



Regional Networks' Visioning Summary

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.

Goals

Infrastructure (INCLUDES)	Alliance (CAHSI)
G1. Alliance Expansion: Support scale-up of CAHSI INCLUDES Alliance.	G1. Students: Challenge students' knowledge, skills, & abilities to position them to thrive in the workforce.
G2. Reinforcing Activities on Hispanic Student Success: Improve efforts to recruit, retain, and advance Hispanics who are competitive in the computing workforce and academia.	G2. Faculty/Staff: Support pedagogical and professional growth for those who can impact Hispanics.
G3. Data Management and Analytics: Establish shared data management practices to measure progress of collective efforts.	G3. Partnerships: Expand meaningful partnerships to align with strategic regional and national efforts.
G4. Knowledge Creation and Dissemination: Create and disseminate knowledge on Hispanic student success and expertise in computer science.	G4. Policy: Inform policy through evidence.

CAHSI Regional Network Call to Action

Be a **visionary** for regional efforts;
 Be a **change catalyst**;
 Be a **capacity-builder** of HSIs and Hispanic computer scientists;
 Be a **resource** for advancing Hispanics in computing



Regional Network Goals, Focus Areas, and Objectives

Goal 1: Support the scale-up and sustainability of the CAHSI INCLUDES Alliance

Focus Area 1.1: Agenda and Strategy (INCLUDES Goal 1)

- O1.1.1: Ensure the CAHSI INCLUDES' common agenda guides the work of regional members.
- O1.1.2: Strategically plan and balance regional efforts.

Focus Area 1.2: Mobilized Opportunities (CAHSI Goal 3)

- O1.2.1: Expand the funding base for regional efforts.
- O1.2.2: Engage funders in CAHSI activities, dialogue, and recognition to sustain funding.
- O1.2.3: Develop meaningful relationships with industry, and non-governmental and governmental agencies.

Goal 2: Establish shared data management and communication practices to improve regional efforts.

Focus Area 2.1: Continuous Communication (INCLUDES Goal 1)

- O2.1.1: Ensure members are aware of and responding to aligned efforts across the network.
- O2.1.2: Leverage network resources.

Focus Area 2.2: Informed Decision Making (INCLUDES Goal 3)

- O2.2.1: Work with the Data Management Team to improve performance through shared measures.
- O2.2.2: Improve through reflection on data, formative assessment, and other feedback.

Goal 3: Recruit, retain, and advance Hispanics in computing through mutually reinforcing activities.

Focus Area 3.1: Institutional Capacity Building (INCLUDES Goal 2/CAHSI Goal 2)

- O3.1.1: Increase the adoption of proven and promising pedagogical approaches for Hispanic student success, including initiation of new curriculum and programs.
- O3.1.2: Increase the number of CAHSI faculty and staff who participate in professional development opportunities.
- O3.1.3: Improve climates to cultivate academic success (e.g., increase sense of belonging among students).
- O3.1.4: Increase capacity of K-12 teachers to teach computing (e.g., increase the number of teachers certified to teach CS)

Focus Area 3.2: Student Capacity Building (INCLUDES Goal 2/CAHSI Goal 1)

- O3.2.1: Increase the number of Hispanic students who enter into postsecondary computing-related programs and who enter graduate computing programs.
- O3.2.2: Increase the number of Hispanic students participating in academic support structures (e.g., PLTL, professional development, problem solving courses, computing-skills workshops).
- O3.2.3: Increase the number of Hispanic students participating in social support structures (e.g., scholarships, peer mentoring, allyship, and others that build a strong sense of identity and belonging in computing).
- O3.2.4: Increase the number of Hispanic students who obtain competitive computing jobs or enter academia (e.g., internships, workshops, research experiences).

Goal 4: Create and disseminate knowledge on Hispanic student success and expertise in computer science.

Focus Area 4.1: Awareness Building (INCLUDES Goal 4)

- O4.1.1: Serve as regional spokespersons for building regional awareness on the need for advancing Hispanics in computing and the role of CAHSI.
- O4.1.2: Increase involvement among faculty, students, and advocates to effectuate change within the region.

Focus Area 4.2: Policy Advancement (CAHSI Goal 4)

- O4.2.1: Work with the CAHSI Backbone to identify needs for policy changes.