCORN - After you introduce yourself,
you'll select a person to go next!

Name, Role, Knowledge of HSIs
(Level 1 - None, Level 5 - Expert) & Why



Learning from HSI Success Stories: Opportunities for Implementation at SFA

Wilma Córdova
Dr. Sarah M. Straub



Agenda



01

Background

Identifying key terms and outlining our protocol

02

Presentation

Analysis of SFA's current status and sharing Texas success stories

03


Analysis

Decision criteria and assessing possible alternatives

04

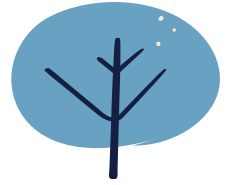
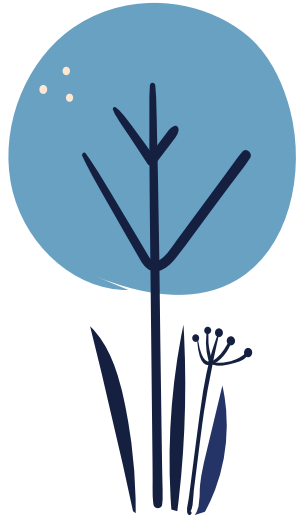
Conclusion

Selecting final suggestions to share with OMA



“What does it mean, at an organizational level, to serve Latinx students?”

—Gina Ann Garcia

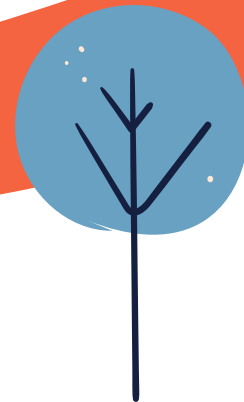


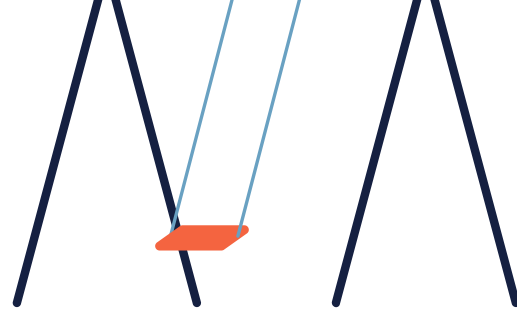
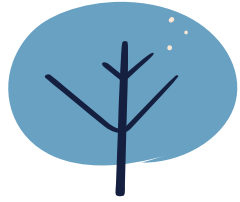


01

Background

Identifying key terms and
outlining our protocol



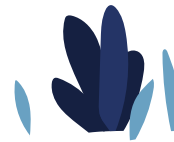


Key Terms

Race is a social construct. And, our society has given it power. It is different than ethnicity.

- Latino/a/@
- Latinx
- Hispanic

What legacy/power/emotion do these terms evoke?





Hispanic Serving Institution



Traditional Definition

Public and private, two- and four-year, not-for-profit, degree-granting, postsecondary institutions that enroll at least 25% full-time equivalent enrollment (FTE) Latinx undergraduate students.



Our Push

Universities and colleges that provide culturally enhancing educational experiences and evaluate the white normative standards for ways to improve equity and access for FTE Latinx undergraduate students.



Protocol: Structured Decision Making

Clarify the Decision Context

How can SFA improve its service for Latinx students?

Develop Alternatives

THIS IS OUR FOCUS TODAY!!!

Implement

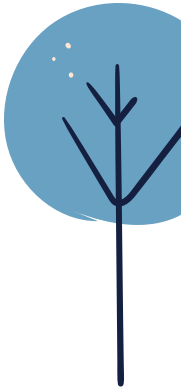
We will share the outputs from this discussion with OMA!

Define Evaluation Criteria

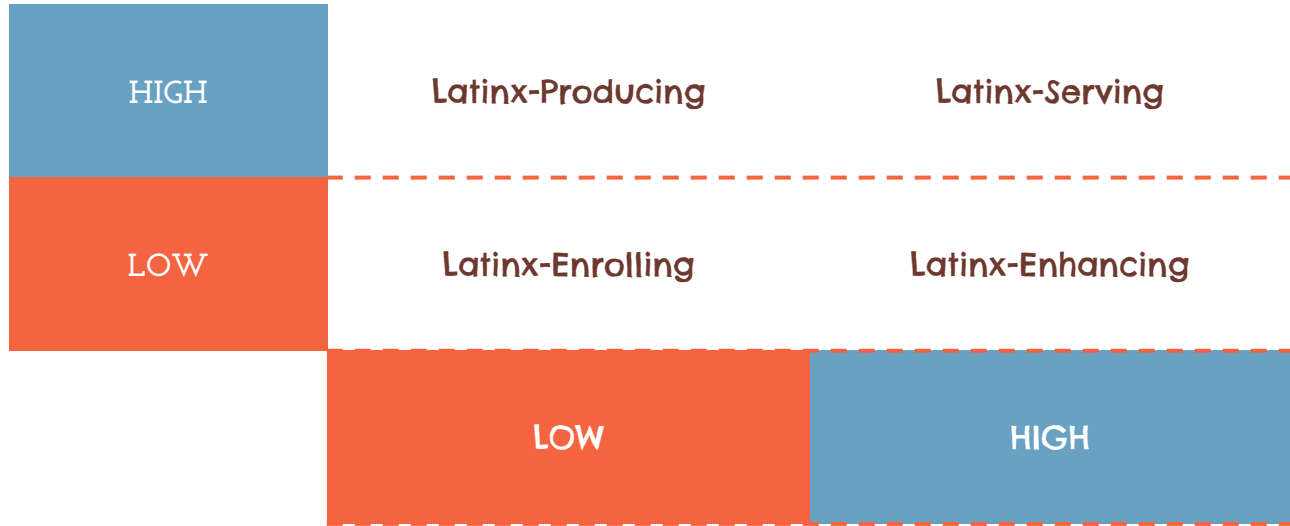
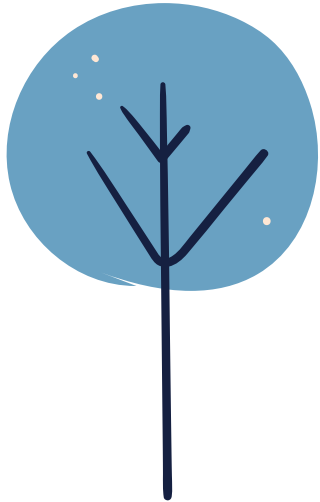
Excerpt from *Becoming Hispanic-Serving Institutions*

