



SACRAMENTO
STATE

Hispanic Serving Institution (HSI) Office

10 Year Anniversary Report



SACRAMENTO
STATE

Inclusive Excellence



A LETTER FROM THE PRESIDENT DR. LUKE WOOD



As I reflect on Sacramento State’s journey as an HSI, I am reminded that our designation is both an honor and a responsibility. With our Latine students representing almost 40% of our student population, we cannot relax our efforts upon reaching the federal threshold. Rather, we must strive to understand and enact true servingness.

This report is a celebration of the remarkable growth in our Latine student enrollment, graduation rates, and faculty and staff diversity. It also offers an honest assessment of our past and present challenges, allowing us to make informed decisions about our future. By centering the experiences and aspirations of Latine students, this report serves as a springboard from which meaningful dialogue can emerge and educational policy can advance.

This report tells powerful stories of programs like El Centro Serna and CAMP creating spaces of belonging, or first-generation students becoming the first in their families to earn degrees, and of graduates entering careers that will transform not just their own lives but those of their families and communities. These stories remind us why HSI work matters. They compel us to do more, and do better.

Whether you teach in our classrooms, support our students through critical transitions, or shape the institutional policies that guide our efforts, we all have a role to play in building a Sacramento State that serves every student. Together, we will continue the important work of becoming the unapologetic HSI our students and their families deserve.

Luke Wood
President
Sacramento State

A LETTER FROM THE HSI DIRECTOR



As the inaugural HSI Director at Sacramento State, I am pleased to present the 2025 HSI Report, which reinforces our commitment as a designated Hispanic-Serving Institution (HSI). Our commitment to student success goes beyond designation and is centered on intentional servingness the purposeful creation of policies, practices, and campus culture that support Latine students from enrollment through graduation and into meaningful careers.

This report represents more than data and statistics. Behind every number is a student navigating their educational journey, a family investing in their future, a faculty member mentoring the next generation, and a staff member creating pathways to success. The establishment of the HSI Office in 2024 and my appointment as the inaugural HSI Director signals Sacramento State's commitment to moving from enrollment to empowerment,

from access to advancement, from designation to true servingness. We are building partnerships across departments, creating data-informed strategies, and ensuring that our identity as an HSI shapes decision-making at every level.

As you review this report, I invite you to see not just where we are, but where we must go. I invite you to consider how your work whether in the classroom, in administrative offices, in student services, or in leadership contributes to our collective mission. And I invite you to join us in building a university where every student, regardless of background, has the resources, support, and affirmation needed to thrive.

Our students deserve nothing less than our best efforts. This report is both an accounting of our progress and a roadmap for the work ahead.

Lilia A. Contreras Ramirez
Hispanic Serving Institution (HSI) Director

Table of Contents

HSI Background & History

Background of HSI’s & Sac State’s HSI Timeline	5
California State University, Sacramento HSI Timeline.....	6

Representation

The Importance of Representation	10
The Impact of Representation	14
Looking Forward: Opportunities for Growth	14

Student Demographics

Background: Undergraduate Population Overview	15
First-Generation College Students	17
Financial Need (Pell Grant Eligibility)	18
Age & Gender Demographics	19
Academic Performance & Unit Load	21
Degree Completion	24

Cultural Academic Resource Centers

Cultural Academic Resource Centers (CARCs) Overview	25
El Centro Serna	26
The CAMP Program.....	29
The Dreamer Resource Center (DRC)	34

Strategic HSI Initiatives

HSI Collaborative & Advisory Council	39
TECH4 Teaching and Learning Project	41
STEM4 Teaching and Learning Project.....	42
Degree with a Purpose (DHSI Project)	43
Chicano/Latino Recognition Ceremony (CLRC).....	44
Feria de Educación	46
Día de los Muertos.....	47
Celebrating Latine History and Culture (Latine Heritage Month)	49

La Bienvenida.....	51
HSI Week of Action & HSI Pláticas	52
Employee Resource Groups	
Employee Resource Groups at Sacramento State	55
Why Latine ERGs Matter	56
Economic Impact	
Sacramento Hispanic Chamber of Commerce Economic Report.....	57
Conclusion	
Conclusion & Vision	62
Principal Researchers, Authors & Acknowledgements.....	64

Background of HSI's & Sac State's HSI Timeline

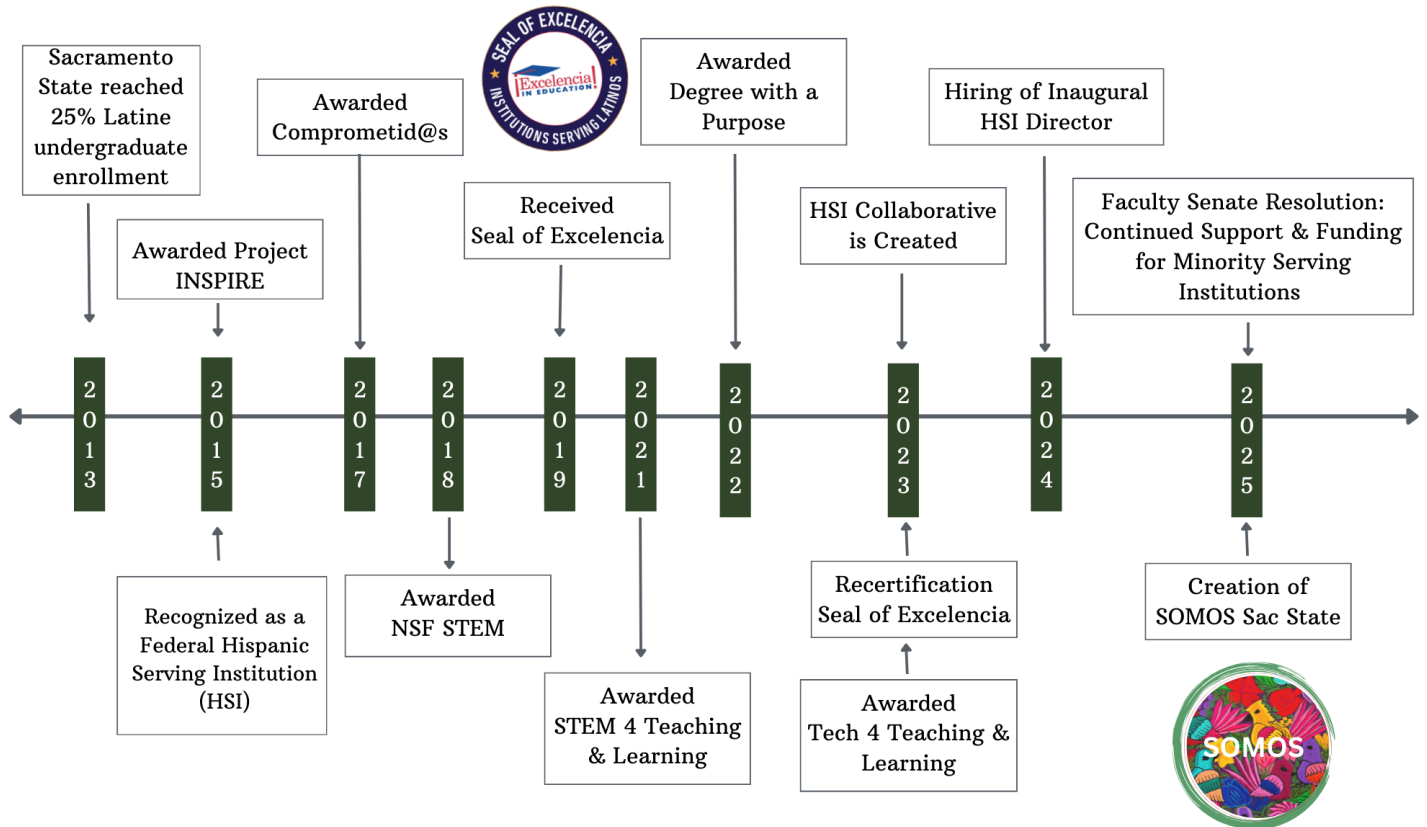
The Hispanic-Serving Institution (HSI's) emerged in the 1980's and 1990's in response to the growing Hispanic population and their underrepresentation in college. The concept developed as certain colleges and universities began enrolling significant number of Hispanic students. By the 1980s, educators and advocates recognized that these institutions faced unique challenges in serving predominantly Hispanic student bodies, often with limited resources. The federal HSI designation was established through the Higher Education Act of 1965, through an amendment during the 1990s and in 1995 the first HSI grants were awarded through Title V.

To qualify as a federally designated HSI, a postsecondary institution must have at least 25% Hispanic full-time equivalent (FTE) undergraduate enrollment and be accredited, offering at least a 2-year program. Up until 2025 the designation provided access to federal grants (primarily through Title V) to help HSI institutions strengthen academic programs, improve facilities and infrastructure, enhance student support services, and increase graduation and retention rates, among others. According to the Hispanic Association of Colleges and Universities, there are 615 HSIs nationwide and enroll and serve more approximately 67.3% of all Hispanic college students in the United States (HACU 2023-24 IPEDS Data). California is home to 171 (28%) HSIs, of which 21 are California State University institutions.

Sacramento State reached 25% Latine undergraduate student enrollment in fall 2013, enrolling 6,416 Latine undergraduate students. In 2015, we became federally recognized as an HSI. In 2015, Sacramento State received its first Title V Developing Hispanic-Serving Institutions (DHSI) grant, Project INSPIRE: Institutional Networks for (Student) Success, (Peer) Programs and Instructional Redesign Efforts. This grant aimed to increase the six-year graduation rate by 12 percent and to close the achievement gap between underrepresented minority students and non-underrepresented minority student's 50 percent by 2020. Since 2015, Sacramento State has been awarded *four* DHSI Title V federal grants, totaling \$2,265,000. Additionally, we have received recognition from Excelencia in Education as a Seal Certified Institution (2020-2023, 2023-2026).

