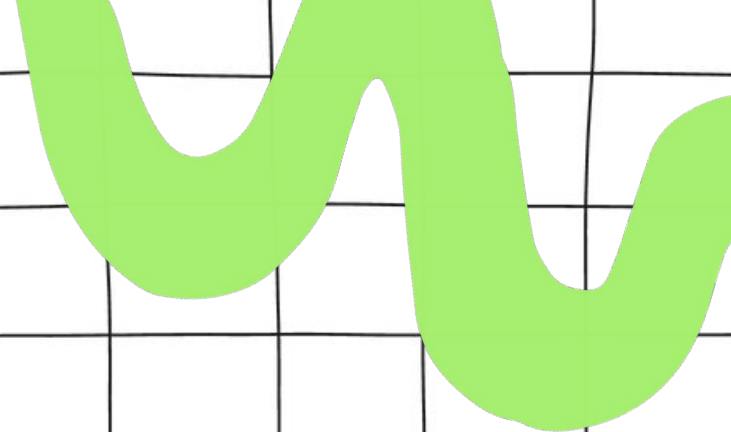
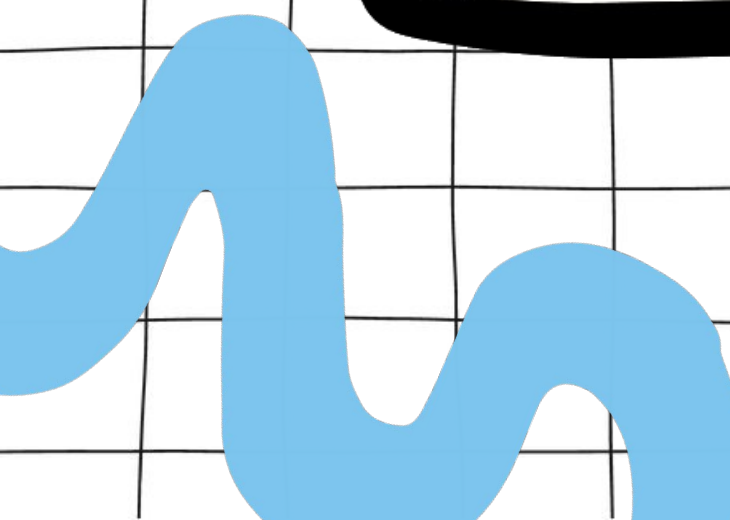
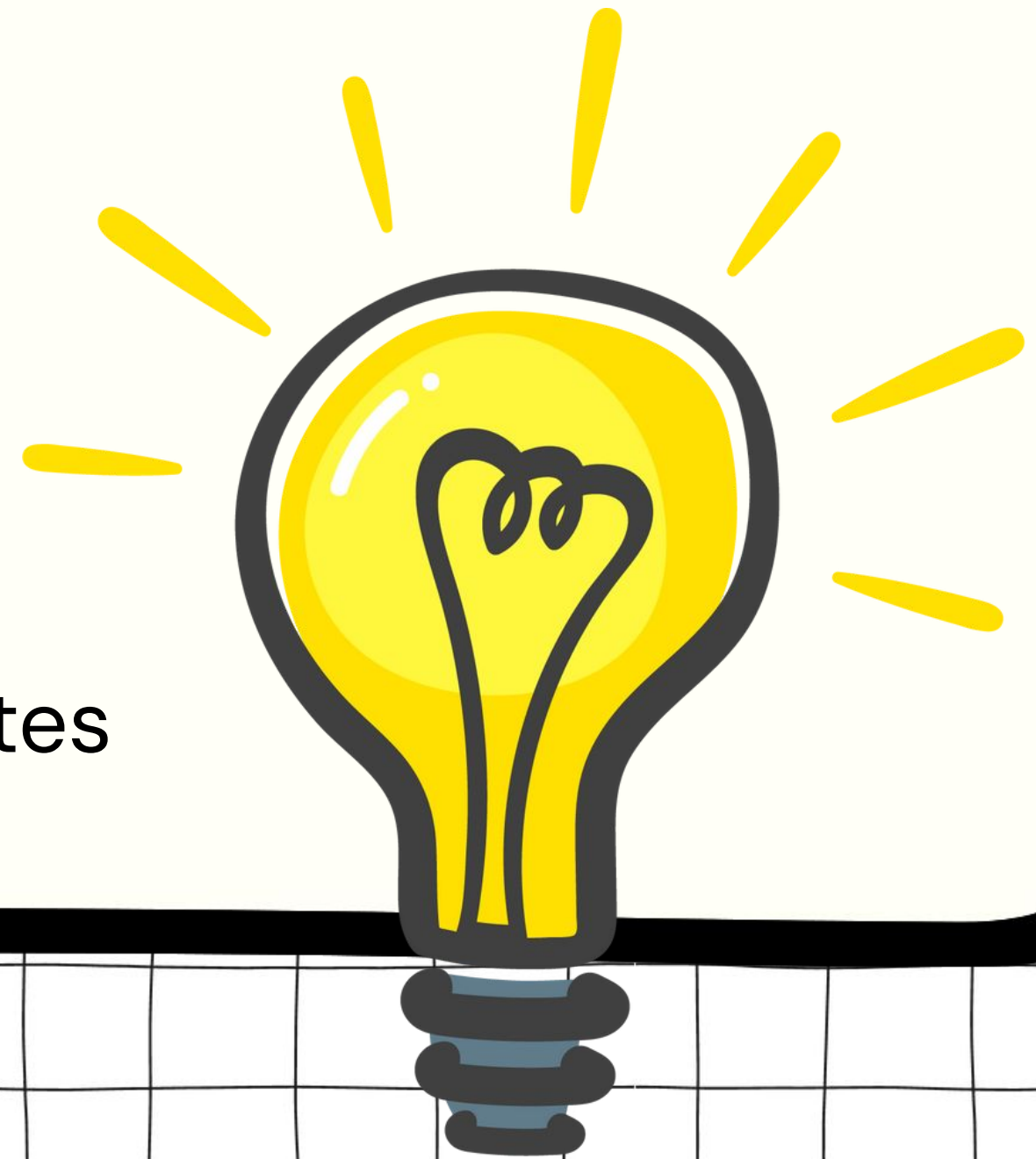


