Diversity Toolkit & Latinx Students in Christian Higher Education

BY HEIDI LEPE

VU RES LIFE

VANGUARD UNIVERSITY

Agenda

- HSI Resources
- Latinx Christian Tradition Resources
- Latinx Christian Student Needs

Diversity Toolkit & Latinx Students in Christian Higher Ed

HSI – Hispanic Serving Institutions

Defining "Servingness" at Hispanic-Serving Institutions (HSIs): Practical Implications for HSI Leaders by Gina Ann Garcia

- we have at least 25% of undergraduate students identifying as Latinx per HSI status.

- Moving from enrollment to "*servingness*" where we actually "serve" students through <u>nonacademic outcomes, such as development of academic self-concept, leadership identity, racial identity, critical consciousness, grad school aspirations, and civic engagement</u>. (Garcia, Núñez, and Sansone 2019)

- Keep in mind racial diversity within Latinx communities and beyond- Mexican, Salvadoran, Honduran, Puerto Rican and non-Latinx students of color apply to HSI resources

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HSI – Hispanic Serving Institutions

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Recommendations for HSI Leaders

1. Approach HSI grant opportunities as a vehicle to enable institutional leadership, faculty, and staff to proactively think about what servingness looks like in practice, and fully embrace and outwardly articulate the value of an HSI identity.

2. Define and enact servingness through a race-conscious lens, and seek out a campus environment that is positive and affirming of the race, ethnicity, language, and cultural experiences of Latinx and other minoritized students.

3. Embrace the great diversity within your student body, and seek ways to identify, recognize, and enhance the cultural wealth and knowledge students bring to campus.

4. Prioritize and measure numerous academic and nonacademic outcomes of interest along the spectrum of servingness.

5. Disrupt negative racialized experiences on campus before they happen, using strategies including ongoing training for faculty and staff on how to be anti-racist in policy and practice.

6. Seek to transform all structures that affect the institution's ability to serve students—governance, leadership, curricular and co-curricular offerings, decision-making processes, incentive structures, training and development, assessment and evaluation, and community engagement, to name a few.

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Rev. Dr. Joanne Solis

Latinx are a 'we' people, concerned with the advancement of all. We are most willing to promote values connected with being familia and to understand what it means to work <u>en conjunto</u>. These are competencies that positively contribute to the collective success of any organization. Those that create a culture in which Latinx are welcomed and included will gain leaders who remain loyal for many years to come. Beyond the observable surface culture, it is the deeper, invisible cultural behaviors that account for 90 percent of leadership behavior.

Resources

- Defining "Servingness" at Hispanic-Serving Institutions (HSIs): Practical Implications for HSI Leaders - Race and Ethnicity in Higher Education (equityinhighered.org)

- Anti-Racist Hiring Practices in Higher Education - HigherEdJobs

- Latinidad and Leadership — Open Plaza (htiopenplaza.org) to better understand Latinx faculty and staff

- Becoming Hispanic-Serving Institutions: Opportunities for Colleges and universities by Dr. Gina Ann Garcia

- Que Pasa HSI Podcast by Dr. Gina Ann Garcia - Instagram @quepasahsis
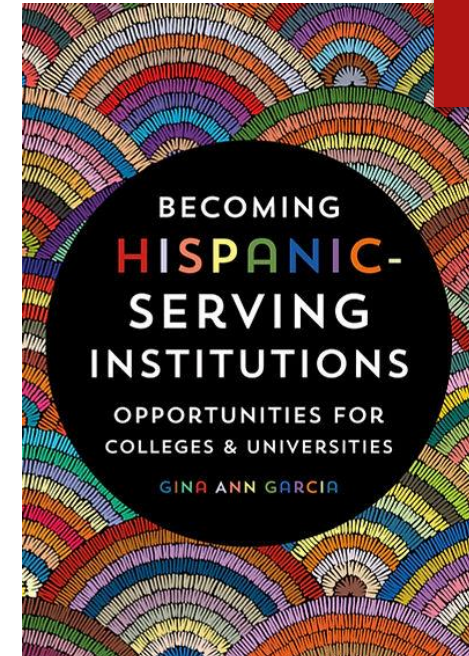
Latinx Christian Tradition Resources

- Grasp cultural and religious context of Latinx students: we are not a monolith – White, Black, Brown Latinx populations including vast ethnic identities from Latin America/Caribbean
  - Socioeconomic, religious traditions (Conservative/Evangelical/Catholic), political leanings, linguistic differences as well
- Identity crisis while navigating through a PWI: Assimilate, Opt Out, or Double Down? By Rodriguez and Tapia

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Identity Crisis: Assimilate, Opt Out, or Double Down? By Rodriguez and Tapia

UNAPOLOGETIC LATINOS – Have fully embraced their Latino identity and choose not to hide

EQUIVOCAL LATINOS – Have some boundaries about identity b/c of Euro-US values they were heavily exposed to in education/career

RETRO LATINOS – those who grew up equivocal but have gone back to their Latino roots to discover/rediscover heritage and culture

INVISIBLE LATINOS – have fully denied and disowned any connection to Latino culture

- What factors do you think lead a Latinx student at VU to fall into either of the categories? (Unapologetic, Equivocal, Retro, Invisible)

In what ways can we meet Latinx students where they are in their ethnic and cultural identity?

