



# CAHSI

Computing Alliance  
of Hispanic-Serving  
Institutions

A National INCLUDES Alliance

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## Backbone Visioning Document

### 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.

### Values

Empowerment is contagious.

Students will rise to standards.

Meet students where they are.

Equality of opportunity is critical.

Investing in potential is worthwhile and important.

Empowerment is our responsibility.

### 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

### Backbone Members

**Ann Q. Gates**, *Director*

**Andrea Tirres**, Deputy Director

**Claudia Casas**, Strategic Initiatives and Operational Planning

**Elizabeth F. Hall**, Communications and Resources

**Sanga Kim**, Data Management

**Elsa Q. Villa**, Capacity Building

## Backbone Goals, Focus Areas, and Objectives

**Goal 1:** Guide the vision and strategy for the Alliance and plan for its future.

### **Focus Area 1.1: Vision and Strategy**

- O1.1.1:** Conduct formative assessment of CAHSI's progress.
- O1.1.2:** Ensure that the Alliance's shared vision and strategy continue to guide members' work.
- O1.1.3:** Prioritize efforts, strategically plan for CAHSI's future, and communicate such plans.

### **Focus Area 1.2: Mobilized Funding**

- O1.2.1:** Obtain new funding in order to expand the funding base for Alliance efforts.
- O1.2.2:** Sustain and increase funding by engaging current funders in CAHSI activities, dialogue, and thanking them.

**Goal 2:** Support the aligned activities and continuous improvement efforts of the nationally-networked community to ensure CAHSI reaches its vision.

### **Focus Area 2.1: Network Support**

- O2.1.1:** Ensure continuous communication and resource sharing across the Alliance.
- O2.1.2:** Support aligned activities at member institutions, in regional networks, and across the Alliance through effective business operations.

### **Focus Area 2.2: Shared Measurement**

- O2.2.1:** Establish Alliance-wide shared metrics and processes to track progress and improve performance.
- O2.2.2:** Build member institutions' capacity to contribute to and use data in the shared metrics system.

**Goal 3:** Build the capacity and identity of CAHSI institutions and Hispanic students to further advance the next generation of Hispanic computer scientists.

### **Focus Area 3.1: Capacity Building**

- O3.1.1:** Increase the number of CAHSI members and affiliates who adopt proven and promising practices for Hispanic student success.
- O3.1.2:** 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.
- O3.1.3:** Increase CAHSI members' capacity to pursue extramural funding for their institutions and students.

### **Focus Area 3.2: Identity Building**

- O3.2.1:** Support expanded efforts across the Alliance that expose Hispanic students to computing and recruit them into computing-related postsecondary degrees.
- O3.2.2:** Support expanded efforts across the Alliance that seek to build Hispanic postsecondary students' identities as computer scientists.
- O3.2.3:** Support expanded efforts across the Alliance that advance Hispanics to be competitive in the computing workforce and academia.

**Goal 4:** Serve as a national resource for building public will to advance Hispanics in computing.

### **Focus Area 4.1: Awareness Building**

- O4.1.1:** Provide resources that build national awareness of the need for advancing Hispanics in computing and provide solutions to make change.
- O4.1.2:** Increase involvement among faculty, staff, and students, and advocates to effectuate change with CAHSI.

### **Focus Area 4.2: Policy Advancement**

- O4.2.1:** Inform the public and lawmakers of specific policy issues and provide policy options for addressing them.
- O4.2.2:** Partner with organizations to inform influencers who are in a position to change current policy or adopt new policy.