

**Welcome/Bienvenidos
Hispanic/Latine
Leadership Programming**
¡Lo Bueno y Lo Malo!



NAU

Introduction



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Agenda

It's not always easy to create and execute programming for our Hispanic/Latine Leaders.

- Share about events that work, events that didn't work
- How can we address the challenges we faced
- Share best practices moving forward

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Pulse Check



<https://www.menti.com/aldfm67edw8w>

What Works?

- Take some time to share with your neighbors about strategies that have worked Share with the room
- What has worked for us?
 - Gathering Student Input-Sessions, decorations, music, presenters, etc.
 - Representation-presenters they can identify with
 - Sessions relevant to their needs and interests
 - Interaction during sessions, more engagement
 - Logistics: Time, date, location



What Does Not Work?

- Take some time to share with your neighbors about strategies that have worked
- Share with the room
- What has not worked for us?
 - Representation-repeat presenters
 - Logistics: Time, date, location
 - Representation: Feeling left out/unseen
 - Lack of interest/confidence to be presenters
 - No show rates 30-50%



Addressing the Challenges

- Create a list of challenges you've faced in developing and executing programming
- Share the challenges with your neighbors
- Listen to how your neighbors may address those challenges
 - Brainstorm idea as a group

Appreciative Advising

“Employs intentional and practical approaches in order to combat challenges negatively affecting student retention, student morale, and self-confidence” –(Smith, et. Al, 2021)

- Disarm- Create a safe space for students. Share your college experience.
- Discover- Identify the strengths, interests, and skills of the student(s). Use asset-based thinking!
- Dream- Learn and understand students' visions, goals, aspirations.



Appreciative Advising

- Design- Create small goals. Develop plans to achieve goals.
- Deliver- Create accountability and support system. Timelines, goal checklist, assign responsibility.
- Don't Settle- Continue to challenge and increase goals.
- Don't be Afraid to Share- Share the experiences. Share the success and failures to grow from. Encourage students to share.



Open Discussion

- Share your strategies:
 - How do you get student input?
 - How do you gain student trust?
 - What strategies do you employ to ensure you are supporting your students' development as leaders in the work that you do?
 - What are the pitfalls you have faced with student leaders?

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Thank You!
¡Gracias!



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