

1. **Shared Vision** – How did you attract others to your SFIG and create a shared vision for your work (How did that vision evolve as others joined your group?)

a. Introduction – (Pat)

- From the first email that Jorge Santiago sent the invitation to participate was welcoming and thoughtful!
- Jorge, in the first contact, made no assumptions but rather asked folks to consider joining and if need be he could talk or send materials to explain the purpose of the group.
- As a result, staff and faculty responded, in good numbers, from all areas of the college – great representation which fostered participation and commitment to the work. From the first meeting there was very positive interest from all the work was deemed important – all had had a reason to come and participate.

b. First meeting and Why people joined the group – (Laurie)

- There were a few patterns as to why people joined the group that was apparent at the first meeting when people went around and introduced themselves: personal and commitment to diversity.
- People joined for personal reasons – several Latinos in the group noted that they were motivated to participate out of their own personal experiences. Able to offer own perspective and insight.
- People joined for commitment to diversity -- wanting to make a difference – see their work amount to actual policies and changes at the College, interested in attracting and retaining more Latinos in their own programs at the College, scholarly area of interest.
- There was a clear goal and tasks for the committee – combined with the tone and people's motivation – created a team environment. Unlike some other meetings, these were very collaborative, participatory, and respectful. No one in particular dominated the meetings. The readings created a shared vision as we all were informed (or reminded) about the issues we began to understand this from a similar vantage point.

c. Individual story – (Pat)

The health division is very interested in working and recruiting Latino males to the caring professions. Caring individuals who represent the populations they serve are important. Latino males could provide valuable impact in health care agencies and the patients they serve. In particular, we have had specific requests in the Merrimack Valley to encourage Latino students to do their internship in specific facilities such as the Greater Lawrence Family Health Center.

2. **Mental Models** – Tell us about a time when your SGIG questioned the status quo – a process, a system, or an idea – and discovered something new and/or more effective. (this really seems to be very much what your SFIG is about)

a. Introduction – (Pat)

- Jorge and Charles provided significant material and resources to define the goal of the SFIG and the specific concerns about the lack of completion rates for Hispanic males in foundational courses.
- This background built the framework for our work and ultimately how we would challenge our own biases and concerns.
- The discussions were open and established trusting opportunities to question the purpose/methods of community college education as well as how to approach the needs of Hispanic males.
- We explored background assumptions, economics, family dynamics, completion rates and the specific issues regarding advising and the impact of culture upon success.

b. Core Implications – (Laurie)

- After readings and at our last meeting of the semester, there was a check-in with members. Each member was asked to say what barrier and which foundational course we thought the SFIG and the College should focus on in terms of improving success for Latino males at NECC.
- This is where the real challenge to the status quo comes in because the foundational course is Reading and the barrier chosen, as Jorge mentioned, is cultural. Reading skills are often taken-for-granted and yet, being able to comprehend what you read is key to good writing and good thinking skills. Highlighting the importance of reading as a skill is a challenge to the status quo.
- Addressing structural issues, while also important, is much more personally removed. If we are to change the cultural barriers at NECC, this will require ALL of us to change since we all contribute to this culture through our actions, thoughts, and interactions with each other. Cultural barriers are also more subtle so this becomes a challenge to the status quo as well as we often take cultural issues (or our own norms for granted and assume these apply to all).