Estimating Consequences

And selecting the preferred alternatives



What is our goal? Where do you think SFA is and why?





Best Practices

UTSA



Faculty university-wide implement a **“pedagogy of equity,”** which includes encouraging students to understand their identities in relation to their home communities and responding to students’ racial, ethnic, and cultural forms of expression through the **inclusion of issues & narratives that represent their students** (Núñez et al., 2010)

Case Study University



This university provided **Spanish-language conversation courses to faculty** and strongly-encouraged, supported faculty in taking these courses. Aligned with the benefits of bilingualism with regard to openness and the unique experiences of existing in a language that is not your first.

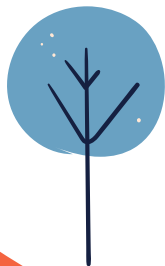
Case Study University

Dedicated **director of government relations that connects to federal organizations that are funding grants for HSIs** and share/support these opportunities with faculty

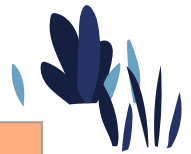


Group Conversation

We will be collecting ideas on the next slide and then narrowing them down.



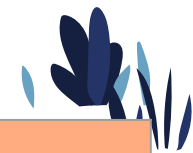
Assessing Possible Alternatives



	What <i>does</i> SFA do?	What <i>can</i> SFA do?	What <i>can</i> SFA do?
Provide Curricula and programs that are grounded in justice and equity	Pedagogy of equity in Ed Studies	<p>Remove SAT, ACT requirement Have active organized conversations about the current social justice issues and topics</p> <p>Support faculty seeking to diversify their curriculum and facilitate conversations about justice and equity in the classroom</p> <p>Integrate DEI focused-high impact practices across the curricula.</p>	<p>Provide more support to Spanish students who are struggling with writing courses</p> <p>Ensure the classrooms are a SAFE space where all students can exchange ideas</p>
Hire faculty, staff, & admin committed to justice and liberation	Q - what sort of practices do we have to support FOC when they DO come?	<p>Hire/promote latinx faculty to leadership and administration positions</p> <p>Recruit more diverse admin for a more diverse perspective in decision making</p>	<p>New hire/ Continuous cultural training</p> <p>Establish support systems for staff in order to help them feel heard and to motivate them to stay at SFA</p>
Value and embrace non dominant input, process, and outcome variables	Partnerships with junior colleges like Lonestar & Angelina	<p>Provide university surveys in multiple languages</p> <p>Support students who seek out information/learning on indigenous Latino cultures</p>	Support our Spanish-speaking parents at events like Showcase



Assessing Possible Alternatives



	What <i>does</i> SFA do?	What <i>can</i> SFA do?	What <i>can</i> SFA do?
Reinforce bilingualism & the preservation of the Spanish language	<p>Spanish language classes/language tables/clubs, Portuguese classes for heritage language learners</p> <p>Bilingual Education Student Organization - does a lot of work outside of school thought</p>	<p>Spanish conversation courses for profs Hire more bilingual staff and faculty</p> <p>Provide courses in Spanish only Play spanish music on campus</p> <p>Allow students to introduce themselves in their preferred language. Provide support for them.</p>	<p>Talk with old Spanish families in Nacogdoches to see how they have preserved the language (and meet their community).</p>
Provide high-touch practices for students, including advising and experiential learning	<p>Service learning projects in Latinx neighborhoods in Nac.</p> <p>Counseling Services will be starting a Latinx Support Group.</p>	<p>Study Away Allow students to discuss their own personal LATINX experiences Offer a more inclusive culture that truly embraces and celebrates LATINX culture Communication with families to share value of programs (such as study away/abroad) relating to future employability and advancement.</p>	<p>Campus Rec programming - Zumba de Mayo, etc. with educational components like nutrition and student org involvement</p>
Provide students with a diverse financial aid package	<p>Financial Aid Staff having the proper training/resources in assisting students of the Latinx community with the options for more scholarships/grants.. Have additional in house grants..</p>	<p>Hire financial aid staff that are experts in Hispanic scholarships and DACA and advertise these services more widely</p> <p>Place increased marketing on use of state financial aid possible, not just federal aid.</p>	<p>Financial aid staff being more engaging to help find the right scholarships</p> <p>Scholarship funding</p>



Top 4



Social Justice Curriculum

Faculty of Color



Cultural Programs, Services & Resources

Administrators of Color





Thanks!



Does anyone have any questions?

straubsm@sfasu.edu

wcordova@sfasu.edu



@sfa_beso

CREDITS: This presentation template was created by Slidesgo, including icons by Flaticon, and infographics & images by Freepik.

Please keep this slide for attribution

