

The Computing Alliance of Hispanic-Serving Institutions (CAHSI) stands in solidarity with Black in Computing and their call to action for equity and fairness in academic and industry work environments (<https://blackincomputing.org/>). We fully support and commit to work with organizations, communities, and individuals who work to address systemic and structural inequities to create lasting change.

As a national alliance with partners across the public and private sectors, CAHSI employs approaches and builds structures at the institutional and student/faculty levels to increase the number of Hispanics who earn credentials and advance in the computing workforce or academia. We believe that inclusiveness must accompany diversity. While the focus is on equity and inclusion of Hispanics in computing, CAHSI's initiatives positively impact students, especially minoritized students, outside of computing.

CAHSI reaffirms our commitment to equity and fairness through:

- *Inclusive environments for students and faculty.* Annual climate surveys and focus groups allow members to define actions that reduce exclusionary biases in order to achieve diversity, inclusion, and respect inside and outside of the classroom and workplace.
- *Advocacy of diversity, equity, and inclusion (DEI) within the tech industry.* CAHSI has established partnerships with tech industry leaders, and we have been actively involved in providing guidance in DEI initiatives, including serving on a corporate think-tank working group on DEI.
- *Policy recommendations.* CAHSI strives for change through policy recommendations, e.g., those that address inequities in access to resources, in particular for minoritized students and those economically disadvantaged.
- *DEI-focused activities:* CAHSI commits to disseminating and encouraging student and faculty involvement in activities focused on DEI offered by thought leaders and organizations from minoritized communities.
- *Developing students as learners and as leaders: the CAHSI Student Scholars Program* will include more intentional discussions on the impact and influence of computing in addressing social inequities in such areas as education, health and well-being, and economic development.
- *CAHSI Board of Advisors representation:* CAHSI commits to including members on its BOA from diverse backgrounds.