

Empowering student success

Capacity Building as a Hispanic Serving Institution



Our Charter

ASU is a comprehensive public research university, measured not by whom it excludes, but by **whom it includes and how they succeed**; advancing research and discovery of public value; and assuming fundamental responsibility for the economic, social, cultural and overall health of the communities it serves.



Inclusion is engrained throughout ASU

Inclusive Excellence
inspires practices and
philosophies that generate
greater outcomes of
representation, a sense of
belonging and success

This concept **integrates** diversity, equity and inclusion efforts into the **core organizational functions** of an enterprise.

ASU embraces this concept as a guide to institutional transformations that maximize representation of all backgrounds and identities, amplify outcomes that serve diverse experiences and perspectives, and foster partnerships to develop and deploy equitable practices.

It recognizes that our success is dependent on the extent of how we **actively include, engage, and value** the rich diversity of our learners, educators and practitioners

The Office of Inclusive Excellence undertakes this commitment by fostering a community in which all voices are heard and valued through **a growing ecosystem** of councils and committees, campus connections, centers, and initiatives **empowered by the ASU Charter**.

Those present today are affiliated with this commitment and are stewards through their own work, contributing to our status as a HSI, which is included among the many types of Minority Serving Institutions.



ASU is a Minority Serving Institution

ASU is a designated **Hispanic Serving Institution through Title III and V programs, which is included among the many types of Minority Serving Institutions**

An HSI is defined as an accredited institution of higher education with an enrollment where at least 25% of the undergraduate full-time equivalent student population is Hispanic.

Prior to 2020, ASU reported its enrollment by each individual campus.

Since, ASU has reported as two institutions:

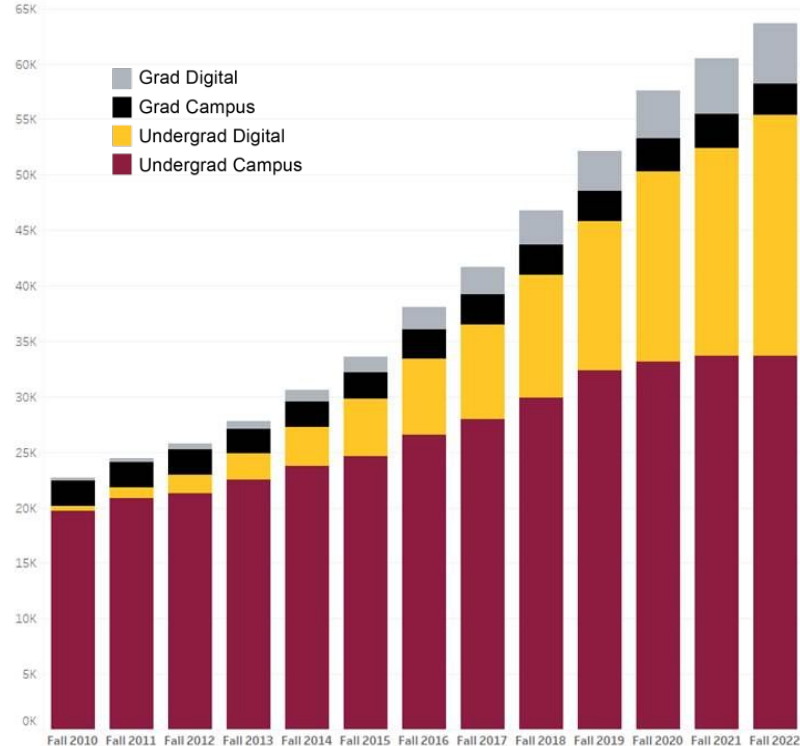
- **Campus Immersion**
Students fulfilling programs at campuses such as Downtown Phoenix, Polytechnic, West, and Tempe; and locations such as Lake Havasu, Tucson, California and Washington, D.C., among others.
- **Digital Immersion**
Students fulfilling programs online.

Our designation is based on Campus Immersion.

Total Hispanic student enrollment

ASU enrolls the most undergraduate students and the most Hispanic and Latino undergraduate students in Arizona

In fall 2010, 16.1% (11,352) of ASU's total student population identified as Hispanic or Latino. As of Fall 2022, ASU's full time undergraduate population is 25.7% (15,385), surpassing the 25% requirement to become a Hispanic Serving Institution.



Hispanic enrollment

Compared to the other universities

ASU is in the top 10 of 1,758 U.S. universities for Hispanic and Latino student enrollment

Hispanic students

- 15,001+
- 10,001-15,000
- 1,001-10,000
- 0-1,000



Each symbol = 10 universities

Data from National Center for Education Statistics
Integrated Postsecondary Education Data System

Student financial support

Expanding pathways into college



Latino Partnership Scholars Program

A partnership between the university and representatives of community organizations provides scholarship support for underrepresented students at ASU.

Est. 1984



President Barack Obama Scholars Program

Eligible Arizona residents receive gift aid, combined with the Pell Grant and Federal Work-Study, that covers tuition and fees, books and supplies, and a portion of housing and meals for up to eight semesters.

Est. 2009



College Attainment Grant Program

Eligible Arizona residents receive gift aid, combined with the Pell Grant, that covers tuition and fees for up to eight semesters.

Est. 2013

Student academic support

Maximizing success while they are enrolled

TRIO Programs

Through this program, we offer numerous workshops designed to motivate and support first generation students, low-income students, students with disabilities and veterans in the pursuit and completion of a degree.