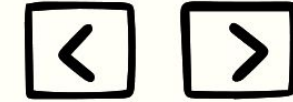


NURTURING AGENTS OF CHANGE

EMPOWERING HSI Student Advocates



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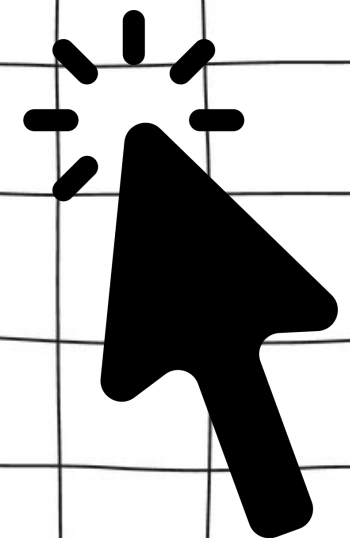
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Introduction

Vidal Mendoza, M.Ed.

(she, her, ella)

Assistant Director of Hispanic/Latiné

Student Services

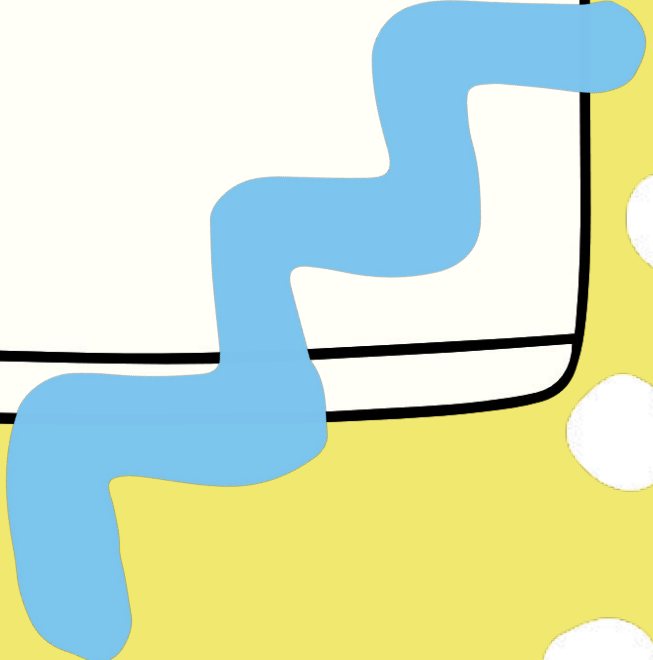