California State University, Sacramento HSI Timeline

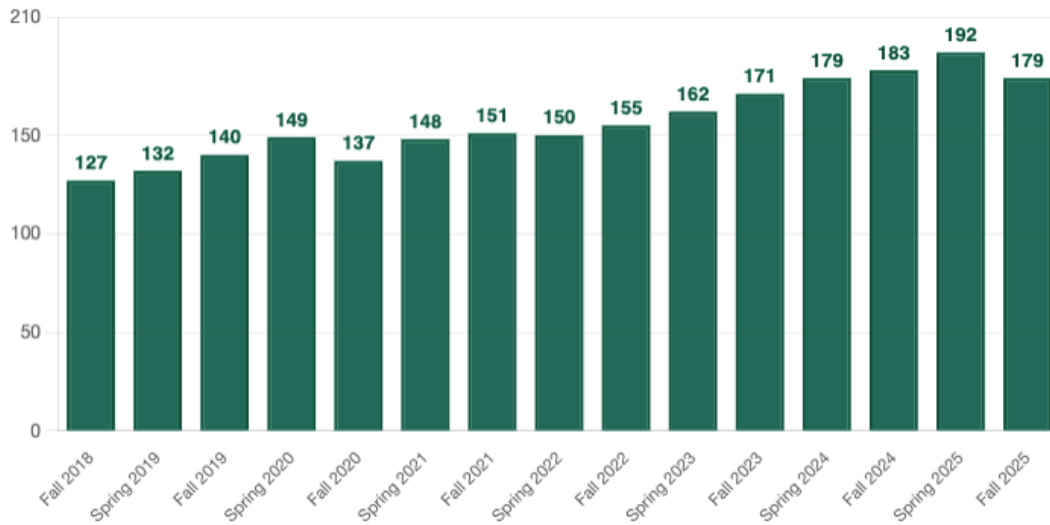
HSI TIMELINE



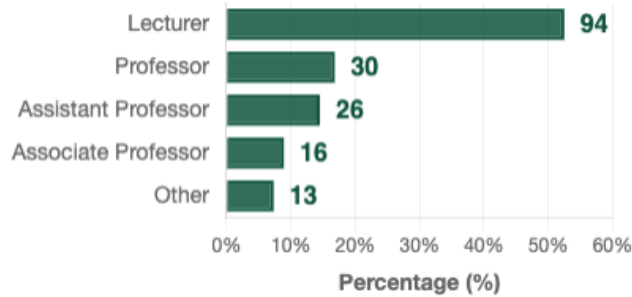
Latine Faculty Growth

Sacramento State University - Fall 2018 to Fall 2025

Number of Latine Faculty by Semester

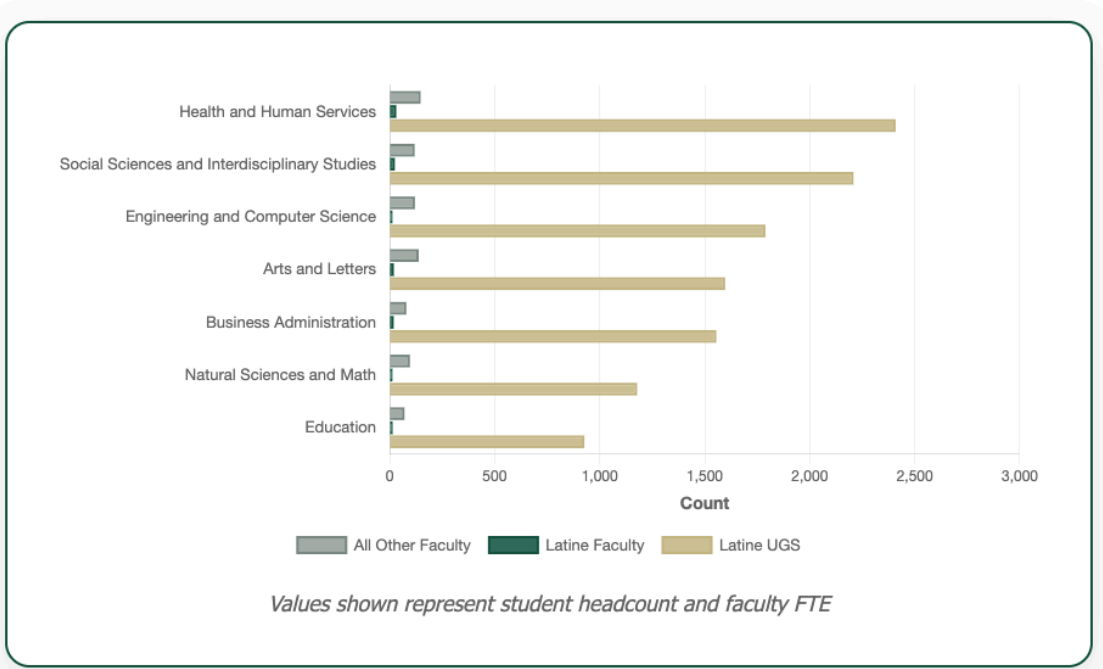


2025 Faculty Distribution by Rank

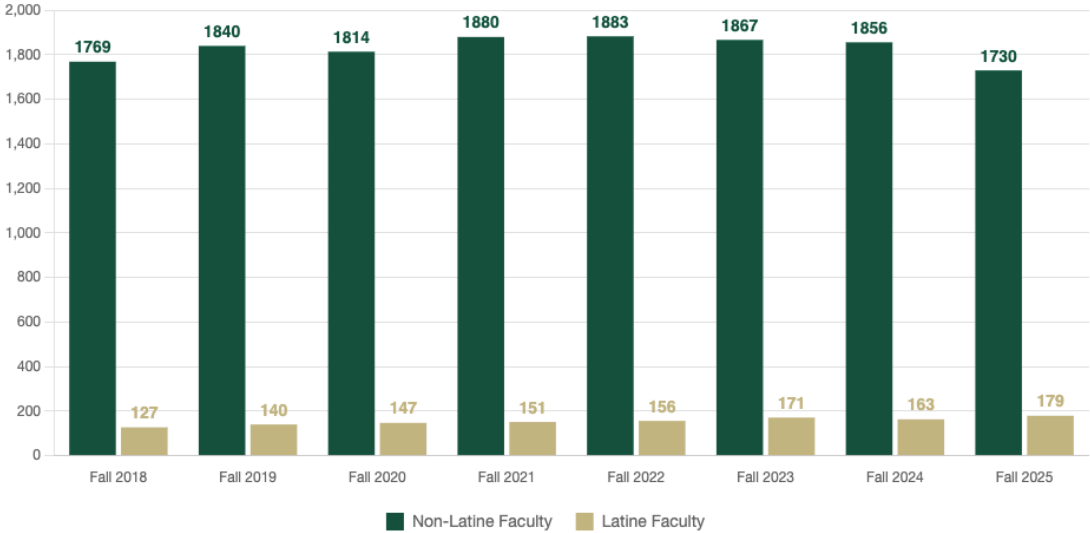


Faculty and Student Distribution by College

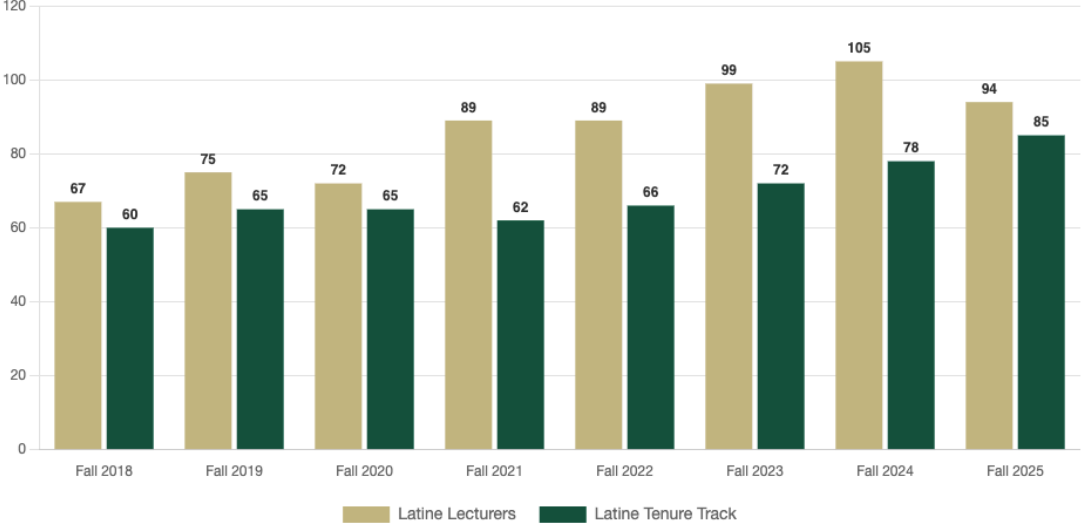
2025 Faculty and Student Distribution



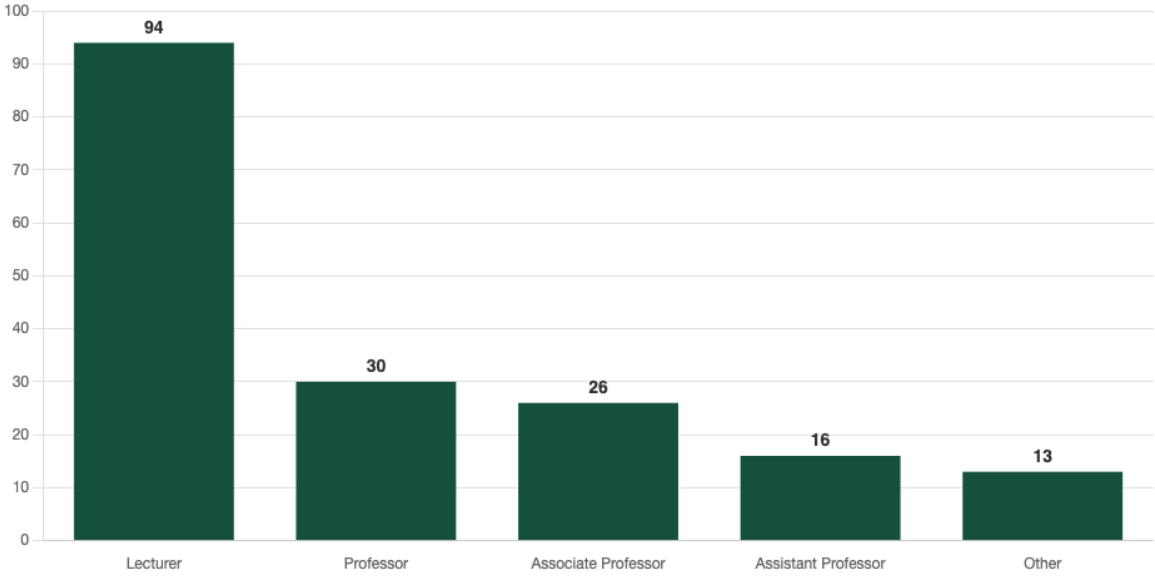
Latine Faculty versus Non-Latine Faculty



