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

Last Updated September 4, 2019
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.