Northern Arizona University



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Introduction

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Graduate Assistant for
Hispanic/Latiné Student Services
Northern Arizona University



What is a change agent?

A change agent facilitates change initiatives.

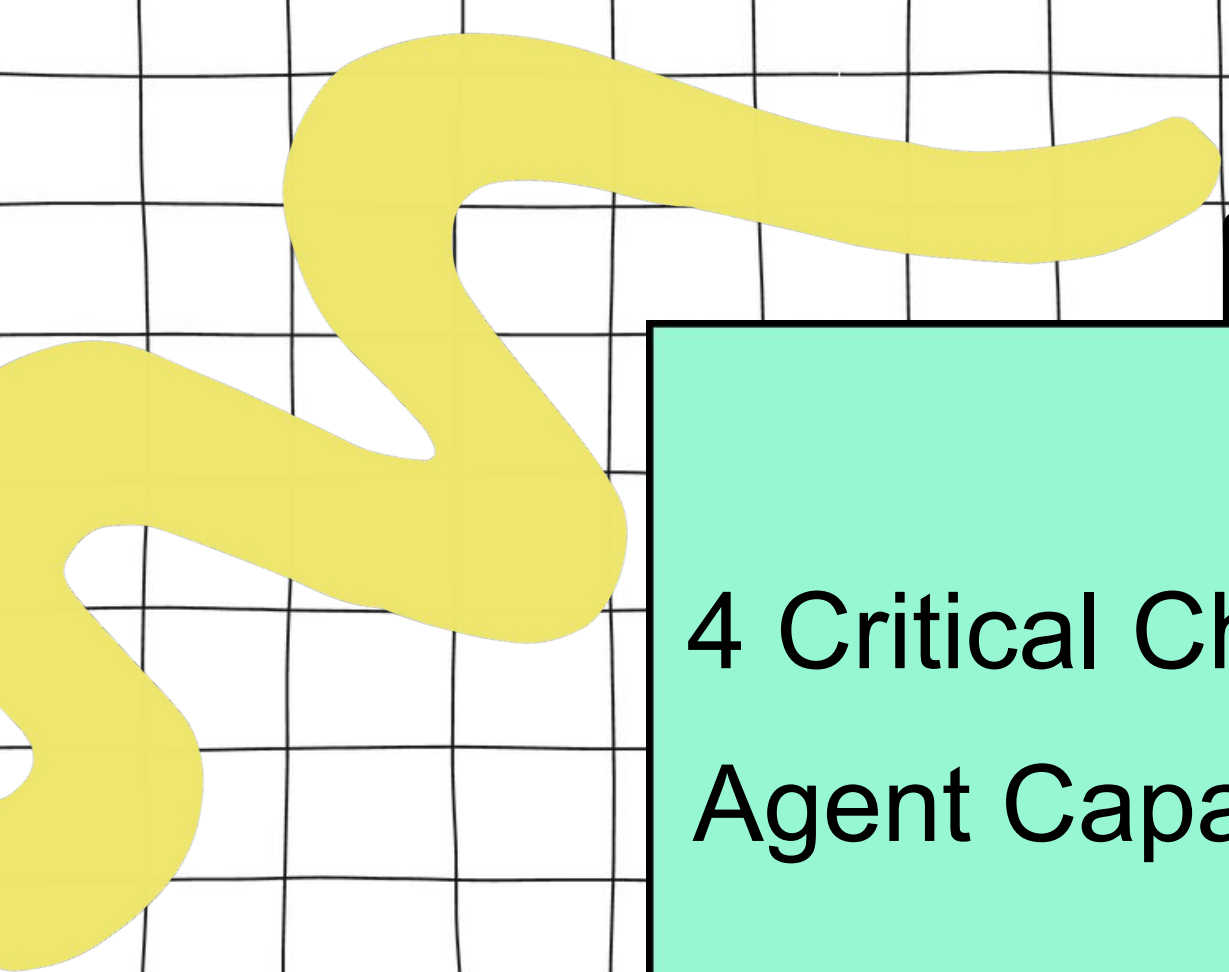
A change agent's success relies on their relationship with key decision-makers.

