

Bookshare

Transforming Hispanic Serving Institutions
for Equity and Justice

Who's in the room?




Hispanic Serving
Institution Initiatives

AZ HSI Consortium



Book Discussion Format and Guide

- 7 weeks @ 1 hour sessions in hyflex modality (6+1 change to 1 + 6 +1)
- Fridays 1-2PM
- Advertisement and [Interest Form](#)
 - Employee dls
 - College Intranet
 - District HSI dls
 - HSI Consortium
- ~20 participants see [attendance form](#)



**MESA
COMMUNITY COLLEGE**
A MARICOPA COMMUNITY COLLEGE
Title V SENDAS Grant

Transforming HSIs for Equity and Justice

Book Discussion

Author Website: [Dr. Gina Garcia](#)

Use this reading guide to make meaning of new or interesting concepts from the book.

Exploring Book Concepts

Identify concepts or topics in the book. For each one, share something new or interesting OR write a question that you have about it.

Concept or Topic	New or Interesting Ideas OR Question

Identify concepts or topics in the book and make connections.

- How does the concept or topic relate to YOU?
- How does the concept or topic relate to something else that you know?
- How does the concept or topic relate to the world?

Concept or Topic	Making Connections

Dr. Gina Ann Garcia

Dr. Garcia's research centers on issues of equity and justice in higher education with an emphasis on understanding how HSIs embrace and enact an organizational identity for serving minoritized populations. She also seeks to understand the experiences of administrators, faculty, and staff within HSIs and the outcomes and experiences of students attending these institutions. Finally, her research looks at the ways that race and racism have shaped the experiences of minoritized groups in higher education.



Organizational
Outcomes for
Minoritized
Students

High	Student-Producing	Student-Serving
Low	Student-Enrolling	Student-Enhancing
	Low	High

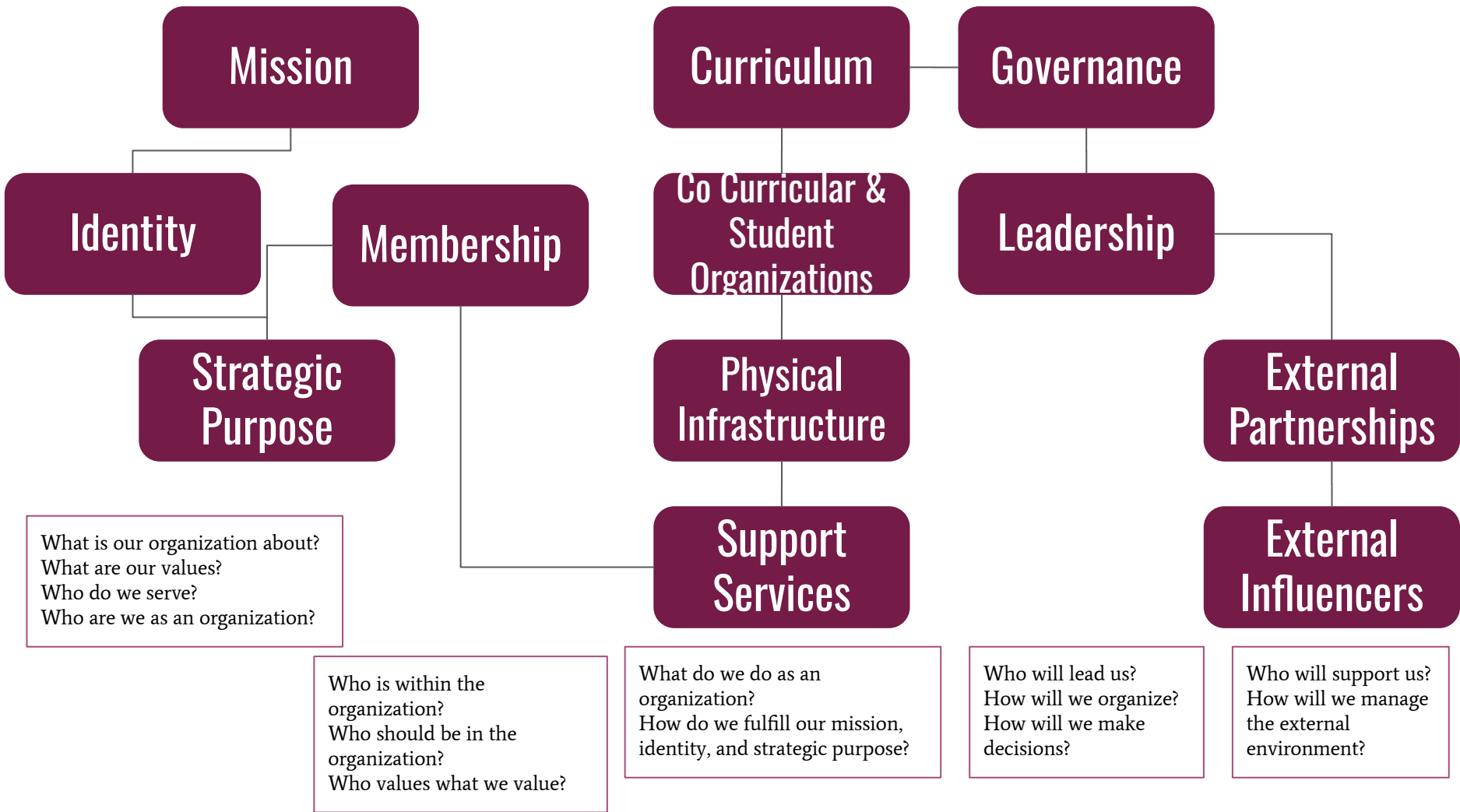
Organizational Culture Reflects *Minoritized* Students

