MARQUETTE’S HISPANIC-SERVING INSTITUTION (HSI) INITIATIVE: RAISING ALL VOICES

Jacki Black, Associate Director for Hispanic Initiatives
December 2020
LAND ACKNOWLEDGEMENT
What is HSI?
Serving Underrepresented Students: Minority-Serving Institutions
HSI and Marquette
Snapshot of HSI Goals

- Increased enrollment and retention for underrepresented students
- Improved campus climate
- Increased access to financial assistance
- Hire more diverse faculty and staff
- Greater diversity in curricular offerings
- Greater intercultural competency of faculty/staff
Community Engagement

- HSI Community Advisory Board
- HSI Network of Wisconsin
- LAB Summit
- *Already: Community Engagement, CURTO, Community Service, Service Learning, Clinics and Centers, etc.*
Pre-College Programs

- Cristo Rey collaborations
- Bridge Builders
- College Essay Writing Workshops
- Already: Engineering, Urban Journalism, Law, Upward Bound, Project BEYOND-2 (Nursing)
Admissions and Recruitment

- Intentional outreach
- Spanish and First-gen programming
  - *Si Se Puede, Mi Casa, First Families, Community Ambassadors*
- Articulation (transfer) agreements

https://www.marquette.edu/institutional-research-analysis/interactive-reports/composition-dash.php
Spanish language capacity

- Spanish phone menu option
- https://www.marquette.edu/es/
- Twitter/IG/FB: @SomosMarquette
- Positions in:
  - Admissions
  - Financial Aid
  - Marketing and Communications
  - New Student and Family Programs
  - Center for Engagement and Inclusion
Student Support, Engagement, Experience

- Student Affairs initiatives
  - First-gen student initiatives
  - RISE pre-orientation for students of color
  - Mentoring
  - Support for Dreamers
- Emergency Fund
- High-Impact Practices
Physical Spaces

“Our Roots Say That We’re Sisters”
Faculty and Staff Diversity

- Cluster Hires
- Hiring protocols

https://www.marquette.edu/institutional-research-analysis/interactive-reports/composition-dash.php
Diverse Research and Inclusive Teaching

- REIS Program
- Mini-grants for curricular development and research
- (Voluntary) Inclusive Classroom workshops
Alumni Engagement

Hispanic Alumni Association
https://alumni.marquette.edu/haa

Black Alumni Association
https://alumni.marquette.edu/baa
Culture Shifts

• Climate Study Action steps:
  • Employee Resource Groups
  • Equity-minded hiring practices
  • Education for all

• Ongoing dialogues:
  • HSI Days of Reflection
  • Unlearning Racism Series
  • Implicit Bias Workshops
  • Diversity Symposium
  • HSI-NOW Equity Summits
  • Etc.
The Work Continues

- Director of Black Student Initiatives, Black Cultural Center, and Expansion of Urban Scholars
- Tribal Flag Room, Official Land Acknowledgement and ongoing conversations
- Financial assistance
- Maintaining fidelity to diversity, equity, and inclusion goals in times of fiscal austerity
Division of Student Affairs

- Professional Development
- Living Learning Community
- Multicultural Pre-Orientation Program – RISE
- Intersectional Programming