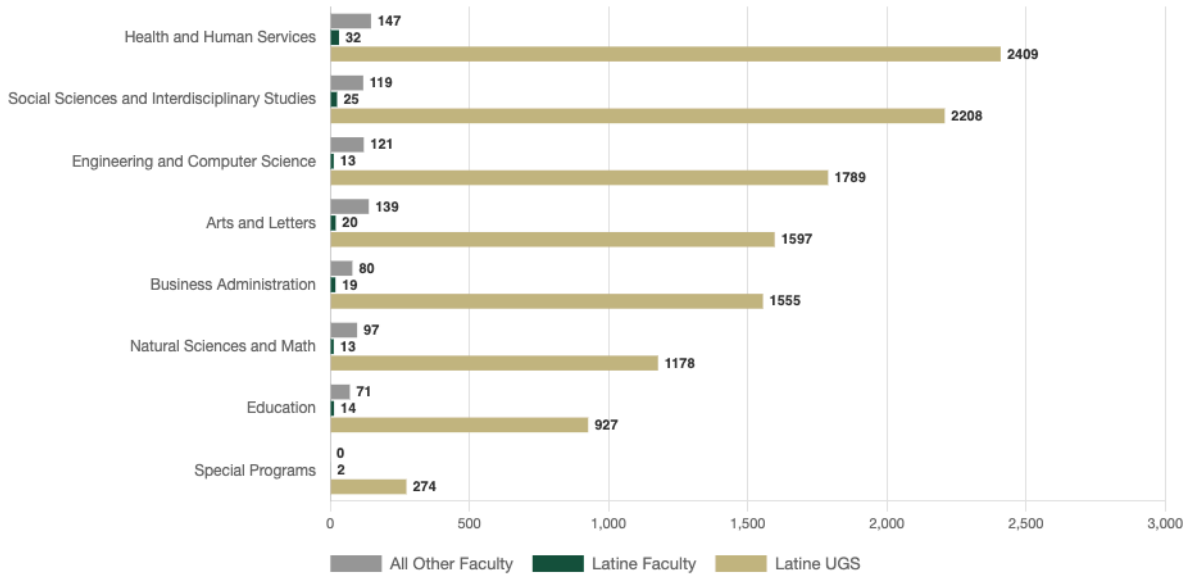
Latine Faculty Tenure Track Status



Tenure Track Latine Faculty by Rank



Latine Faculty and Student Distribution



The Importance of Representation

Sacramento State has grown its Latine faculty from 127 in Fall 2018 to 179 in Fall 2025. A 41% increase that reflects the university’s commitment to diversity and inclusion. This growth takes on critical importance when viewed alongside our student demographics: **nearly 40% of Sacramento State students identify as Latine.** When students see themselves reflected in their professors, it creates powerful pathways for academic success, mentorship, and belonging.

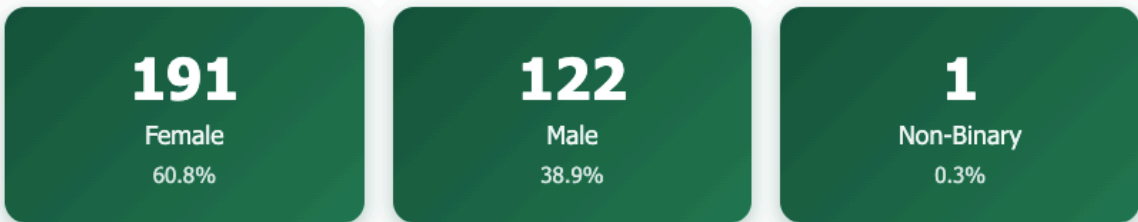
Despite this progress, a significant representation gap remains between our student population and faculty. Latine faculty serve as essential role models and mentors who understand the cultural context many students navigate, and their presence enriches the educational environment for all. Continued investment in recruiting, supporting, and retaining Latine faculty is vital to ensuring that our university truly reflects the communities we serve.

Latine Staff Overview

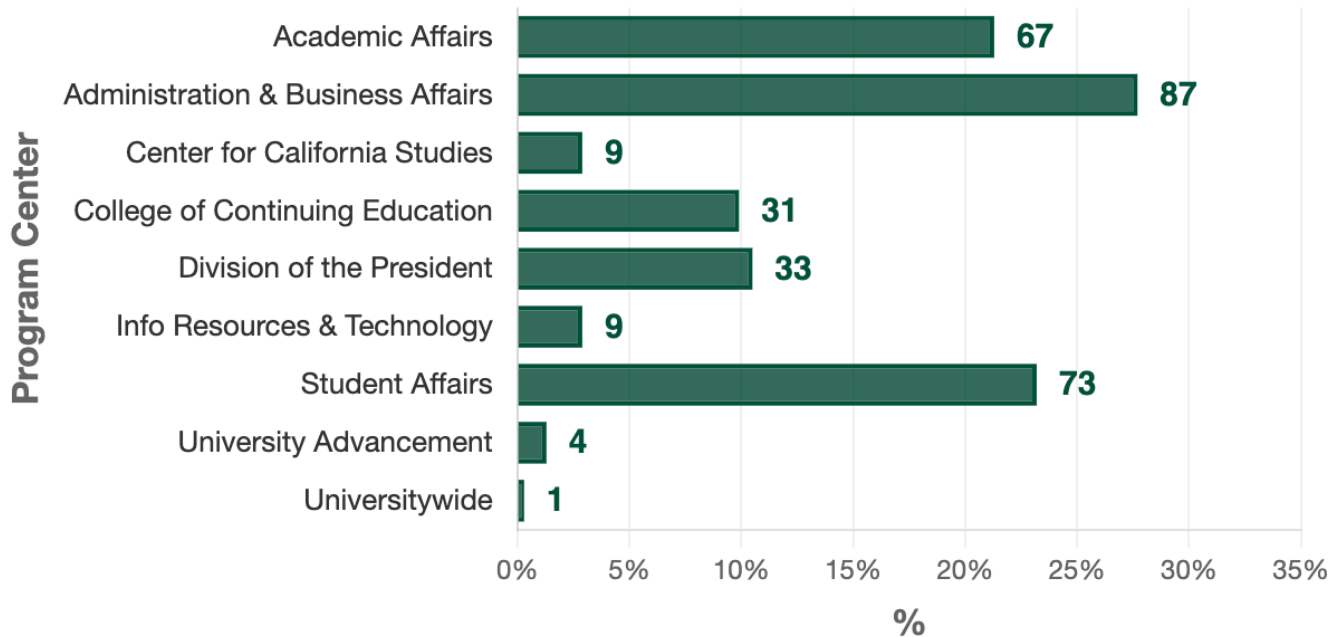
Sacramento State University



Gender Distribution



Sacramento State employs 314 Latine staff members, representing 20% of the university’s full-time staff workforce. This representation reflects the university’s commitment to building a diverse workforce that mirrors the communities we serve. With nearly 40% of our student population identifying as Latine, our Latine staff members play a vital role in creating an inclusive campus environment where students can see themselves reflected in the professionals who support their educational journey.

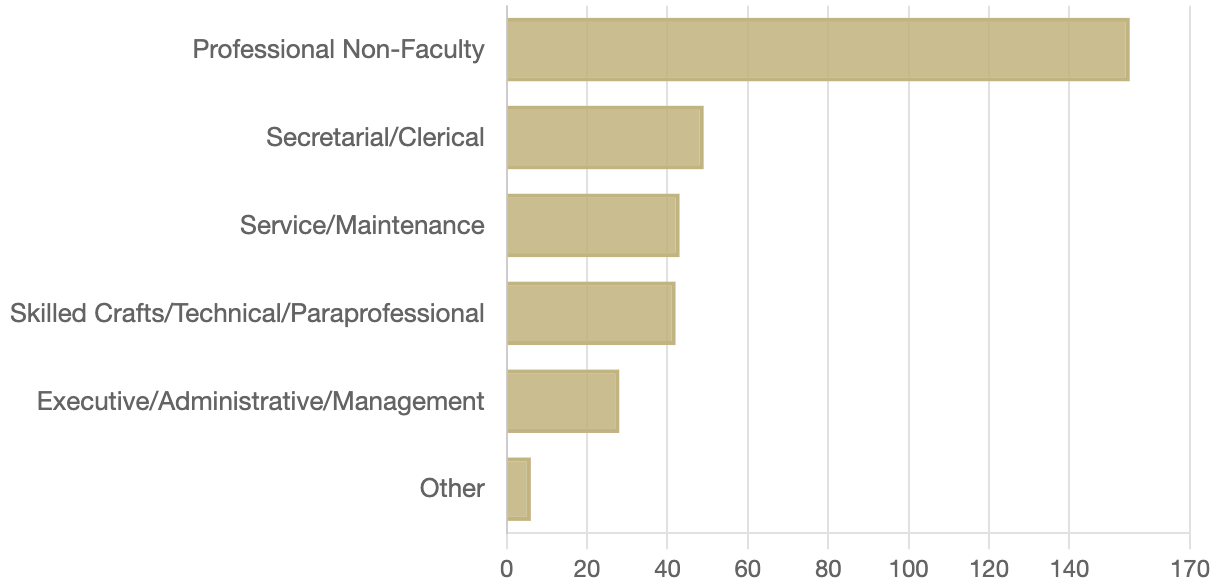


Latine staff members contribute across every division of the university, with particularly strong presence in several key areas. Administration and Business Affairs employ the highest number of Latine staff at 87 (27.7%), followed by Student Affairs with 73 staff members (23.2%) and Academic Affairs with 67 staff members (21.3%). This distribution demonstrates that Latine staff are integral to both the operational infrastructure and the student-facing services that define the Sacramento State experience.

Key Insight: The concentration of Latine staff in Student Affairs is particularly significant, as these are the professionals who often have the most direct, daily interactions with students by providing advising, support services, and creating the welcoming campus environment that contributes to student success and rendition.

Beyond these major divisions, Latine staff also serve in the Division of the President (33 staff, 10.5%), College of Continuing Education (31 staff, 9.9%), and smaller but essential departments like the Center for California Studies, Info Resources & Technology (IRT), University Advancement, and campus-wide positions. This broad distribution ensures that Latine perspectives and cultural competency are woven throughout the university's organizational structure.

