



CAHSI

Computing Alliance
of Hispanic-Serving
Institutions

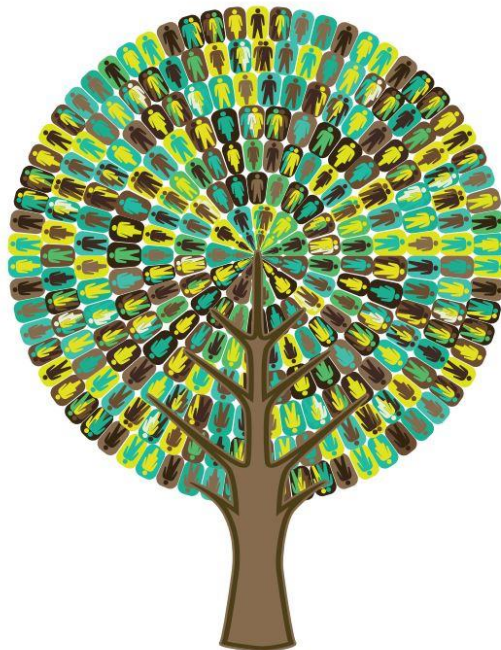
<http://cahsi.org>

cahsialliance@gmail.com

Our Values:

*Trust Interdependence Data-Driven Decision Making Reliability Communication Truthfulness
Commitment Constructive Critique Transparency Personal and Professional Growth*

THE NATIONAL CAHSI INCLUDES ALLIANCE VISIONING DOCUMENT





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Vision

By 2030, Hispanics will represent 20% or more of those who earn credentials in computing.

Mission

To grow and sustain a networked community committed to recruiting, retaining and accelerating the progress of Hispanics in computing.

CAHSI Backbone Roles

- Be **the guide** for the Alliance;
- Be **the support** for Alliance members;
- Be a **capacity builder** of HSIs and Hispanics computer scientists;
- Be a **national resource** for advancing Hispanics in computing



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Goal #1:

Guide the vision and strategy for the Alliance and plan for its future.

FOCUS AREA: VISION AND STRATEGY

Objective: Conduct formative assessment of CAHSI's progress.

Self-Reflection and Improvement (through All-Hands and BOA meetings, Anne-Marie's study, etc.)

External Evaluation (Certificates; Three Levels of Data)

Objective: Ensure that the Alliance's shared vision and strategy continue to guide the work of CAHSI members.

Partnership/Affiliation Requests and Involvement (support from BOA)
Management of Requests for Partnership/Affiliation
Vetting Process

MOUs/Compacts (new and renewals) (support from BOA)

Executive Council and BOA

Heather's Study of the Alliance and Collective Impact

Objective: Prioritize efforts, strategically plan for CAHSI's future, and communicate such plans.

Strategic Planning

Seeking New Partnerships (that help us to move the needle)

Pursuing Non-Profit Status

Short-Term Outcome: Member institutions and individuals will share a common understanding of the needs, common agenda, and desired results.

Intermediate Outcome: The work of member institutions and individuals will be increasingly aligned with the Alliance's common agenda.

FOCUS AREA: MOBILIZED FUNDING

Objective: Seek new opportunities for funding in order to expand the funding base for Alliance efforts.

Seeking Prospective Funders who are Currently Aligned with CAHSI's Mission (industry, foundation, and public)

Engaging Others who are not Currently Aligned with CAHSI's Mission

Objective: Sustain and increase funding from current funders through engaging them in CAHSI activities, dialogue, and thanking them.

Stewardship

Short-Term Outcome: Funding is secured to support Alliance activities.

Intermediate Outcome: Philanthropic and public funds are increasingly aligned with CAHSI goals.

Goal #2:



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Support the aligned activities and continuous improvement efforts of the nationally-networked community.

FOCUS AREA: NETWORK SUPPORT

Objective: Foster continuous communication and the sharing of resources across the Alliance.

Internal Communication (Emails; phone calls; videoconferences; face-to-face meetings; newsletters; Collaboration Cloud; Action Tracking Spreadsheets; social media; face-to-face meetings)

Shared Resources (1- and 2-pagers; print media; elevator speeches; tips for how to engage potential partners; student survey templates; meeting agenda templates; successful grant proposals)

Objective: Support aligned activities at member institutions, in regional networks, and across the Alliance through effective business operations.

Business Operations (budgeting and reimbursements; event logistics and reimbursement; planning for HENAAC; communication, etc.)

Short-Term Outcome: Member institutions and individuals who increasingly communicate and coordinate their activities toward common goals.

Intermediate Outcome: Member institutions and individuals who collaboratively develop new approaches to advance the common agenda.

FOCUS AREA: SHARED MEASUREMENT

Objective: Establish an Alliance-wide shared metrics and processes to track progress and improve performance

Backbone Data Collection System (David and postdoc working with Regions and institutional data reporting offices)

Transparency/Report Cards

Data Wall at All-Hands Meetings

Objective: Build member institutions' capacity to contribute to and use data in the shared metrics system.