[Dr. Gina Garcia](#), HSI Scholar



MESA
COMMUNITY COLLEGE

A MARICOPA COMMUNITY COLLEGE



Who are we? How do we know?

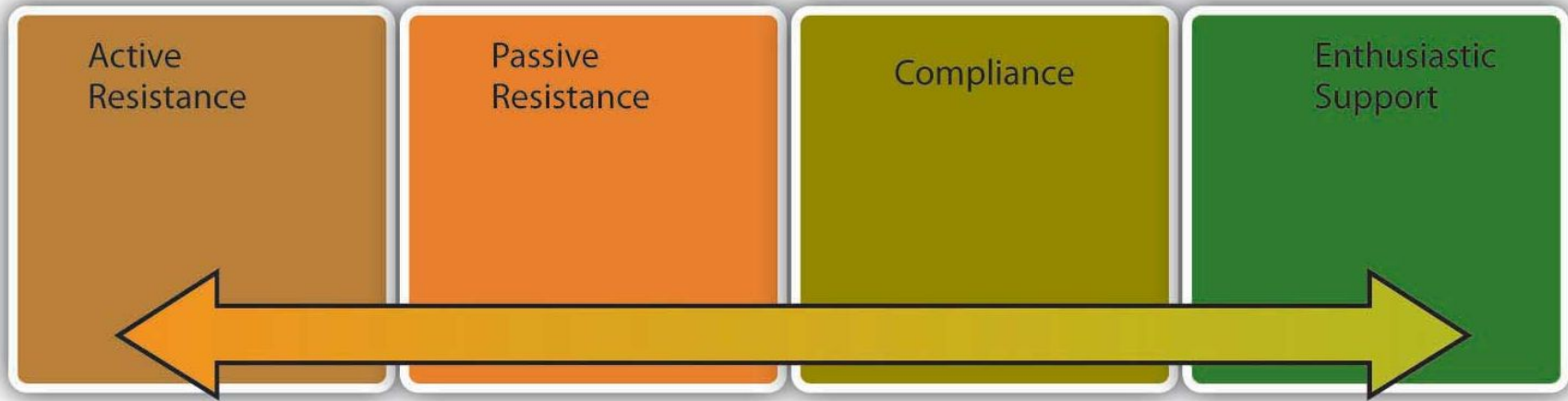
MCC Mission

We create an inclusive and vibrant learning community where everyone is supported to achieve success.