Staff by Classification



The professional classifications reveal important patterns about career pathways and opportunities within the university. The largest group consists of Professional Non-Faculty positions (146 staff, 46.5%) roles that include advisors, counselors, analysts, coordinators, and specialists who provide essential professional services across campus.

Support staff roles are also well-represented, with 49 Secretarial/Clerical staff (15.6%) 43 Service/Maintenance staff (13.4%). These positions form the operational backbone of the university, ensuring that facilities, administrative functions, and technical services run smoothly. The presence of Latine staff in these roles contributed to a campus culture where students encounter familiar faces.

Leadership representation shows room for growth, with 28 staff members (8.9%) in Executive/Administrative/Management positions. While this represents meaningful representation at decision making levels, continued efforts to develop and promote Latine staff into leadership roles remains an important priority for ensuring that institutional policies and priorities reflect the full diversity of our campus.

The Impact of Representation

The presence of 314 Latine staff members across Sacramento State creates meaningful impact that extends beyond numbers. For Latine students who compromise nearly 40% of our student body, seeing

professionals who share their cultural background sends a powerful message you belong here, and success is possible. Latine staff bring cultural competency, bilingual capabilities, and understanding of the college experiences that enhance service delivery for all students. Their presence in decision making spaces ensures that Latines perspectives inform policies and programs.

Looking Forward: Opportunities for Growth

While Sacramento State has achieved meaningful Latine staff representation at 20% of the workforce, the data reveals important opportunities for continued progress. Representation still lags behind the 40% Latine student population, suggesting room for growth in staff hiring. Additionally, increasing representation in leadership positions (currently 8.9% of Latine staff) remains a priority to ensure Latine voices have meaningful influence in institutional decision-making.

The concentration of Latine staff in Professional Non-Faculty and support roles, while valuable, also points to opportunities for expanding pathways. Investing in professional development, leadership training, and mentorship programs can help current Latine staff advance into higher-level positions while also making Sacramento State an increasingly attractive destination for experienced Latine professionals.

Conclusion: Building on Our Foundation

Sacramento State's 314 Latine staff members represent more than workforce diversity they are educators, advisors, mentors, leaders, and advocates who shape the daily experiences of thousands of students. Their contributions enhance institutional effectiveness, strengthen community partnerships, and create a more welcoming and responsive campus environment.

As Sacramento State continues its commitment to equity and inclusion, maintaining and expanding Latine staff representation across all levels and divisions remains essential. By supporting professional development, creating clear advancement pathways, and fostering an inclusive workplace culture, the university can ensure that its workforce increasingly reflects the communities we serve—and that every student sees themselves represented in the professionals who support their success.

Latine Undergraduate Students

Comparative Analysis with Overall Undergraduate Population

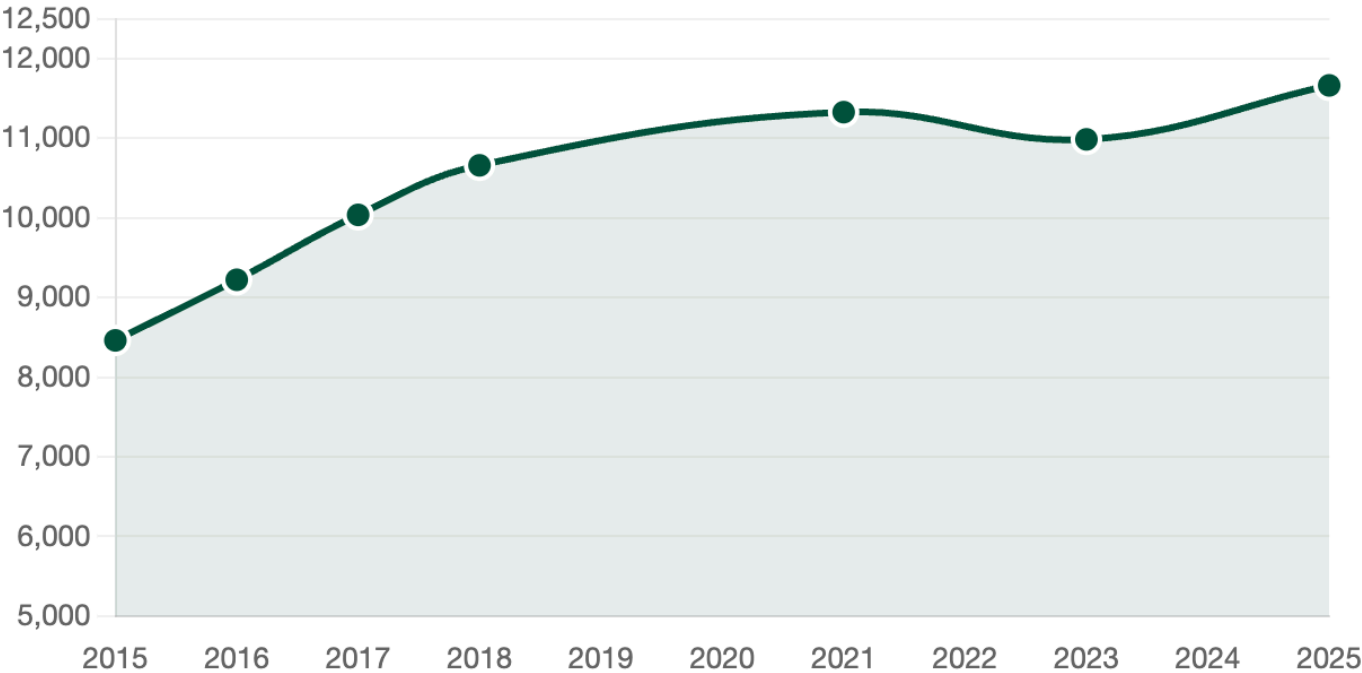
Background

In fall 2025, Sacramento State served an undergraduate population of 27,598 students, the majority of whom (77%) attend full-time with an average unit load of 12.57. These students demonstrate strong academic performance, maintaining an average Sacramento State GPA of 3.04 and a cumulative GPA of 3.07. The undergraduate population is predominantly composed of traditional and near-traditional age students, with 37% between 18 and 20 years old, while 55% identify as female. The university serves a diverse and economically varied student body, with 28% identifying as first-generation college students and 50% qualifying as Pell-eligible.

Notably, Latine students represent a significant portion of the campus community, comprising 10,994 students or 36% of the total student population, with 10,183 of these students enrolled at the undergraduate level, representing 37% of all undergraduates.