Est. 1984

Hispanic Convocation

Hispanic students are encouraged to register and attend this signature cultural event — in addition to their college convocation — to celebrate pursuing higher education and the shared support of family, faculty, staff and community.

Est. 1984

Hispanic Mother Daughter Program

Early-outreach for middle and high school first-generation Arizona students who are qualified and prepared to enroll at Arizona State University through direct family involvement.

Est. 1984

Joaquin Bustoz Math Science Honors Program

An intense academic experience that helps students to pursue university math studies while still in high school. Designed for students who are underrepresented in the math and science fields.

Est. 1985

César E. Chávez Leadership Institute

Arizona high school students participate in a one-week program that emphasizes civic engagement and leadership development in their communities.

Est. 1995

WeGrad (American Dream Academy)

Focusing on the families in this eight-week program, they learn how to best support their children and are given the tools and resources necessary to provide that support and ensure a successful college experience.

Est. 2006

Student Success Center

First-year, sophomores and new transfer students receive holistic peer coaching on everything from adjusting to college to realizing their potential and dreams.

Est. 2012

College Assistance Migrant Program

Provides academic support to students from migrant and seasonal farmworker backgrounds during their first year in college.

Est. 2016

Student financial support

Latino Partnership Scholars Program

A community of Latino organizations join together to provide undergraduate students with scholarships each academic year. The members of this community are considered partners and include:

- Si Se Puede Foundation
- Chicano/Latino Faculty and Staff Association
- Chicanos Por La Causa, Inc.
- ASU Hispanic Business Alumni
- Los Diablos Alumni
- Hispanic Women's Corporation



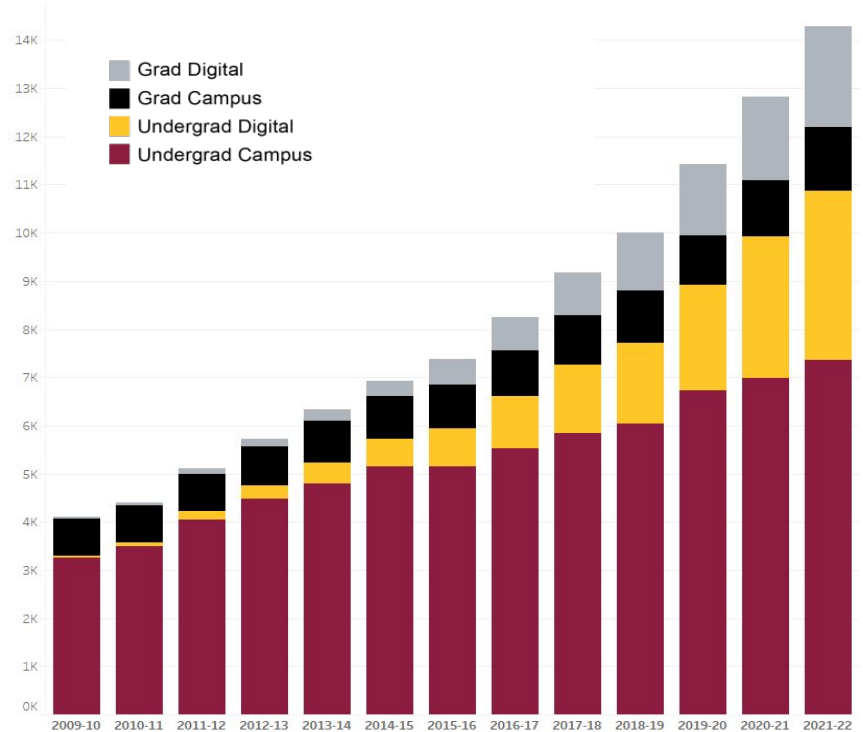
Total Hispanic degree attainment

Undergraduate and graduate increased 212% since 2010

In fall 2010, 11.1% or 2,052 of the total degrees awarded went to campus and digital immersion students who identified as Hispanic or Latino. In fall 2021, the total grew to 20.1%, or 6,408 of the total degrees awarded went to campus and digital immersion students who identified as Hispanic or Latino.

ASU's six-year graduation rate for Hispanic students who started in fall 2015. Statewide rate is 47% according to Excelencia in Education.

ASU's first Hispanic Convocation in 1984 hosted 49 graduates at a small, off-campus location. The fall 2021 convocation hosted nearly 400 graduates in the Desert Financial Arena.



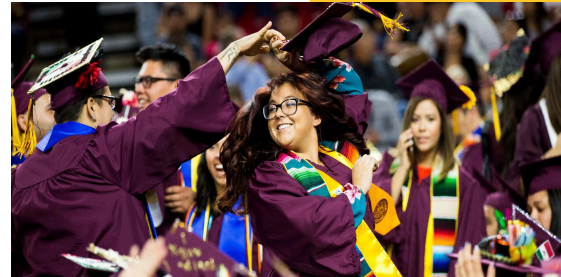
Fostering connection thereafter

Hispanic Convocation

The first convocation was held on May 12, 1984 in the Town of Guadalupe and honored 49 participants rallying together in what has become a significant part of our Hispanic traditions and commencement ceremonies with more than 600 annual participants

The Hispanic Convocation is now a signature event that honors the accomplishments and commitment of Hispanic students pursuing higher education and is open to any student including undergraduate, graduate and doctoral candidates completing a degree in the fall or spring term.

This ceremony allows each student to personally thank those who supported them throughout their academic endeavors with a short personal statement read aloud during the ceremony.