SAMPLE Transformed HSCC Mission:

Advancing a more diverse and equitable workforce that is committed to equity, justice, and liberation for the communities that students come from.

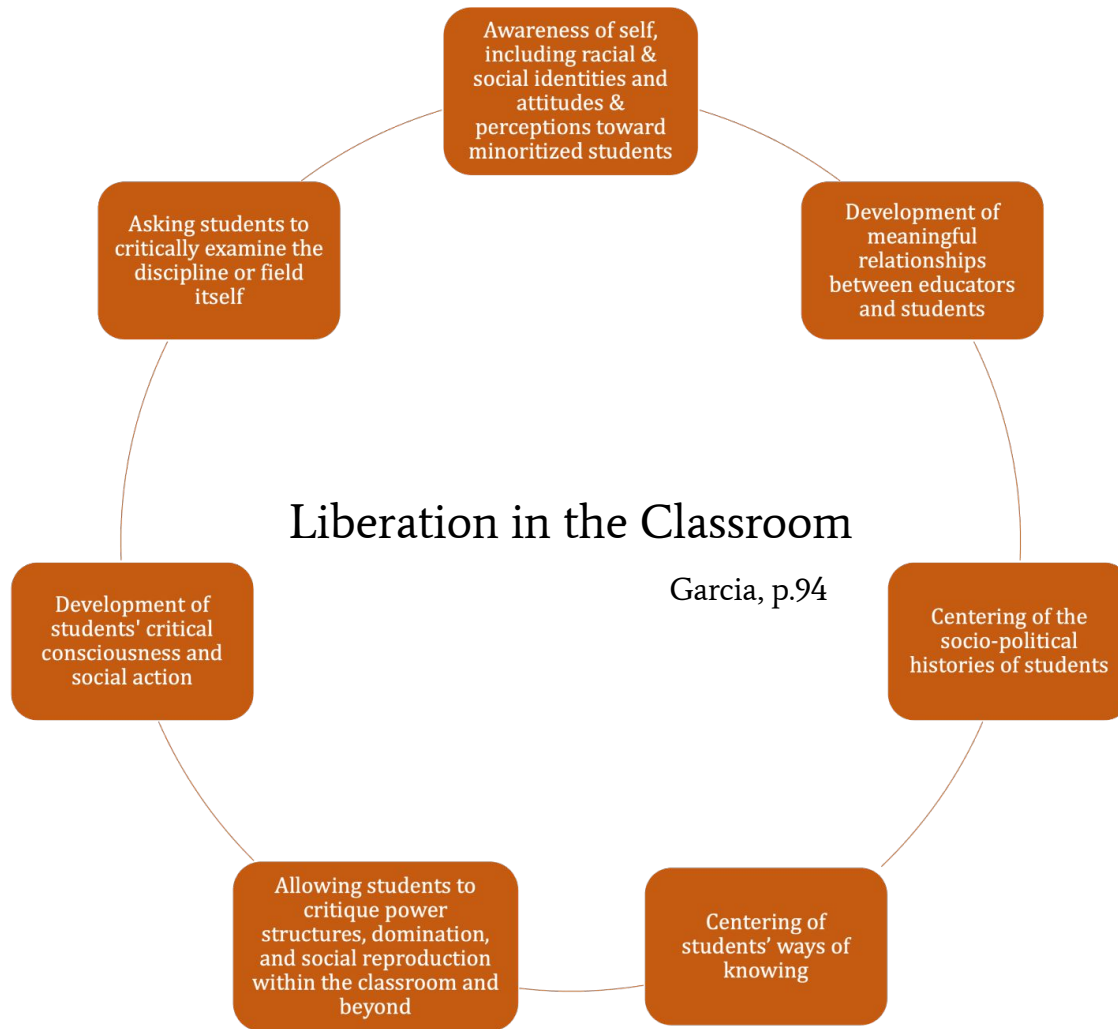
The mission, identity, and purpose should lay out both a commitment to and action toward equity, justice, and liberation for Latinx, Black, Indigenous, Asian American, Pacific Islander, and Mixed-Race students, families, and communities. (Garcia, p.35)



Membership

Who values what we value?