Latine Student Enrollment

Sacramento State University - 2015 to 2025



11,663

2025 Enrollment

+3,202

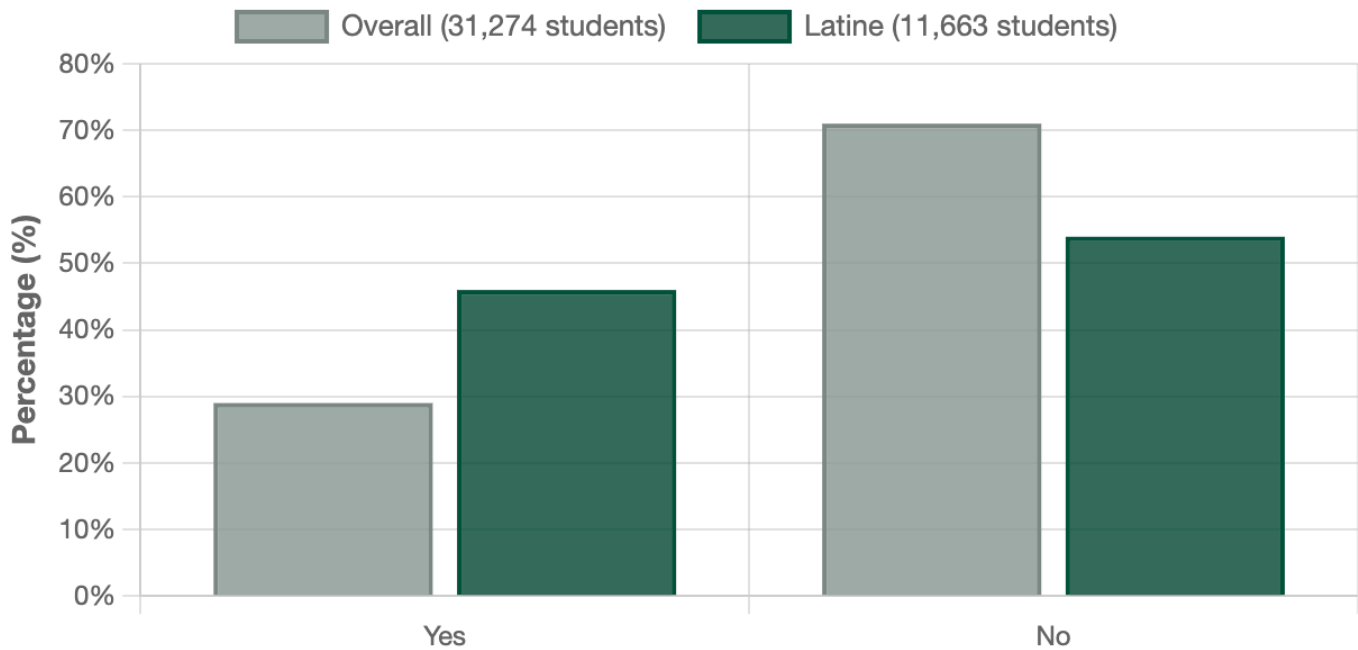
Growth Since 2015

37.8%

Percentage Increase

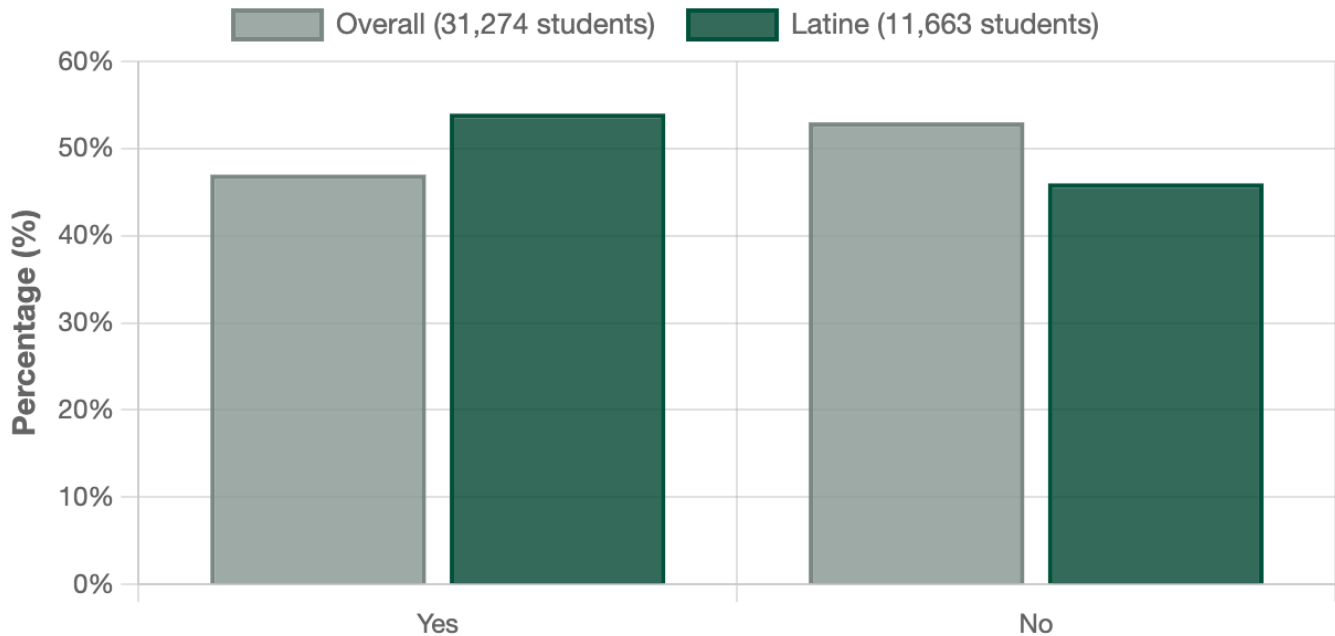
2026 Comparative Analysis with Overall Undergraduate Population

First Generation



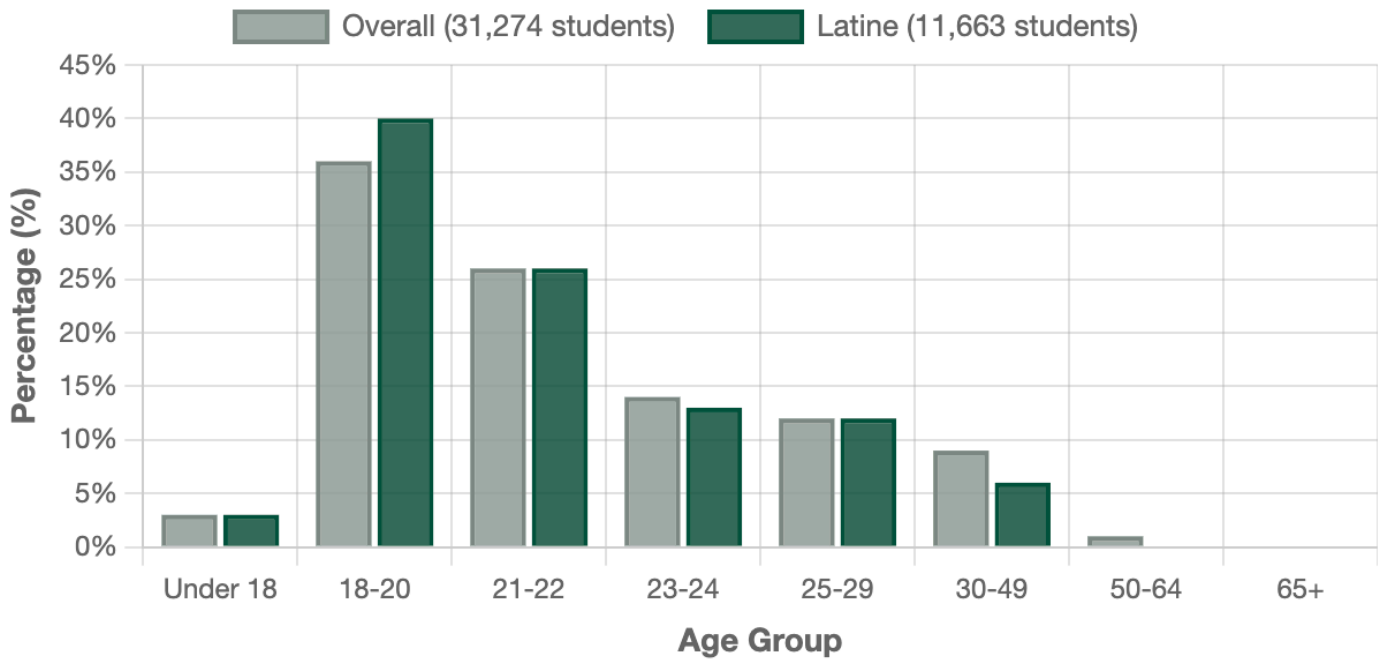
Nearly half of Latine undergraduates (46%) are the first in their families to attend college—significantly higher than the 29% rate among all students. This means that for many Latine students, walking onto campus represents uncharted territory not just for themselves, but for their entire families. These students are trailblazers, navigating a world their parents and grandparents may never have experienced firsthand. Their journey requires more than just academic preparation; it demands support systems that understand the unique challenges of being first, from figuring out financial aid forms to balancing family expectations with academic demands. When we invest in first-generation Latine students through mentorship, advising, and culturally responsive programming, we're not just supporting individual success stories; we are opening doors for entire families and communities.

Pell Eligible



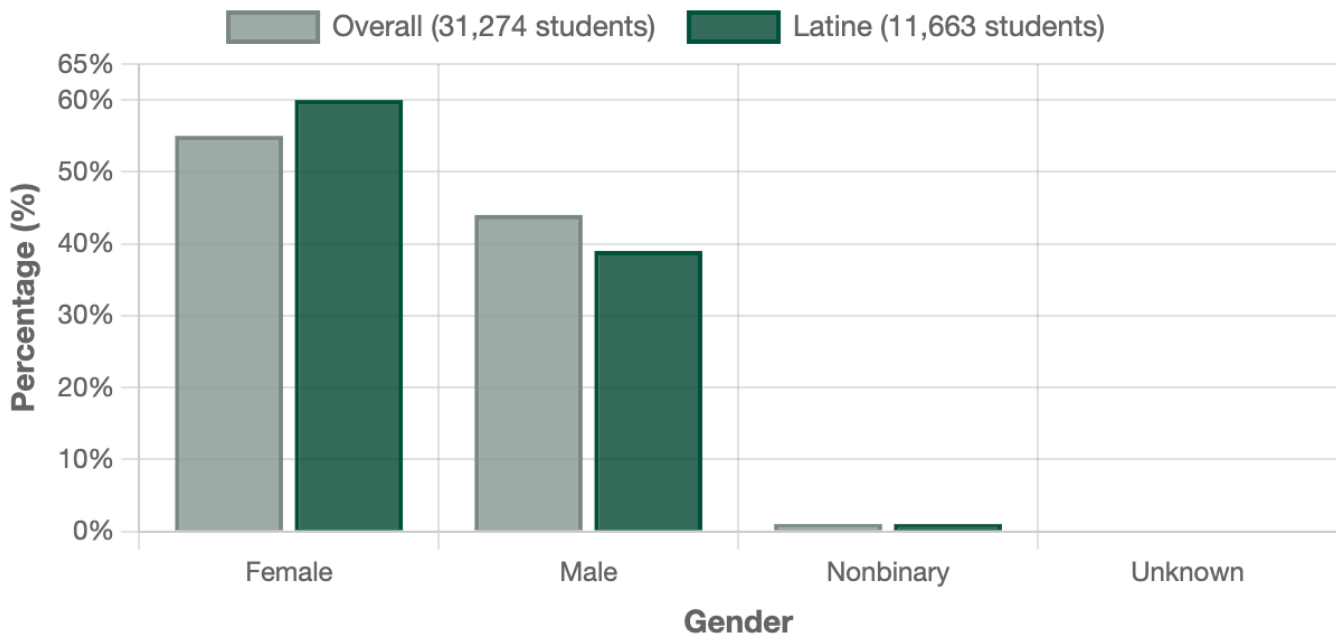
More than half of Latine students (54%) qualify for Pell Grants, compared to 47% of all undergraduates. This means that financial concerns are a daily reality for many Latine students deciding between buying textbooks or groceries, working extra shifts while carrying a full course load, or worrying about next semester's tuition. The higher rate of financial need among Latine students reminds us that talent and potential are distributed equally, but opportunity is not. Strong financial aid programs aren't just about numbers on a budget they're about ensuring that a student's zip code or family income doesn't determine whether they can pursue their dreams and complete their education.

Age Distribution



Latine students tend to arrive at Sacramento State straight from high school or shortly after, with 40% in the traditional 18-20 age range compared to 36% overall. Both groups share similar numbers in their early twenties, but we see fewer Latine students in their thirties and beyond. This younger profile is encouraging; it suggests that more Latine students are seeing college as an immediate next step after graduation, not a distant dream deferred. However, it also means that many Latine students are navigating college at the same time they're figuring out adulthood learning to balance classes with part-time jobs, family responsibilities, and the pressures of being young adults. Supporting these students means meeting them where they are: at the intersection of academic ambition and the real-world challenges of young adulthood.