Program analysis conducted by Sarah?

Reports from and Meetings with Backbone Data Support

Short-Term Outcome: Member institutions understand the value of sharing data.

Intermediate Outcome: Member institutions increasingly use data to adapt and refine their efforts.

Goal #3:

Build the capacity and identity of CAHSI institutions and Hispanic students to further advance the next generation of Hispanic computer scientists.



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FOCUS AREA: CAPACITY BUILDING

Objective: Increase the number of CAHSI members and affiliates who adopt practices that have proven or are proving effective for Hispanic student success.

Signature Practices

Emerging Practices (Problem Solving)

Coordination with Research Team

Maestr@s

What Does it Mean to Serve Hispanics? (identity building of HSIs)

Objective: Provide mentored and professional development opportunities to CAHSI member faculty and staff so that they can provide better mentorship, cutting-edge technical expertise, and allow for more inclusivity.

Other Professional Development for Faculty and Staff (e.g., Faculty in Residence, Academic Career Workshop)

Mentorship of Emerging Leaders

Objective: Increase CAHSI members' capacity to pursue extramural funding for their institutions and students.

Awareness of Grant Funding Opportunities for Institutions

Grant Proposal Development Support

Philanthropic Giving (Backbone provides resources and pointers)

Awareness of Financial Aid Opportunities for Students

Short-Term Outcomes: Individual members of CAHSI will be more knowledgeable of and adopt effective practices for Hispanic students and strategies for broadening participation; CAHSI faculty members and staff will have opportunities for professional development; more CAHSI member institutions will pursue extramural funds through grant writing; more CAHSI member institutions will be aware of and promote financial aid opportunities for their students.

Intermediate Outcomes: More CAHSI departments will evaluate their practices and adopt already identified effective practices; CAHSI faculty and staff will share knowledge and resources with colleagues; more CAHSI member institutions will collectively pursue and secure extramural funds; more students at CAHSI member institutions will receive financial aid; more Hispanic students will be retained and advance in computing.

FOCUS AREA: IDENTITY BUILDING AND BELONGING

Objective: Support expanded efforts across the Alliance that expose Hispanic students to computing and recruit them into computing-related postsecondary degrees.

K-12 (curricular and extracurricular)

Student Advocates

Objective: Support expanded efforts across the Alliance that seek to build Hispanic postsecondary students' identities as computer scientists.

Student Scholars

Extra-curricular Groups



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CAHSI Student Groups or Other Groups
LinkedIn Alumni Group

Objective: *Support expanded efforts across the Alliance that advance Hispanics who are competitive in the computing workforce and academia.*

HENAAC (also speaks to external communications)

Other Events for Professional Development (e.g., Google Tech Xchange)

Short-Term Outcomes: *More Hispanic K-12 and postsecondary students will become aware of the ubiquity of computing and the demand for computer scientists and more engaged in CAHSI efforts; more postsecondary students will become aware of and engaged in CAHSI efforts; more CAHSI students will increase their level of competency; more CAHSI students will be exposed to professional development opportunities and secure job offers.*

Intermediate Outcomes: *Increased numbers of K-12 teachers will become certified to teach computer science; increased numbers of Hispanic students will identify as computer scientists; increased numbers of CAHSI graduates will mentor other Hispanic students.*

Goal #4:

Serve as a national resource for building public will to advance Hispanics in computing.

FOCUS AREA: AWARENESS BUILDING

Objective: *Provide resources that build national awareness of the need for advancing Hispanics in computing and provide solutions to make change.*



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National Resource Library through website (national statistics; CAHSI research; links to important publications and other orgs; policy briefs)

Interactive Resource Map

Publications

Presentations

Identifying dissemination opportunities

Objective: *Increase involvement among students, advocates (current and potential), and funders that change can happen and that CAHSI is a leader in such change.*

Marketing

Website (evergreen and contemporary success stories)

Videos (through website, YouTube, or other venues)

Social Media (Facebook, Instagram, Twitter, LinkedIn, etc.)

Print Media (brochures, flyers, posters, 1-pagers, stickers, t-shirts, etc.)

Student Advocates

Short-Term Outcome: These efforts will contribute to the Alliance vision and strategy.

Intermediate Outcomes: More CAHSI members and partners will feel empowered to take on the issues; more of the public will become aware of and understand the issues and take up the banner; more funders will support the CAHSI mission; and more students will realize broad participation in computing is needed and is possible.

FOCUS AREA: POLICY ADVANCEMENT

Objective: *Inform the public and lawmakers of specific policy issues and provide policy options for addressing them.*

Anne-Marie and David (identify areas of action, supported by data)

Policy Briefs

Public Presentations

Objective: *Partner with organizations to inform influencers who are in a position to change current policy or adopt new policy.*

EiE and Other Organizations (Harvard group)

Short-Term Outcome: Alliance members will increasingly communicate and coordinate their activities toward common goals.

Intermediate Outcomes: Policy changes increasingly occur in alignment with Alliance goals.