Are we collecting and sharing college work that demonstrates student **servi**ngness?



<p>Are students of color with multiple minoritized identities utilizing the services?</p>	<p>Are student services identity neutral? Are race and other intersectional identities of students at the core of support services?</p>	<p>Are students served through a normative, white, traditional college student approach?</p>
<p>Are students of color with multiple minoritized identities asked to be leaders and help provide direction for services?</p>	<p>Are people of color with intersectional identities leading these services?</p>	<p>How are students informed about available student services?</p>
<p>Are approaches to student services guided by law and compliance rather than equity, justice, and liberation?</p>	<p>Are student services cross-functional to allow for collective liberation?</p>	<p>Are students served through a deficit lens?</p>

Questions to Guide Justice-Centered Support Services (Garcia, p.109)

Advancing the Mission

Race Consciousness

Equity Mindedness

Task Force: administrators,
external **partners**, faculty,
staff, and students



These are external influencers.



Hispanic Serving
Institution Initiatives

AZ HSI Consortium



AHSIE
Alliance of Hispanic Serving Institution Educators



Learning Communities at MCC

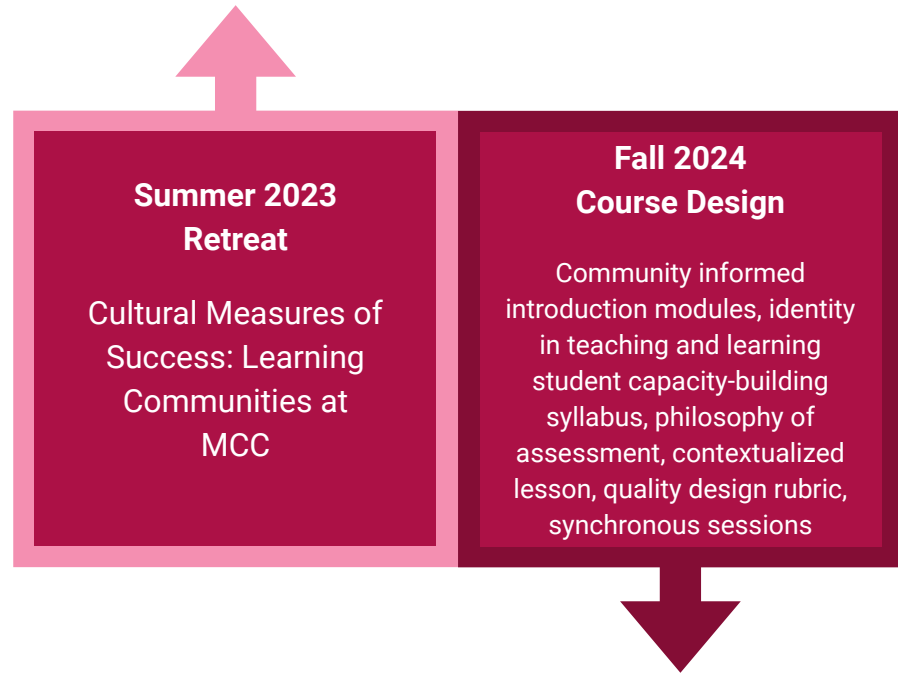
From the Wild West to Shared Governance



Learning Communities is a committee of faculty and staff leading cohort-based learning communities or offering programs that offer support services to a specific community of learners at MCC. The committee uses cultural and organizational measures of success (enrollment, retention, persistence, completion) to evaluate the experiences and outcomes of students that participate in learning communities. The committee also works collectively to improve practices that will enhance the implementation of learning communities at MCC.

Transforming Learning Communities at MCC

- Mission
- [Strategic Purpose](#)
- Membership
- Shared Governance
- Support Services
- Curriculum
- ...



Everything else

Sphere of Influence

Sphere of Control



What will you do with it?

Thank you!

megan.garvy@mesacc.edu