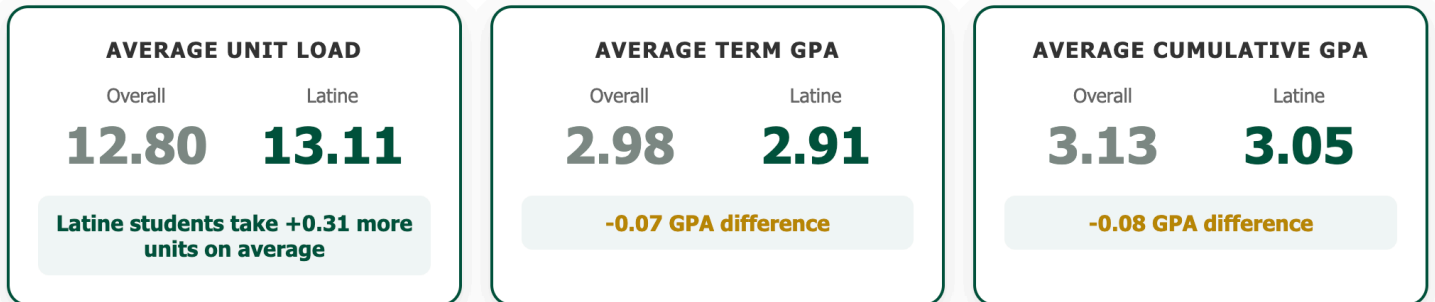
Gender Distribution



Among Latine students, 60% are women compared to 55% overall; while Latino men make up just 39% compared to 44% in the general student body. This gender gap tells two important stories. First, it celebrates the remarkable achievements of Latinas who are pursuing higher education in record numbers, often while juggling family responsibilities, work, and cultural expectations. They're becoming teachers, nurses, engineers, social workers, and business leaders; breaking stereotypes and creating new possibilities. But we also need to ask: where are our Latino men? Research suggests that Latino males face unique barriers including pressure to work and contribute financially to their families earlier, fewer visible role models in higher education, and cultural expectations about masculinity and career paths that may steer them toward immediate employment over college. Understanding and addressing why Latino men are enrolling at lower rates is critical; not just for gender equity, but to ensure that all Latine students have equal opportunities to build their futures through education.

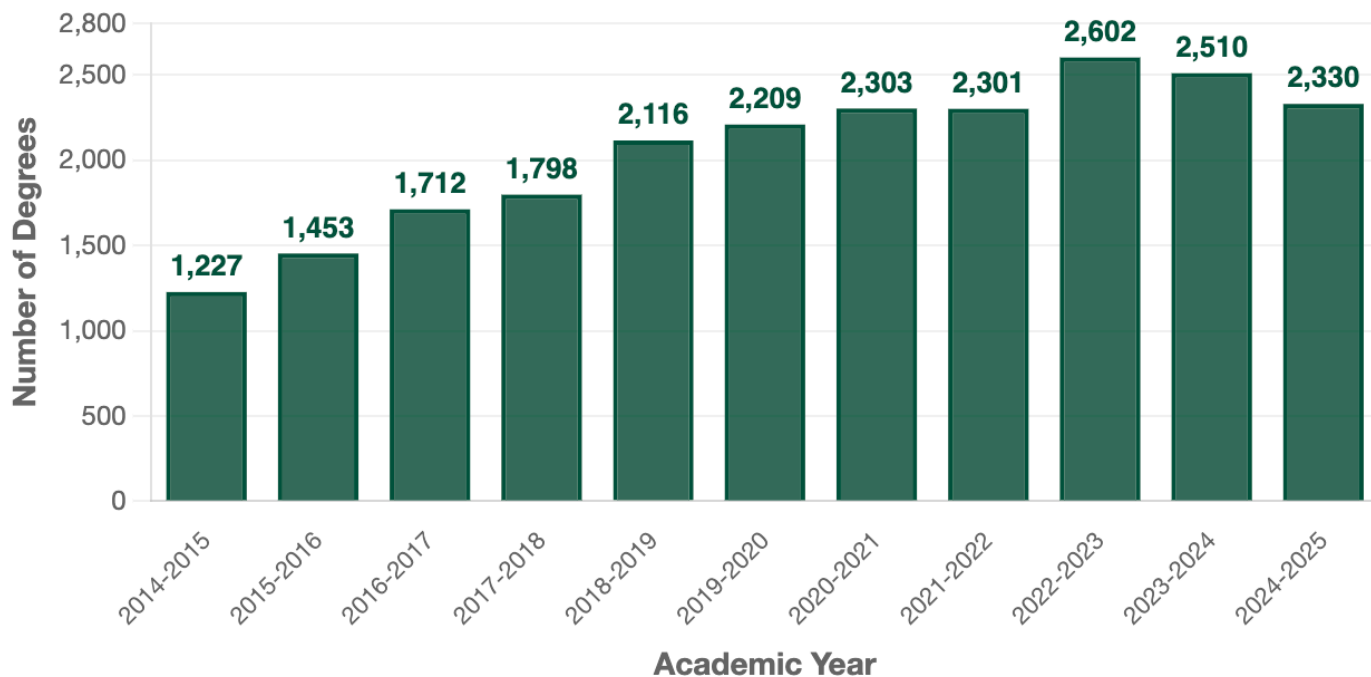
Academic Performance Metrics

Latine vs Overall Undergraduate Students



Latine students are taking on more, 13.11 units versus 12.80 overall pushing to finish their degrees while often working jobs, supporting families, and being the first in their families to navigate college. Despite carrying heavier loads, their GPAs are slightly lower (2.91 term GPA vs 2.98, and 3.05 cumulative vs 3.13). But this isn't about ability, it's about circumstances. Many Latine students are balancing multiple jobs, helping families make ends meet, and navigating college without the academic safety nets that others might take for granted. The fact that they're maintaining solid B averages while juggling all of this? That's not a gap to fix it is resilience to celebrate and support. These students have the drive; what they need are the tutoring programs, mentorship, and tailored academic resources to help them soar even higher.

Latine Degrees Awarded



2,330

2024-2025 Degrees

+1,103

Growth Since 2014-2015

89.9%

Percentage Increase

2,602

Peak Year (2022-2023)

Degree Achievement Analysis

Latine vs Overall Students - 2024-2025

28.5%

Latine students earned 28.5% of all degrees awarded

All Degrees

Overall
8,180

Latine
2,330
28.5%

Bachelors

Overall
6,996

Latine
2,034
29.1%

2nd Bachelors

Overall
50

Latine
10
20.0%

Masters

Overall
1,083

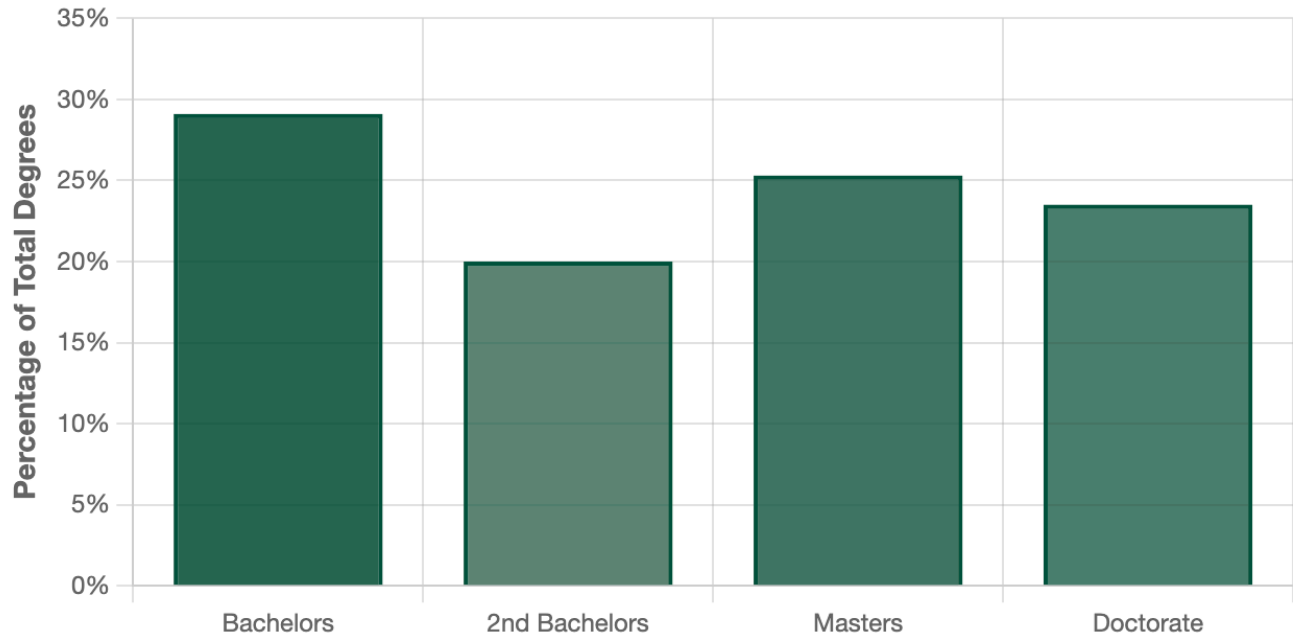
Latine
274
25.3%

Doctorate

Overall
51

Latine
12
23.5%

Latine Representation by Degree Type



As of 2025 Latine students are achieving degrees at strong rates across all levels, earning nearly 30% of bachelor's degrees closely reflecting their representation in the student body. However, representation decreases as degree levels advance: from 29.1% at the bachelor's level to 25.3% for master's degrees and 23.5% for doctorates. This pattern tells us that while Latine students are succeeding in undergraduate programs, there is a pipeline challenge at the graduate level. The drop-off isn't about capability, it is likely about access to graduate funding, mentorship networks, research opportunities, and support systems that help students envision and navigate the path to advanced degrees. Strengthening pathways to graduate education, expanding fellowship opportunities, and building mentorship programs that connect undergraduate Latine students with graduate school possibilities can help close this gap and ensure that Latine representation continues to grow at every academic level.

Cultural Academic Resource Centers

Division of Student Affairs

Cultural Academic Resource Centers (CARCs) at Sacramento State are essential to the university's identity and practice as a Hispanic Serving Institution (HSI). These centers embody intentional student servingness by providing culturally relevant programming, mentoring, academic support systems, coaching, and retention activities specifically designed to help Latine students thrive throughout their college experience.

While CARCs welcome all students, their culturally responsive approach is particularly vital to HSI student servingness. Latine students navigate multiple intersectional identities and engage with various CARC programs throughout their college journey. Several centers have developed specialized expertise serving the Latine community: El Centro Serna, the Dreamer Resource Center, and the CAMP program create an integrated network of support that acknowledges both the shared cultural experiences and diverse needs within Sacramento State's Latine student population.

This intentional, culturally grounded infrastructure demonstrates Sacramento State's commitment to moving beyond enrollment numbers to authentic servingness meeting Latine students where they are and providing the specialized support necessary for their academic success and sense of belonging.

El Centro Serna

Sacramento State University

El Centro Serna names in honor of two distinguished Sacramento State alumni and community leaders, Joe Serna Jr and Dr. Isabel Hernandez Serna. El Centro embodies their lifelong commitment to education, social justice, and community empowerment. El Centro Serna's mission goes beyond individual growth. It reflects a commitment to fostering community and belonging to the nearly 40% of Latine students at Sacramento State, while warmly welcoming all students to engage, learn, and celebrate Latine culture. El Centro prioritizes fostering community and belonging through comprehensive services and programs. It plays a vital role in supporting Latine students and enriching their cultural identity while developing a sense of familia within the campus community.