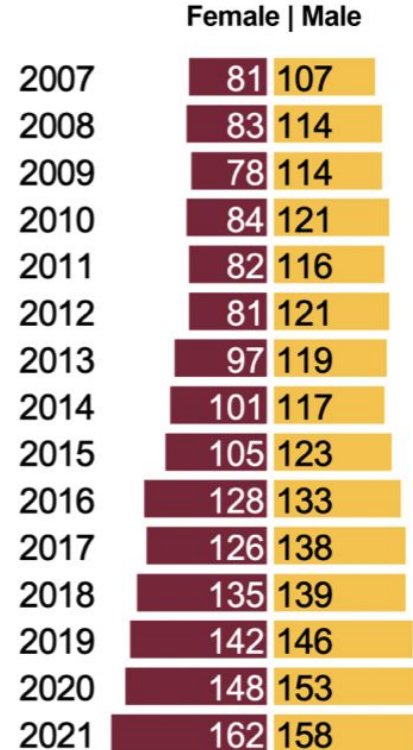
Hispanic or Latino faculty

Hiring grew by 70.2% over a 14 years period

Previously, Hispanic or Latino female faculty hires grew by 100%, while their equivalent male faculty grew by 47.6%.

More recently, hiring grew by 111% over a 15 years period. Notably, Hispanic or Latino female faculty hires grew by 123% while their equivalent male faculty grew by 100%.

**Graphic currently does not reflect this growth



Faculty support

Advancing opportunities



Chicano/Latino Faculty and Staff Association

Supports and advocates for Chicanos and Latinos at ASU by educating university administrators, faculty, staff and students on the policies, issues and challenges that affect the community.

Est. 1970



Southwest Borderlands Initiative

Focuses on hiring faculty whose academic work supports the study of our southwest borders, a field that encompasses numerous disciplines of interest to Latino faculty and Latino students.

Est. 2001



Mexico Partnerships

Builds strong and diverse relationship with numerous universities in Mexico and Latin America, allowing us the opportunity to gain perspective on regional challenges and to develop innovative solutions to issues of importance to both sides of the border.

Est. 2001



DREAMzone Programs

Offers resources and training programs for ASU faculty and staff, as well as students, with a goal to increase institutional awareness and support for DACA students on campus.

Est. 2012

Faculty support

Chicano / Latino Faculty and Staff Association

The Chicano Faculty and Staff Association, as it was formerly known, was founded in the fall of 1970. The association seeks to be an active and effective advocate in furthering the principles of access and social impact and to be a leader in addressing issues that are important to the Latino community.

We support and advocate for Chicanos and Latinos at Arizona State University by educating university administrators, faculty, staff and students on the policies, issues and challenges that affect the Chicano and Latino community.



**Empowering learners of all ages,
from Pre-K through college in a
journey to a desirable future**

AccessASU | Educational Outreach and Student Services

Christina Avila, Assistant Vice President, Outreach

Challenges facing the state

Arizona faces a series of educational, social, and economic challenges that have direct impacts on our students, their families, and our collective future

Through investments in K12 education, AccessASU is improving state college attainment rates, academic preparation, economic mobility and social wellbeing.

31%

of AZ students scoring at or above proficient in **4th grade reading**, compared to 32% of the US (public) 4th grade students.

24%

of AZ students scoring at or above proficient in **8th grade math**, compared to 26% of the US (public) 8th grade students.

76%

of AZ public high school students **graduated** in 2021 within 4 years. In 2019, the national rate was 86%.

46%

of AZ HS students **enrolled in a 2 or 4-year degree** after graduation. In 2019, AZ **lagged 13%** the national average.

16.8%

of 9th grade students will **complete a 4-year degree** by 2029 with our current trajectory.

325,000

1 in 4 children **live below 100% of the poverty level**, compared to **1 in 5** children nationally.

A Continuum of Support

Access ASU empowers learners of all ages to chart an academic path from pre-K through college to the careers, personal fulfillment and future they desire.



Early Childhood	Increased academic achievement and high school graduation	Postsecondary Readiness & Matriculation	Transitioning to college	College student achievement	Upskilling
<p>Family WeGrad (EL)</p>	<p>Grants GEAR Up TRIO Upward Bound TRIO Talent Search AZ R3</p> <p>Family Hispanic Mother Daughter Program WeGrad</p> <p>Experiences Campus Experiences Summer Programs</p> <p>Pathways First Star Academy Leverage AZ</p> <p>School Partnerships Workshops</p>	<p>Grants GEAR Up TRIO Upward Bound TRIO Talent Search AZ R3</p> <p>Family Hispanic Mother Daughter Program WeGrad</p> <p>Experiences Campus Experiences Summer Programs</p> <p>Pathways First Star Academy Leverage AZ</p> <p>School Partnerships Workshops College Readiness Support</p>	<p>Experiences SPARKS</p> <p>Grants TRIO Student Support Services TRIO Veterans Upward Bound</p> <p>Pathways Leverage AZ (transfer students) First Star Academy</p> <p>School Partnerships Workshops College Readiness Support</p>	<p>Grants TRIO Student Support Services</p> <p>Pathways Leverage AZ</p>	<p>Pathways Leverage AZ</p>

AccessASU engagement work

2021 - 2022

75,000+

Interactions through intentional Access ASU programming meant to prepare students to enroll and succeed at ASU.

70,000+

Families served through in-person family programming to help empower entire families in the college-going and succeed process since 2006.

2,808

GEAR Up students served to help increase the number of first-generation students prepared to enroll and succeed in college.