To be effective, leaders must possess five qualities:

1. Flexibility
2. Diversified knowledge
3. Prioritization
4. Accountability
5. Effective listening skills,

These foster creativity, align with business goals, and build trust.

Black, 2015



4 Critical Change Agent Capacities

1. Collaboration and Community
2. Intellect and Innovation
3. Energy and Commitment
4. Reflexivity, Reflection, and Action

KREMERS ET AL., 2020



Collaboration and Community

Collaborative efforts will enhance campus community relationships, benefit students, and create cross-departmental networks for further opportunities.

Energy and Commitment

Our Hispanic/Latiné students are better able to overcome biases and unequal access if they are equipped with the intellectual and creative skills necessary to create long-term change leaders and to promote risk-taking, resilience, and self-advocacy.

Intellect and Innovation

The need for intellectual and imaginative talents in creating long-term change leaders. Promoting risk-taking, resiliency, and alternative paths. assist students in overcoming biases and unequal access.

Reflexivity, Reflection, and Action

The development of change agents in higher education requires reflexivity, reflection, and action, involving program adaptation, culturally responsive faculty training, and diverse campus community of support.

7 Key Questions to Determine Whether Your Hispanic-Serving University or Community College Is Creating Change Agents

Do you work to eliminate campus and outside systems that worsen inequality for Hispanic/Latiné students?

Do you empower Hispanic/Latiné students to create change in programs that directly impact them?

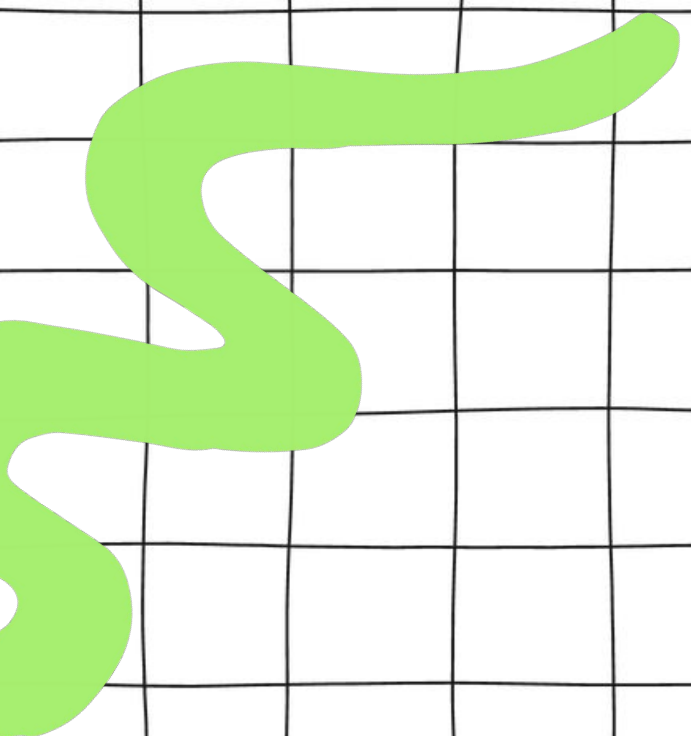
What successful Hispanic/Latiné student projects have your academic/non-academic units funded?