Resources

Books
- o Untold Stories: The Latinx Leadership Experience in Higher Education by Peter Rios
- o Diversity Matters: Race, Ethnicity, and the Future of Christian Higher Education by Karen A. Longman
- o Brown Church by Dr. Robert Chao Romero
- o Being Latino in Christ by Rev. Orlando Crespo

Add'tl Resources

► Article: Divided We Stand: Latina/o Students in White Institutions by Heidi Lepe — World Outspoken (Vanguard Experience)

► Podcast: S2E8 - Being Latino in Christ — World Outspoken

Latinx Students in Christian Higher Education: Needs

- Belonging
- Everything Happens with Kate Bowler: Willie Jennings: Belonging on Apple Podcasts
- Cultural Embrace
- Community Empowerment
- A World of Reimagination Away from the White Gaze and Power
  - The Purpose Gap: Empowering Communities of Color to Find Meaning and Thrive by Dr. Patrick B. Reyes
- Spiritual Life Integrated with Cultural Elements
  - Bilingual Chapels, Latinx keynote speakers, Mass opportunities, Noche de Jubilo, hearing from Latinx Catholic, Pentecostal, Non-denominational traditions
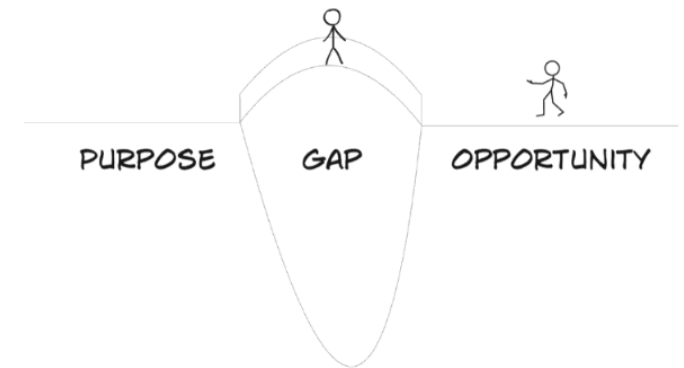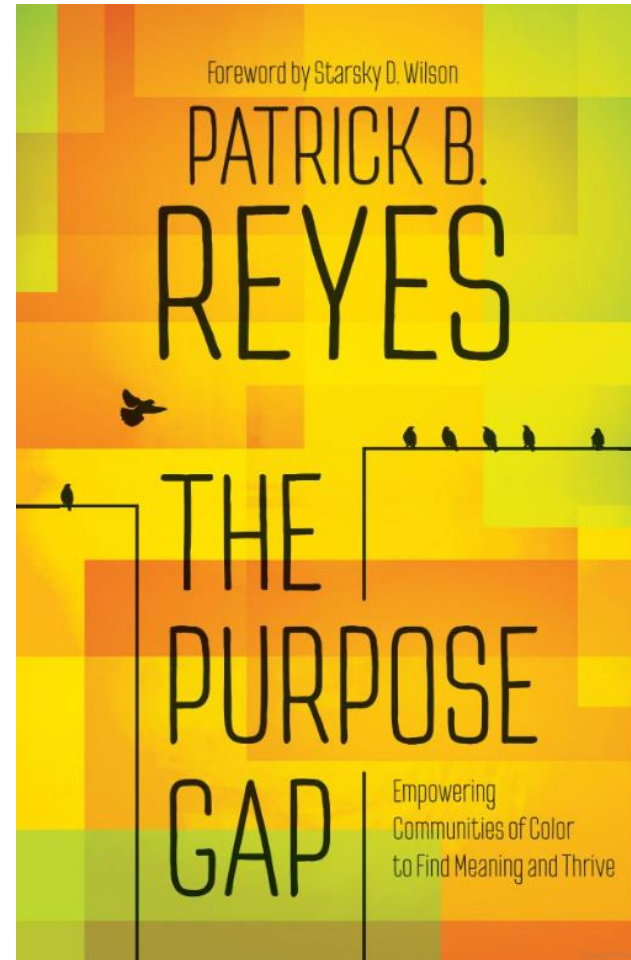
The work God is calling us all to pursue will be primarily to call others to life, to create the conditions for them to thrive.

We tell our children that they can be anything they want to be. But we don't tell them the world will never grant them the time, space, or grace to live lives of meaning and purpose.

If society was designed to marginalize & oppress us, closing the purpose gap means creating alternative worlds where the cultural commute(code switching, translating, and learning to survive a game that is designed for us to lose)does not exist, where people live and thrive on their own terms and see themselves reflected in the design.

Our work is to challenge the existence of the cultural commute, to challenge the very design of our worlds.

▶ DR. PATRICK B. REYES

Foreword by Starsky D. Wilson

PATRICK B. REYES

THE PURPOSE GAP

Empowering Communities of Color to Find Meaning and Thrive

PURPOSE   GAP   OPPORTUNITY

Thank you

Heidi E. Lepe

Heidi.lepe@vanguard.edu

www.heidilepe.com