67,895

GEAR UP academic coaching hours and 1,279 advising hours to help increase academic preparedness.

44

Arizona schools with intentional partnerships to enhance college-going culture and create system change.

1,048

Educators served through school partnerships to help sustain change in local communities.

12,000+

K12 students impacted by ASU SPARKS students sharing their college-going story through 207 events and 630+ ASU student community service hours.

4,804

Student interactions through AZ Meta Network, increasing college enrollment rates for Black, Latino, and low income students, while creating systems change in school districts.

Our Impact Through School Partnerships

The cornerstone of Access ASU's work begins at the school. Through our work in the classroom, we meet the student where they are along with teachers, counselors and families. Access ASU customizes our services to school partners based on their unique needs.

Improving School Systems

Meta School Improvement Network

Postsecondary Readiness Support

High School grade level college & career workshops
Ask Benji
me3®

Academic Interventions

Gear Up
TRIO
AZR3



School Partnerships

Access ASU partners with schools, community and industry partners to provide college readiness programming for K-12 students. ASU strategically works with school districts to increase the number of students prepared to enroll and succeed at the university.

Overview

41
individual schools
served

16,120
students

1,048
educators

714
parents

Impact

2,527
students from Access ASU
partnership schools enrolled at
ASU for Fall 2022

645
students from partnership
schools visited a campus during
the 2021-2022 academic year

“

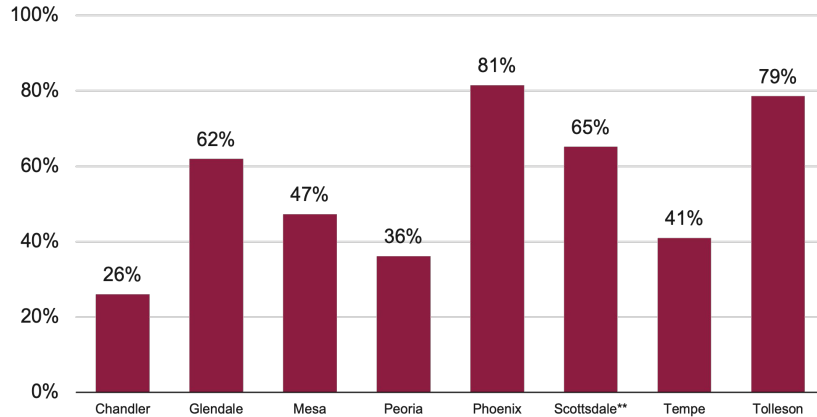
We absolutely LOVE our Access ASU partners! They are always our go-to for all things college readiness. Whether it's presenting in the classroom, being present and helping out at school events, or seeing students one-on-one, they are an absolutely invaluable resource.”

— Wendy Kodzski
McClellan High School

Percent of Hispanic/Latino students in partner districts

Arizona Department of Education 2022 Data

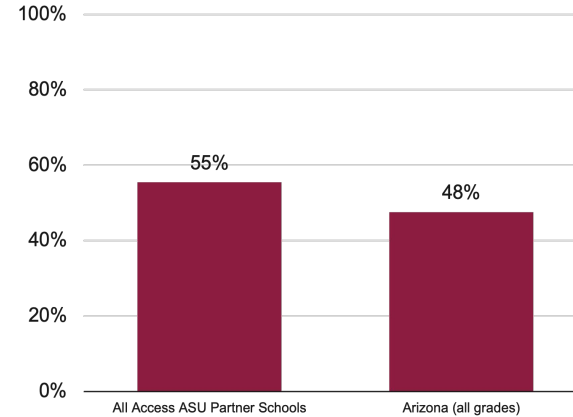
By Partner District



*Calculated based on partner schools, does not include elementary, alternative, or online schools.

**Scottsdale only includes Coronado HS.

Partner District vs. Arizona



*Calculated based on partner schools, does not include elementary, alternative, or online schools in those districts.

**Some schools have grades other than 9-12.

Our Impact through Providing Postsecondary Experiences

Access ASU believes it's important for K-12 students to experience campus life in order to envision themselves as a future Sun Devil. This is why we have curated specialized summer programming for students across Arizona. Through these unforgettable experiences, students live in the dorms, attend lectures and seminars and build their affinity for college. As an ongoing experience, Access ASU hosts hundreds of visits on ASU's campuses each year for students of all ages. Each campus visit is uniquely tailored to the school.

Summer Programming

- Barrett Summer Scholars
- Camp Catanese
- Sparks
- Scene
- Poly Summer Leadership Academy
- RISE, CCLI, Inspire, RECHARGE

Campus Experiences

- Campus tours
- Tailored workshops aligned with the school's goals.





César Chavez Leadership Institute

Program for rising high school juniors and seniors

67

Participants in Summer 2022.

100%

Survey respondents from Summer 2022 indicated that CCLI helped them feel more prepared for college.

97%

Survey respondents from Summer 2022. agreed that the program helped develop them as a leader.

54

Participants in the summer 2021 virtual program.

100%

Survey respondents from Summer 2021 indicated that CCLI helped them feel more prepared for college.

Our Impact through Serving Families

Access ASU serves families by equipping them with knowledge and tools to support their student's academic and postsecondary success.

Empowering Families Anytime Anywhere

The newly launched WeGrad digital platform provides timely and key postsecondary readiness mini lessons via text and bite sized videos.

In Person Models

Through the Hispanic Mother Daughter Program and WeGrad in-person programs, cohorts of families engage in targeted education at the school sites to gain tools, knowledge and resources to support their students in their academy journey.