Are Hispanic/Latiné students supported in academic, non-academic, and non-traditional roles?

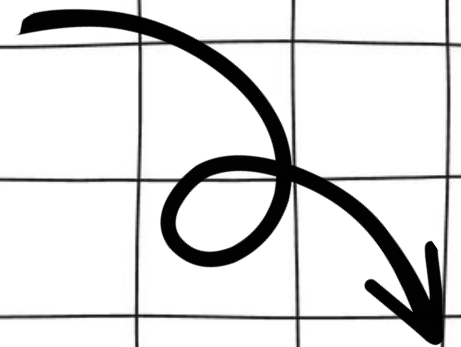
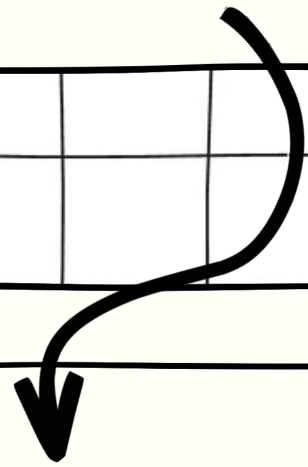
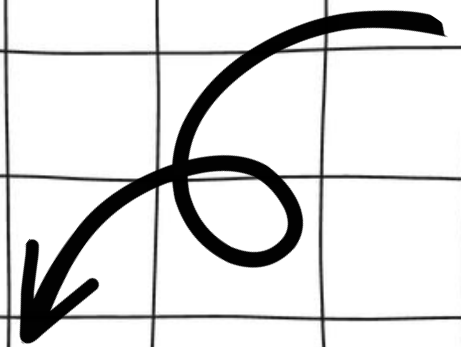
Do you help Hispanic/Latiné students understand your campus's processes (i.e., why not more scholarships or funding)?

How do you ensure your Hispanic/Latiné students are happy and healthy?

How strong are the Hispanic/Latiné Alumni chapters at your university/community college?

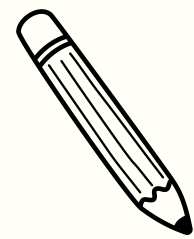


How Can I Apply
This?