Academic Services

Advising Guidance

Navigate your academic path with personalized support and advising

Financial Aid & Scholarships Guidance

Expert assistance with financial aid applications and scholarship opportunities to support your education

Internship & Job Search Assistance

Connect with career opportunities through internships and job placement support

Career Exploration & Guidance

Discover your career path with professional guidance, assessments, and exploration resources

Civic Engagement & Advocacy Support

Develop leadership skills and engage in community service and social justice initiatives

Academic Resources & Tutoring

Access peer tutoring, study groups, and academic support to excel in your coursework



Signature Programs & Events

Building Community and Celebrating Latinidad

Signature Programs

Café y Conversación

A community building series that brings students together for meaningful dialogue and connection over coffee and conversation

Celebrating Latine Hornets Social Media Series

A digital initiative highlighting the achievements and stories of Latine students, staff, and faculty at Sacramento State

Fall Signature Events

La Bienvenida (The Welcome)

A welcoming event for students at the beginning of the fall semester

Latine Heritage Month

Celebration and programming throughout September 15 to October 15

Día de Los Muertos Celebration

Honoring Latine tradition with cultural events and activities

Spring Signature Events

Spring Welcome (Open House)

Welcoming students back and introducing new students to the center

Chicanx/Latinx Recognition Ceremony

Celebrating the achievements of graduating Chicanx and Latinx students

CAMP Program

College Assistance Migrant Program

Sacramento State University

The CAMP Program is a federally funded program designated to serve students from migrant and seasonal farm working backgrounds to succeed at Sacramento State. CAMP facilitates the transition from high school to college and offers first-year support services to develop skills necessary to persist and graduate from college in a timely manner. CAMP strives to be “a home away from home” for its students. While the CAMP program was established long before Sac State became an HSI and its success has been key to HSI initiatives and represents a strong history of servingness.



Outreach & Recruitment

CAMP engages in a variety of outreach efforts, including high school presentations, bilingual parent workshops, participation in college and career fairs, and coordination of campus field trips to Sacramento State.

Core Support Strategies

- ✓ **Community and School Engagement:** CAMP Outreach presents at high schools, parent advisory meetings, and community-based organizations to inform students and families both in English and Spanish about Sacramento State admissions, A-G requirements, financial aid (FAFSA), and support programs such as EOP, DRC, and others.
- ✓ **Student Advising and Mentorship:** CAMP Outreach ensures students are able to navigate student services prior to attending Sacramento State – such as holds, account balances, and to-do items.
- ✓ **Campus Tours and Program Representation:** CAMP Outreach coordinates informational material to showcase Sacramento State's majors, clubs, support programs, and career pathways.

100+

High School Presentations

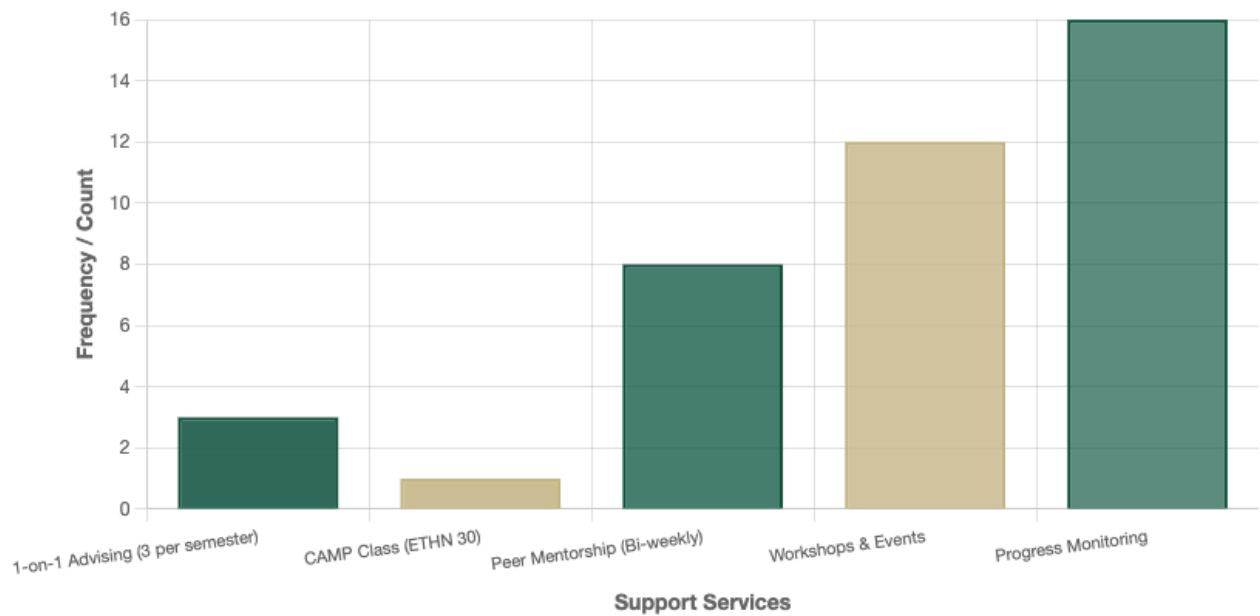
Bilingual

Parent Workshops

Multiple

Campus Field Trips

CAMP Student Requirements



Long-Term Impact of CAMP

According to the Office of Research, Innovation, and Economic Development (ORIED), CAMP participants demonstrate significantly better long-term academic outcomes compared to their non-CAMP peers.

+7%

Higher first-year completion rate

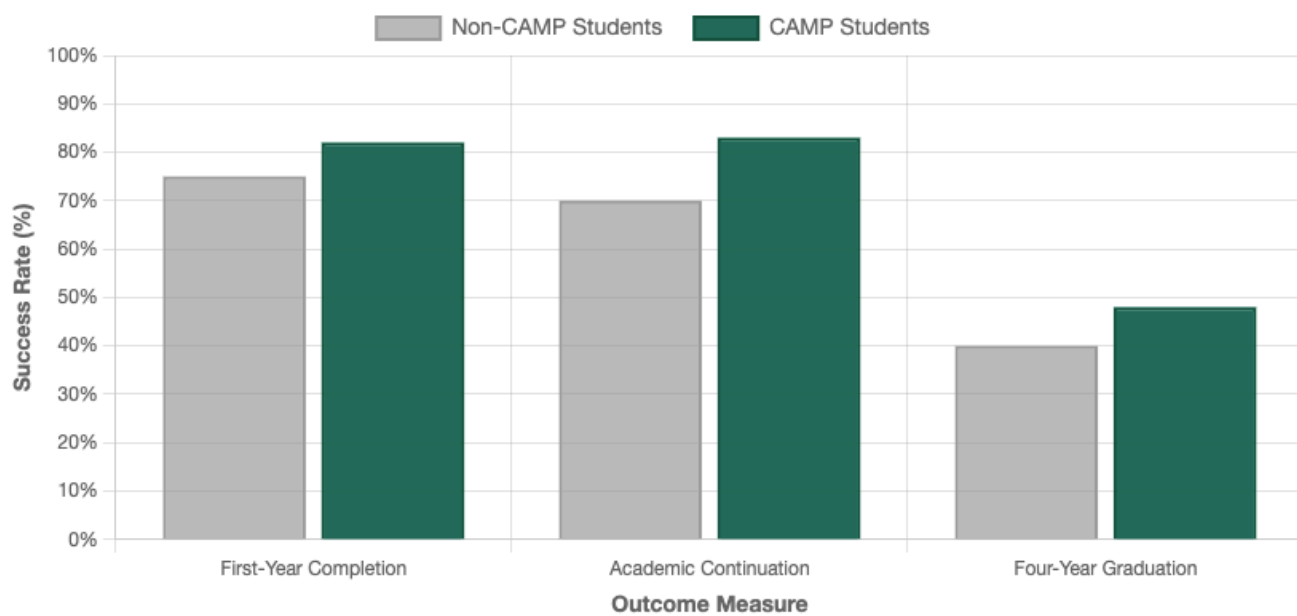
+13%

Higher continuation rate in academic studies

+8%

Higher four-year graduation rate

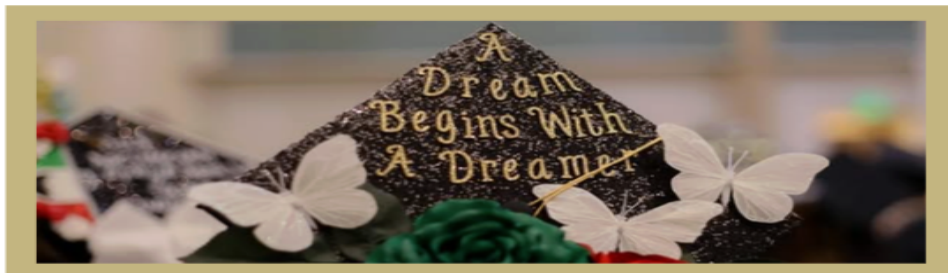
CAMP vs Non-CAMP Outcomes Comparison



Dreamer Resource Center

Sacramento State University

The Dreamer Resource Center (DRC) provides guidance, assistance, resources and knowledge to those looking to support and learn more about the culture, heritage, and life of immigrant and undocumented students and community members. The Center strives to create a nurturing environment where students can thrive academically, personally, and professionally. Through advocacy, outreach, and education, the DRC embodies Sac States' commitment to inclusivity, ensuring all students have the opportunity to pursue their dreams. The DRC, established in 2015, is now celebrating its 10th year anniversary. Throughout its 10 years it has grown to become one of the highest serving centers in the region.



Support Services

The Dreamer Resource Center helps students in navigating their undergraduate and graduate journey. The center prioritizes fostering a sense of community for students by offering services that may fit their specific needs.

Comfortable Lounge Space

Relaxing area with couches, study desks, and complimentary coffee and tea station

Financial Aid Support

CADAA and FAFSA renewal assistance to ensure continued funding

Academic Guidance

Navigate your academic path with personalized support and advising

Scholarship Assistance

Help identifying and applying for scholarship opportunities

Peer Mentorship

Connect with fellow students for guidance and support throughout your journey

Career Development

Resume and cover letter building, career exploration, major guidance, and interview preparation

Immigration Clinic

Resources and support for immigration-related questions and services

Community Events & Workshops

Engage in fun activities like Paint N' Sip, Bracelet-Making, Credit Cards 101, and more

Signature Events

The Dreamer Resource Center hosts annual signature events designed to build community, provide essential resources, celebrate student achievements, and foster a supportive network for undocumented students and allies.