Train the Trainer Model

In-person models have been scaled through grassroots family engagement. Program alumni commit to paying it forward by facilitating in-person workshop.





Hispanic Mother Daughter Program

1,935

Participants for 2021-2022
academic year

1,009

Parent-student teams in
2020-2021 academic year



DREAMzone

A resource for the Arizona State University community in support of our undocumented, DACA, and students with families of mixed immigration status.

In 2020-2021, there were 47 events and 905 participants.

In 2020-2021, there were 766 individuals served.

Among the ways we reached this status

Migrant Summer Student Academy

Dr. Irasema Coronado, Co-Director

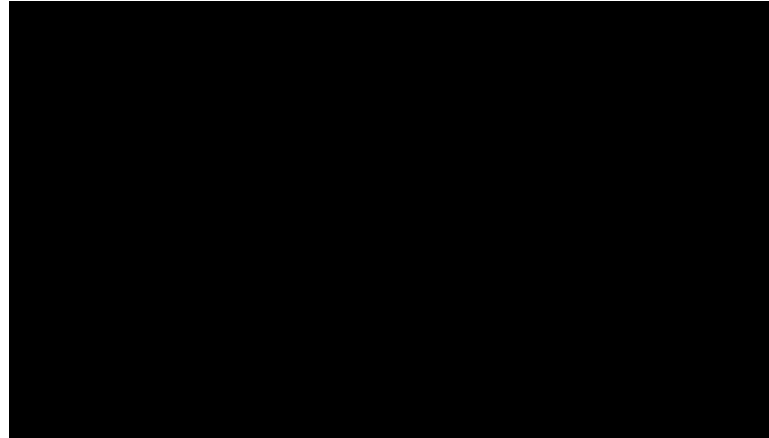
Dr. Gilberto Lopez, Co-Director



Why MSSA?

**There are educational
and sociocultural
challenges faced by
MSFW children**

Our role is to bridge the gap and
provide opportunities in that process.



Hands on learning

STEM enrichment

Real-world applications of science, technology, engineering, and math

Interactive learning

Encouraging creativity and problem-solving



<https://drive.google.com/file/d/1eFKpVbBoWR4TnIQz50nwP3hjeaoYXa/view?usp=sharing>

Beyond the classroom

Experiential learning

Visits to relevant sites, museums, and institutions

Real-world exposure

From the diverse ecosystems at the Desert Botanical Garden and the Audubon Society to hands-on experiences at veterinary school



Impact on learning

Overall improvement

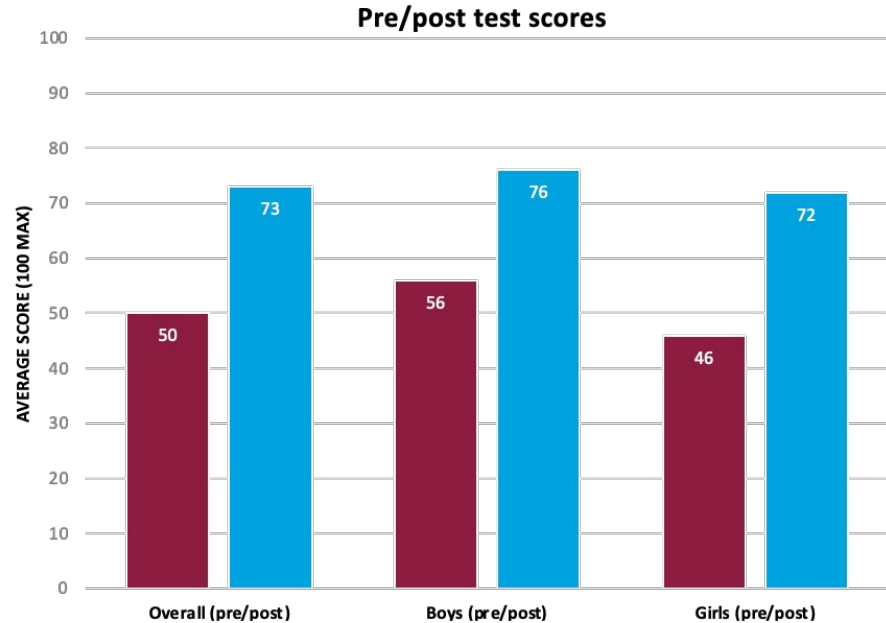
Average score increase
from 50% to 73%,
statistically significant

Boys performance

20-pt improvement

Girls performance

26-pt improvement



Understanding STEM

Overall improvement

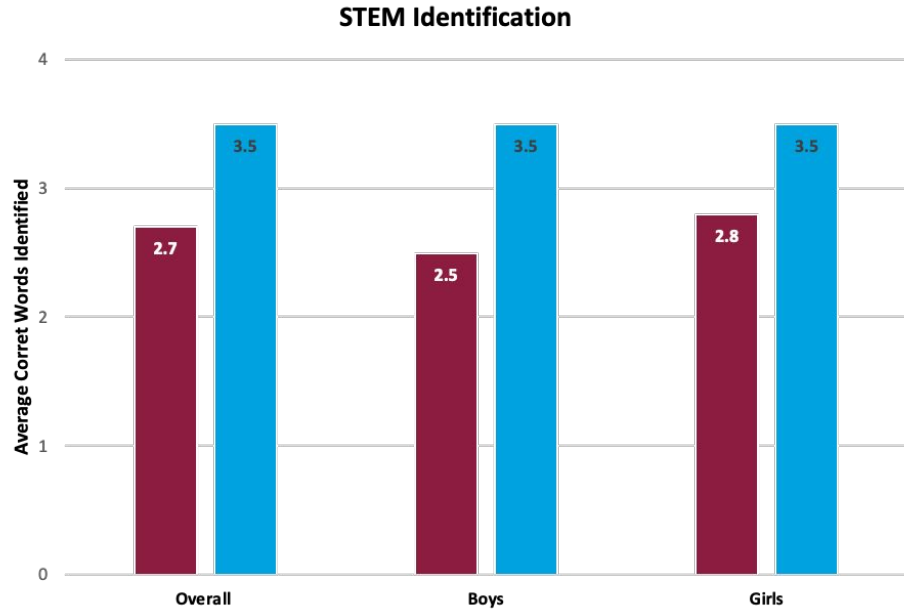
Average correct STEM words increased from 2.7 to 3.5