Academics 

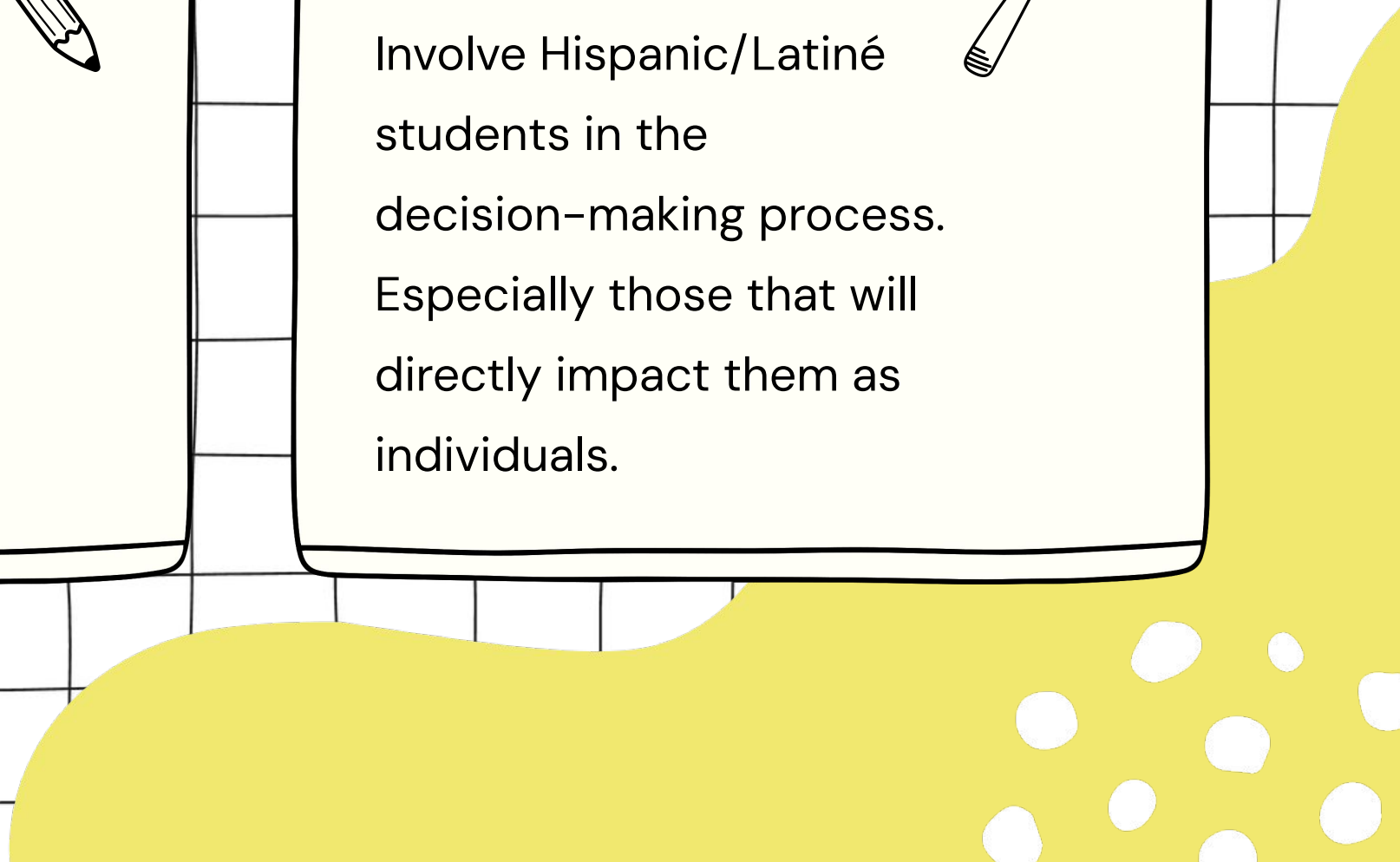
Advocate for increased culturally-responsive faculty training opportunities.

Student Life 

Create a Hispanic/Latiné Townhall on campus. A space where students can come and voice the challenges and successes at your campus.

