

NEW MEXICO'S "EMERGING MAJORITY"

To succeed, Hispano/Latino students--New Mexico's "emerging majority"-- will have to overcome significant challenges. Addressing the educational needs of youth who will be enrolling in state colleges and universities during the next ten years is urgent.

Issues:

- Wide gaps in educational achievement for Hispanic, Native American and African American students.
- Low retention rates at institutions of higher education.
- Lack of Hispanic faculty and senior administrators at institutions of higher education.
- A lack of a culturally appropriate "academic culture" at institutions of higher education that recognizes student competencies and successes.
- Economic challenges: Uneven development, rural poverty, health disparities and discrimination.

Relevant statistics:

- 43% of New Mexico's population is Latino/Hispano.
- 53% of students enrolled in K-12 state schools are Hispanos/Latinos.
- 81% of fourth graders are reading below grade level and 83% of fourth graders are below grade level in math.
- In 2002, Hispanos/Latinos were 51% of K-12 students, but only 43% of HS graduates and 27% of students taking Advanced Placement (AP) exams.
- Only 30% of HS graduates in NM are ready for college.
- Only 40% of entering freshmen at UNM obtain their baccalaureate degrees.
- Only 29% earn BA degrees in 6 years.

The **Hispano Round Table of New Mexico** is a civil rights organization dedicated to the civil and human rights of all New Mexicans. The **HRT** promotes justice, parity, and equality in all areas of society via the advancement of New Mexico's Hispano/Latino population, culture, language and history.

Member Organizations

AFGE 4041
AFL-CIO
AFSCME
Alburq. Founders Day
Albuquerque Partnership
American GI Forum
APS Hisp Educators Assoc
Barelas CDC
Central Labor Council
Centro Cultural de NM
CLER
Club Real de Santa Fé
COPA
De Colores
Diversity Institute
El Centro de la Raza
Forest Service HEA
HRT of Las Vegas
HRT of Santa Fé
Hispano Chamber of Commerce del Norte
Hispanos for UNM
Hispano Physicians Assoc.
Homesteaders Assn. of the Pajarito Plateau
IMACJE
La LUCHA
LLAVE
LULAC
MALSA
MANA
Mf.ChA
MAES
Minority Women's Coalition
MISSION
NEA Bernalillo
NMABE
N.M. Hispano Bar Assn.
N.M. Hispano Council on Aging
N.M. Hispano State Employees Assn.
N.M. Hispano Social Workers Association
NOMAR
Partido de la Raza Unida
P.B. Incorporated
Plumber & Steam Fitters #412
Project Uplift
SHRT
Southwest Hispano Research Institute
SV SBDC
Taos Hispano Chamber of Commerce
UPTC/CWA-Local 1663



**Hispano Round Table
of New Mexico**

Plan → Action → Success

**TEN POINT PLAN
Securing Excellence
in Higher Education
for Hispano/Latino
Youth**

Contact the **HRT**: www.hrtnm.org

HRT'S COMMITMENT

HRT (Hispano Round Table of New Mexico) with its 49 member organizations and other community leaders is taking a stand in support of Hispano/Latino youth.

Too many Hispano/Latino youth are failing to seek, enroll or excel in higher education.

Educational failures create huge obstacles for our youth throughout their lives – in their careers, their dreams, their ability to support families and their ability to contribute fully to the Hispano/Latino communities and to the larger society.

HRT, in collaboration with community leaders, has established this agenda to improve educational outcomes for Hispano/Latino youth in New Mexico.

HRT will work to secure acceptance and commitment to this agenda from the University of New Mexico, Highlands University, other institutions of higher education, and our legislators and policy-makers.

HRT, knowing that effective reforms must involve the Hispano/Latino community, brings its experience, competencies, resources, and *ganas* to this task.

HRT commits to work with and support educators and policy-makers to ensure successful implementation of this agenda.

TEN POINT PLAN

SECURING EXCELLENCE IN HIGHER EDUCATION FOR HISPANO/LATINO YOUTH

- 1. P – 12 College Readiness Partnerships:** Address college readiness issues by all of us becoming active stakeholders and leaders in P-12 educational issues (For example: achievement gap, under-representation, drop out rates, etc.).
- 2. Undergraduate and Graduate Pathways:** Design and maintain academic excellence pathways that are culturally sensitive for all under-graduate and graduate students.
- 3. Tenure – Track Faculty:** Provide mechanisms to significantly increase the number of Hispano/Latino tenure track faculty on college and university campuses such as support of UNM's recent commitment, associated with its Title V grant, to increase Hispanic/Latino faculty by at least 20 net hires over five years, and invite other colleges and universities to make similar commitments.
- 4. Staff Advancement:** Create administrative advancement pathways, such as leadership academies now proposed to promote professional coaching and mentoring, with financial incentives for Hispano/Latino faculty and staff.
- 5. Parental Involvement:** Develop family/parent enrichment programs, such as ENLACE Family Centers, to foster student academic excellence.
- 6. Community Collaborations:** Sustain strong community (education, business, corporate and technological) partnerships via action plans, engagement strategies, progress reports and outcome measures.
- 7. Baselines and Benchmarks:** Involve the faculty in establishing baselines and benchmarks by creating incentives for research that analyzes issues, interests and competencies pertinent to Hispano/Latino educational attainment.
- 8. Evaluation and Rewards:** Promote greater transparency on accountability by aligning reward structures to student, staff and faculty recruitment, retention and advancement measures.
- 9. Status Reports:** Commission status reports for Hispanos/Latinos, Native Americans and African Americans to determine baseline statistics for all university units and departments (including the Health Sciences Center, the branch campuses and athletics) and disaggregate the data on staff employees.
- 10. Publicity on Achievements and Deficiencies:** Highlight and publicize the attainment of funding, personal achievements, and model programs that advance this community agenda for academic excellence as well as exposing and holding accountable those who make little or no progress in advancing this agenda.