Boy's performance

Increase from 2.5 to 3.5

Girl's performance

Increase from 2.8 to 3.5



Awareness of STEM careers

Overall improvement

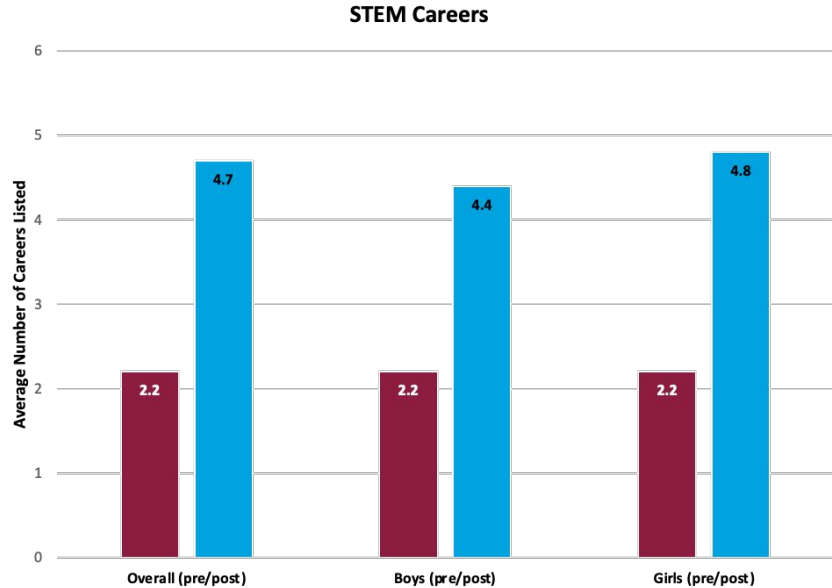
Average number of careers rose from 2.2 to 4.7

Boys performance

Increase from 3.3 to 4.4

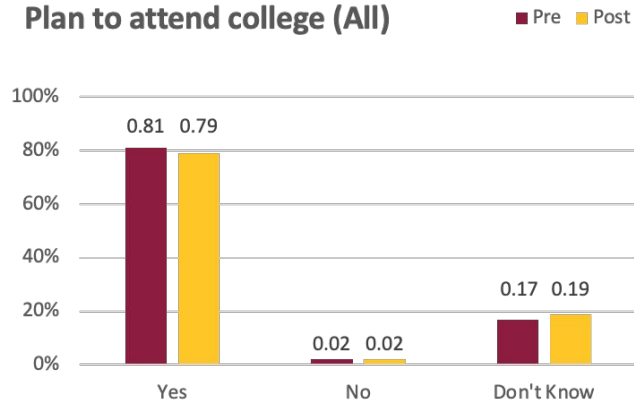
Girls performance

Increase from 2.2 to 4.8

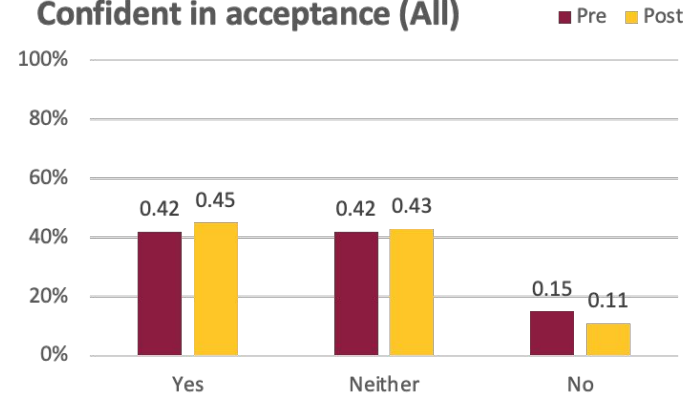


Student's college aspirations

Plan to attend college (All)



Confident in acceptance (All)



