Transforming Hispanic Serving Institutions for Equity and Justice

Gina Ann Garcia
Who’s in the room?
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](#)
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.
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<th>Organizational Outcomes for Minoritized Students</th>
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Organizational Culture Reflects *Minoritized* Students

Dr. Gina Garcia, HSI Scholar
What is our organization about?
What are our values?
Who do we serve?
Who are we as an organization?

Who is within the organization?
Who should be in the organization?
Who values what we value?

What do we do as an organization?
How do we fulfill our mission, identity, and strategic purpose?

Who will lead us?
How will we organize?
How will we make decisions?

Who will support us?
How will we manage the external environment?
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 servingness?
Liberation in the Classroom

Garcia, p.94
| Are students of color with multiple minoritized identities utilizing the services? | Are student services identity neutral? Are race and other intersectional identities of students at the core of support services? | Are students served through a normative, white, traditional college student approach? |
| Are students of color with multiple minoritized identities asked to be leaders and help provide direction for services? | Are people of color with intersectional identities leading these services? | How are students informed about available student services? |
| Are approaches to student services guided by law and compliance rather than equity, justice, and liberation? | Are student services cross-functional to allow for collective liberation? | Are students served through a deficit lens? |

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.*
Learning Communities at MCC
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
- ...

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**Summer 2023 Retreat**

Cultural Measures of Success: Learning Communities at MCC

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**Fall 2024 Course Design**

Community informed introduction modules, identity in teaching and learning, student capacity-building, syllabus, philosophy of assessment, contextualized lesson, quality design rubric, synchronous sessions
What will you do with it?
Thank you!
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