Seat at the Table 

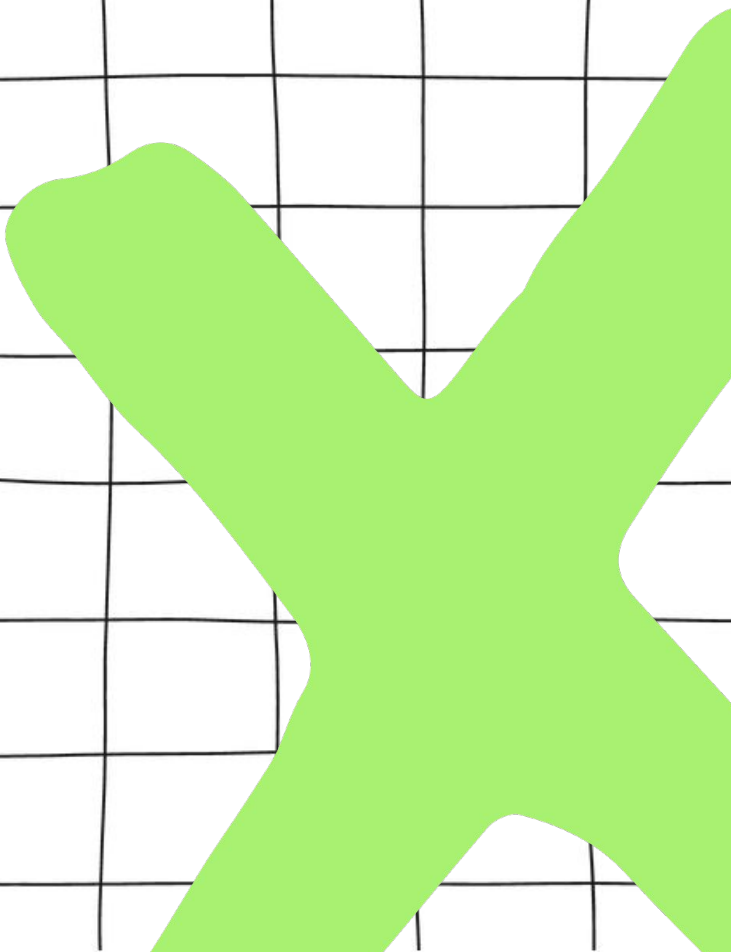
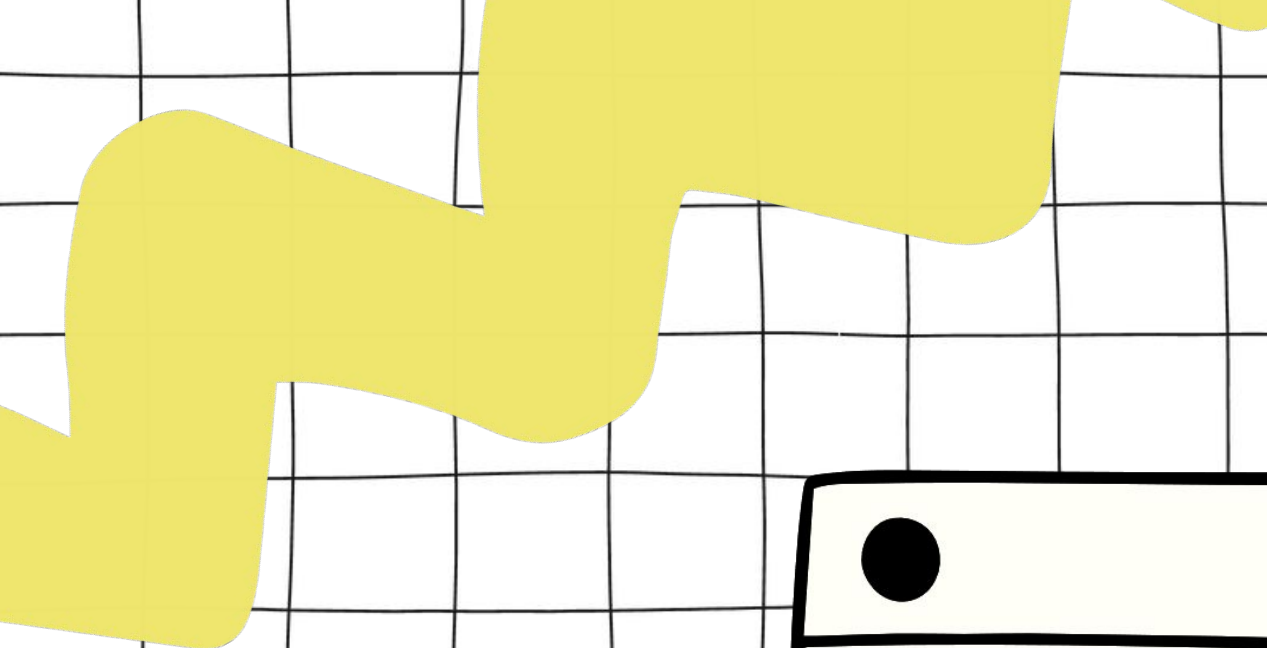
Involve Hispanic/Latiné students in the decision-making process. Especially those that will directly impact them as individuals.



Why is this important?



- To help students pursue a passion for social change, higher education professionals can support their development of skills and knowledge.
- Engaging historical examples and a classroom culture that empowers students to be change agents can help students develop the skills and knowledge to make their case.
- Students learn about change by studying other student's impact.
- Effective change agents need critical writing and public speaking skills.
- Empowering students to engage in civil dialogue and actively listen to others' perspectives will improve their historical understanding, encourage diverse arguments, and increase their ability to change.



Thank you

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