Celebrating achievements

Recognition

Honoring the hard work and dedication of students

Community

Bringing together families, educators, and supporters



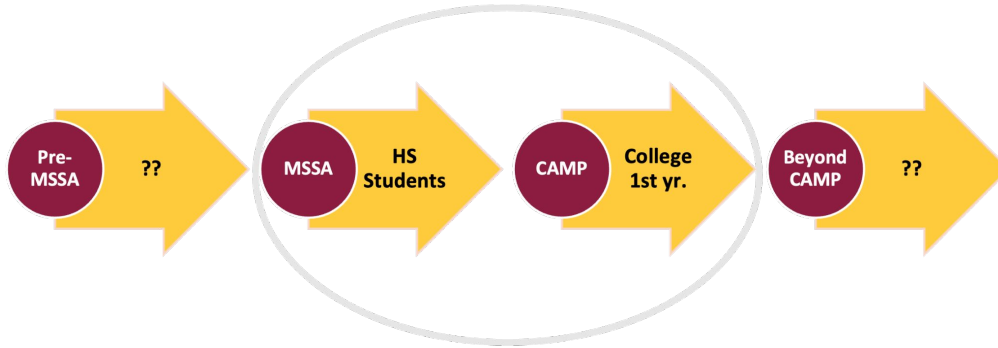
The journey ahead

The vision

Expanding the pathway with pre-MSSA, post-CAMP, and parallel programs

Our commitment

Continual innovation and evidence-based solutions



Among the ways we reached this status

Center for Broadening Participation in STEM

Knowledge Enterprise | Arizona State University

Dr. Anna Tanguma-Gallegos, Senior Research Project Manager (PhD-C)

Dr. Mara Lopez, Assistant Director, CBP-STEM

NSF#2120021 **NSF#2142734** **NSF#2055362** **NSF#1953763** **NSF#1902599** **NSF#1940949**



CBP-STEM is...

- A research organization specializing in developing and implementing inclusive and equitable educational strategies specifically for underrepresented students in STEM.
- Provides diversity, equity, and inclusion in STEM educational opportunities and in experiential learning services and training.
- Studies the impact of this work on outcomes for STEM faculty, staff and students.
- A project funded through an award from the National Science Foundation.

At the core of CBP-STEM

STEM-ESS Assessment

A self-assessment tool based on the STEM-ESS Model that rates institutional leadership's intentionality to accelerate Latino student success in undergraduate STEM Education.

A comprehensive presentation and analysis of the institution's STEM-ESS Assessment data and visualizations that also takes into account the college Strategic Plan and existing STEM initiatives.

Professional Development

Comprehensive workshops that offer training for culturally responsive instruction and practices to faculty, staff, and administrators. Embedding cultural responsiveness in Nano Technology and other technology programs.

Experiential Learning

A hands-on active learning approach that encourages faculty to provide a dynamic learning environment to engage students. Experiential learning forms include work-based experiences to related to industry projects and undergraduate research experiences offered in classrooms or labs.

Dissemination of Research

CBP-STEM Staff are experts in their field and practice rigor in research and its dissemination. CBP-STEM research has been published in ASEE, IEEE, ATE, ITS, and multiple HSI Conferences.

Management of Alliances

Managed relationships with partners have enhanced collective project management skills and produced mutually beneficial outcomes that also increase long-term revenue.

Outreach

Collaborate and connect with community, higher education, and K12 partners to intentionally serve the needs of students who have historically been underrepresented in STEM.



Experiences within the ALRISE Alliance Program

“A learning on reflection that I can provide my life experiences as an example to students”

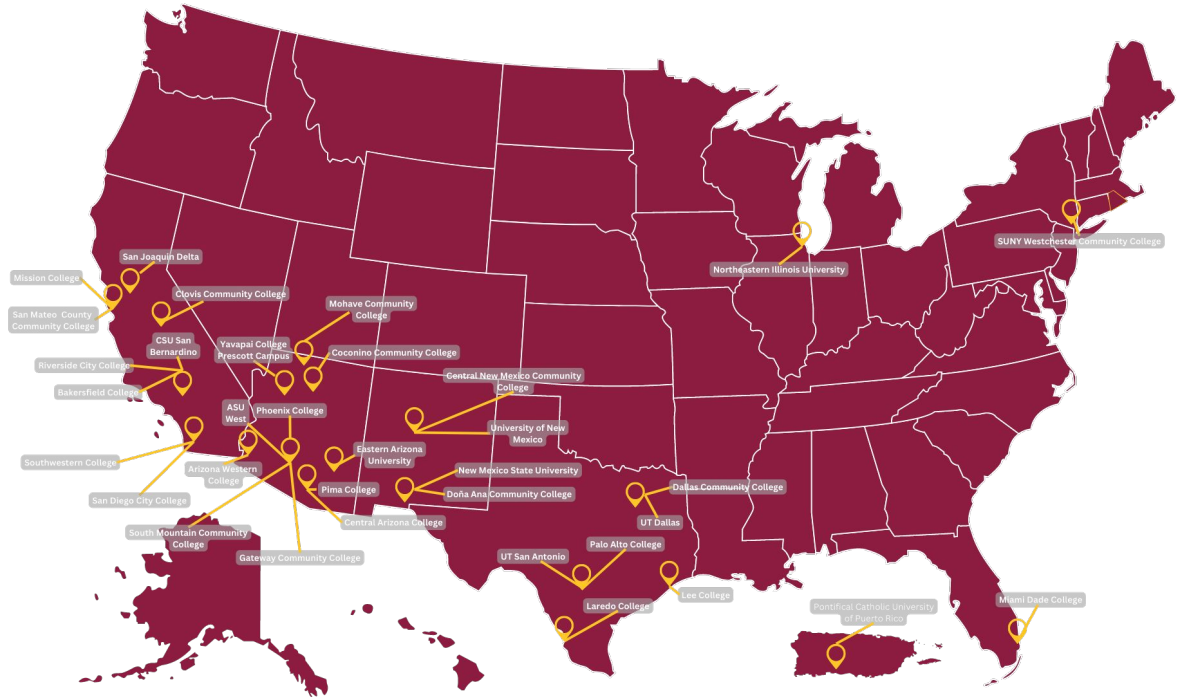
“I gained a better understanding of how the ALRISE alliance works as a group nationally and at the diverse regional levels. I also learned about diverse academic initiatives for STEM students that we might be able to incorporate at our home institution.”

“I gained the skills that allow me to provide underrepresented students with a culture of care, guidance, and equity focused strategies to be successful. I learned about providing culturally relevant curriculum and how that impacts the education of our students”

- Testimonials from three participants

Our partner HSIs and emerging HSIs

Arizona Western College - AZ
Mohave Community College - AZ
New Mexico State University - NM
Bakersfield College - CA
Northeastern Illinois University - IL
Central Arizona College - AZ
Palo Alto College - TX
Central New Mexico Community College - NM
Phoenix College - AZ
Clovis Community College - CA
Pima College - AZ
Pontifical Catholic University of Puerto Rico - PR
Coconino Community College - AZ
Riverside City College - CA
CSU San Bernardino - CA
San Diego City College - CA
Dallas Community College - TX
San Joaquin Delta College - CA
Doña Ana Community College - NM
San Mateo County Community College District - CA
Eastern Arizona College - AZ
South Mountain Community College - AZ
Gateway Community College - AZ
Southwestern College - CA
LA Mission College - CA
SUNY Westchester Community College - NY
Laredo College - TX
University of New Mexico - NM
Lee College - TX
UT Dallas - TX
Miami Dade College - FL
UT San Antonio - TX
Yavapai College Prescott Campus - AZ



**Major successes on
our journey to obtain
and maintain our
designation**



In ASU News

ASU 1 of 9 Institutions to Earn Inaugural Seal of Excelencia

Young Latinos are one of the nation's fastest-growing populations according to the Pew Research Center, and many Latino youth will be the first in their family to go to college.

ASU has committed to serving its communities and those individuals who wish to pursue a college degree regardless of their background or socioeconomic status and to provide the support resources required for all students to succeed.

For those efforts, ASU was one of nine institutions to earn the 2019 Seal of Excelencia, a prestigious, voluntary, and comprehensive certification granted by the Washington, D.C.-based organization, Excelencia in Education.

– ASU Now



In ASU News

ASU Earns 2nd Seal of Excelencia Certification

Thanks to its continuing commitment to accelerating Latino student success, Arizona State University has again earned the Seal of Excelencia from the Washington, D.C.-based organization Excelencia in Education until 2025.

The seal recognizes an institution's high level of commitment and effort to serve Latino students, and is based on several factors, including data, such as enrollment of Latino students and representation among faculty, as well as programs to support students and leadership in recruitment, professional development and communications.

– ASU Now



In ASU News

ASU Designated Hispanic Serving Institution

Arizona State University has been designated a Hispanic Serving Institution by the U.S. Department of Education, a major milestone in its commitment to increase the diversity of its student body.

Earning this designation grants learners and scholars access to numerous opportunities earmarked for schools with this status, including scholarships, internships and federal funding.

ASU is home to many Hispanic and Latino students, faculty and staff. Many are first generation or immigrants and represent stories of resilience, persistence, dedication and pride. The ASU Charter was built upon these stories and our promise to measure ourselves by who we include and how they succeed.

– ASU Now



In ASU News

ASU Honored by Hispanic Scholarship Fund for Service to Hispanic Students and Families

Helping more Hispanic students attend and graduate from college has long been a commitment of Arizona State University. On April 13, 2023, that commitment was recognized by the Hispanic Scholarship Fund, an organization that assists Hispanic students with information, resources and scholarships to navigate and complete college, which presented ASU with its prestigious “Education Partner of the Year” award.

As a partner of HSF, ASU has hosted several programs, most notably College Camp, a free, bilingual event for 6-12 graders and their families.

– ASU Now



In ASU News

ASU Recognized as Fulbright Hispanic Serving Institution Leader

For decades, students and scholars have represented the academic and research excellence of ASU around the world through their participation in the Fulbright Program. In 2022, the U.S. Department of State Bureau of Educational and Cultural Affairs named ASU a Fulbright HSI Leader recognizing the noteworthy engagement with exchange participants and promotion of program opportunities to our campus.

The support for our Hispanic community to pursue Fulbright as a part of their academic and professional journey remains fundamental to our aspirations and this new distinction will be integral in advancing this work.

– ASU Now



In ASU News

ASU Among Leaders in Service to Latino Student Success

In recognition of ASU's longstanding commitment to an inclusive educational environment, Excelencia in Education, an organization based in Washington, D.C., announced that ASU President Michael Crow has joined the Network of Presidents for Latino Student Success. This national network is composed of presidents and chancellors that are committed to learning environments where Latino students can thrive. Through the network, Crow will collaborate with Excelencia to leverage collective expertise and resources, foster partnerships, and amplify efforts to improve student success on a national scale.

– ASU Now

Find us online through QR Codes

Mentions throughout this presentation



Office of Inclusive
Excellence Website



Migrant Summer
Student Academy



Student Testimonial #1



AccessASU Website



Center for Broadening
Participation in STEM



Student Testimonial #2

Find us online through QR Codes

ASU News Stories



ASU 1 of 9 Institutions to Earn
Inaugural Seal of Excelencia



ASU Earns 2nd Seal of Excelencia
Certification



ASU Recognized as Fulbright
Hispanic Serving Institution Leader



ASU Designated a Hispanic Serving
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ASU Honored by Hispanic
Scholarship Fund for Service to
Hispanic Students and Families



ASU Among the Leaders in Service
to Latino Student Success