Dreamer Resource Center Open House

Immigrant Stories

Undocu-Professionals Panel

Undocu-Grad Recognition Dinner

Keeping the Dream Alive Virtual Conference

College UndocuAlly Virtual Training

Free Immigration Legal Services

Mental Health and Well-Being

Dream Connections



Sac State Recent Initiatives & Achievements

Advancing our commitment to Latine student success and institutional excellence

Sacramento State has demonstrated substantial progress in advancing its mission as a Hispanic Serving Institution, with Latine leaders across campus taking pivotal roles in driving systemic change and fostering inclusive excellence. Through collaborative efforts among faculty, staff, students, and administrators, the university has implemented a range of strategic initiatives designed to enhance support structures, strengthen institutional policies, and promote equitable outcomes for Latine students. The examples presented here represent a select sample of recent institutional achievements that underscore Sacramento State's commitment to not only maintaining its HSI designation, but also to operationalizing this status through measurable action and sustained investment in the academic success and holistic well-being of the Latine student community.

Seal of Excelencia (2020, 2023)

Sacramento State received the prestigious Seal of Excelencia in 2020, recognizing the university's commitment to serving Latine students, and was successfully recertified in 2023.

Inaugural HSI Director (2024)

Sacramento State onboarded the inaugural HSI Director in 2024, establishing dedicated leadership to advance the university's Hispanic Serving Institution mission and initiatives.

Faculty Senate Resolution on MSI Funding (2025)

Sacramento State Faculty Senate passed a resolution on Minority Serving Institution (MSI) funding, demonstrating institutional commitment to securing resources for Latine student success.

Expanded CARC Support (2025)

Sacramento State expanded support for Cultural and Academic Resource Centers (CARCs), many of which directly serve the intersectional identities of Latine students across campus.

SOMOS Mapping Initiative (2025)

Sacramento State launched SOMOS Mapping Our Community, a groundbreaking multimedia mapping initiative developed to advance educational equity and community engagement for Latine students at Sac State and the region.

Faculty Cluster Hire (2025)

Sacramento State onboarded a faculty cluster hire to increase support of Latine students at Sac State, strengthening academic excellence and culturally responsive pedagogy.

HSI Advisory Council

Originally established in 2022 as the HSI Collaborative at Sacramento State it served as a vital institutional force in examining and enhancing current practices and processes aimed at serving Latine students and the broader community. Meeting regularly on a monthly basis, the Collaborative worked to curate a collective understanding of Sacramento State initiatives designed to support Latine students' holistic success while defining meaningful metrics to measure the institution's effectiveness in serving this population. Through thoughtful analysis and community engagement, the Collaborative developed recommendations rooted in both the purpose and practice of holistically serving the Latine community at Sacramento State, with a particular focus on expanding initiatives that support Latine undergraduate students' comprehensive success. Beyond campus-level work, the Collaborative met each semester with partners across the entire HSI region, fostering collaboration and sharing best practices on HSI initiatives that strengthen support for Latine students throughout the region. As the HSI Collaborative continued to evolve and deepen its impact, it transform into the Sacramento State HSI Advisory Council.

The HSI Advisory Council is advisory to Sac State Executive Leadership for HSI initiatives. As a council, the advisory board works collaboratively to enhance Sac State's HSI visibility and awareness of the federal designation. The advisory council assists with providing strategic guidance on ways to best serve and expand opportunities for Latine students and their communities.

This includes identifying opportunities for strategic partnerships between the institution and the community and strengthening transfer pathways and access to Sac State for Latine students. Through this work, the Council will work to curate a collective understanding of Sacramento State initiatives and to define the metrics by which we can measure our success as a HSI. The Council will work to develop recommendations that are rooted in what it means in both purpose and practice to serve the Latine student population at Sacramento State and the larger Latine community.

Our Membership

Chair: HSI Director, Lilia Contreras Ramirez

<ul style="list-style-type: none">● Juana Zaragoza Director, Centro Serna	<ul style="list-style-type: none">● Saray Aguirre Coordinator, Centro Serna
<ul style="list-style-type: none">● José Ballesteros Assistant Vice President, Student Retention and Cultural Centers	<ul style="list-style-type: none">● Kimberly Gomez CHLFSA Representative
<ul style="list-style-type: none">● Jamarie Crawford Undergraduate Student Representative	<ul style="list-style-type: none">● Gabriela Bermudez Associate Director, College Assistance Migrant Program (CAMP)
<ul style="list-style-type: none">● Melissa Repa Director of Career Center and PI Degree with a Purpose	<ul style="list-style-type: none">● Amber Gonzalez Degree with a Purpose Evaluator
<ul style="list-style-type: none">● Kelly McDonald Director for Center for Science and Math, HSI Unidos PI	<ul style="list-style-type: none">● Julie Fogerty NSF HSI LSUE Grant
<ul style="list-style-type: none">● Tina Torres K-16 Initiatives Director	<ul style="list-style-type: none">● Rosana Chavez Director, HSI Early College Program
<ul style="list-style-type: none">● Cathy Rodriguez President & CEO, Sacramento Hispanic Chamber of Commerce	<ul style="list-style-type: none">● Joe Sanchez Sac State Latinx Alumni Chapter

HSI Grants & Their Impact

Supporting Latine student success through strategic funding and innovative programs



The TECH4 Teaching and Learning project was developed through a \$3 million dollar grant that was awarded from the US Department of Education from 2023 to 2028. The TECH4 Teaching and Learning project is led by Dr. Lynn Tashiro (Director, Center for Teaching and Learning) and builds Sacramento State’s technology capacity to face increasing student demands for online course options and stay competitive in an evolving higher education landscape. It aims to implement two campus-wide strategies:

Redesign quality online courses in critical General Education (GE) and Engineering pathways to increase pass rates for students in courses with a high fail rate and high enrollment.

Expand digital and AI-supported resources to build on personalized tutoring and advising relationships that contribute to student persistence.

The Tech4 Teaching and Learning project aims to engage in two distinct strategies that include multiple activities.

Strategy 1: Critical Pathway Course Redesign

Strategy 2: Digital Resource and Innovation Program

In collaboration with the Center for Teaching and Learning, this grant has helped support professional learning communities for approximately 20 faculty through programs such as *Culturally Responsive Teaching in STEM with ESCALA*.



US Department of Education’s Hispanic-Serving Institutions, Science Technology Engineering and Mathematics (STEM) Project: STEM 4 Teaching and Learning was awarded to Sacramento State from 2021-2026. The project is led by Dr. Lynn Tashiro (Director, Center for Teaching and Learning) and aims to increase the number of STEM degrees earned by underserved students by changing the STEM curriculum and helping to support the development of effective teaching strategies in and beyond the classroom to support and empower students for success.

The STEM4 Teaching and Learning project has four main learning activities that include

Course redesign mini-grants that are awarded to faculty to redesign their courses to better meet student needs;

Development of STEM faculty professional learning communities to support faculty in the improvement of effective teaching skills and implementation of accessible and AI informed technology;

Expansion of the already successful Peer Assisted Learning Program (PAL) into Biology and Engineering departments; and

Integration of practical workplace skills into STEM courses and on campus STEM micro internships.

Degree with a Purpose

Integration of Career Development & Financial Wellness into the College Experience

The Degree with a Purpose: Integration of Career Development and Financial Wellness into the College Experience” Developing Hispanic-Serving Institutions (DHSI) project aims to enhance our existing campus culture of student success by embedding career services and financial wellness into the student experience. Led by, Dr. Melissa Repa (Director, Career Center), this project develops, implements, and institutionalizes three integrated, campus-wide strategies based on research supported by Complete College America’s Purpose First Model and the What Works Clearinghouse evidence-based study (Morisano et al, 2010) on setting, elaborating, and reflecting on personal goals to improve academic performance. These strategies include:

Strategy 1: Early Career Planning and Onboarding

Strategy 2: Integration of Career/Financial Wellness Counseling into the College Experience

Strategy 3: Integration of Career, Work-Based Learning and Financial Wellness into Courses and Co-Curricular Programs

As part of this grant, in 2023-2024, 22 faculty and staff applied for mini grants to provide numerous activities across campus that integrated career development and financial wellness and/or work-based learning content. Many of these activities have been institutionalized at Sac State, and the support of the mini grant funding helped to elevate the work so that they could serve more students. Some of these activities include:

The IMPACT Fellows Program provided paid internships to low-income students from a variety of social and cultural backgrounds;

The Social Justice Work Learning Program provided undergraduate students with valuable career and work-based learning opportunities, including participation in CultureFest and the Social Justice Leadership Seminar

Café y Conversación with the Serna Center was supported;

Feria de Educación, an educational resource fair for Spanish-speaking students and families was supported;

The Center for Health Practice, Policy, and Research (CHPPR) was supported in their development and delivery of their conference spotlight on Mental Wellness;

The Sociology Program for Latinx and Underrepresented Students (SocPLUS) Research Practicum was supported

Signature Events

Chicanx/Latinx Recognition Ceremony

CLRC

Originally planned and led by student leaders from the Latino/a Scholar Association (LSA) serving as the Chicano/Latino Recognition Committee, CLRC began as a self-sustained celebration funded through participant fees. During its early years, El Centro Serna supported the committee by storing decorations, providing space for meetings, and assisting with event logistics. As CLRC grew into one of the largest student-led cultural celebrations on campus, organizational leadership transitioned to El Centro Serna to ensure the event continued growth and sustainability. Today, CLRC continues to thrive as a signature celebration, and graduating students can participate at no cost. Each spring, approximately 500 students participate in the ceremony, and due to the high level of participation, two ceremonies are typically conducted per semester. The ceremony celebrates Chicanx/Latinx culture and includes faculty and student keynote speakers, as well as cultural performances that honor the rich traditions and achievements of the graduating students.



Hosting ceremonies, like CLRC, represents intentional servingness; a deliberate commitment to creating spaces where Latine students' full identities are not just acknowledged but celebrated. For many graduating students, CLRC offers something that traditional commencement cannot: a ceremony conducted in both English and Spanish, where families and loved ones see their culture reflected and honored, and where the unique journeys of first-generation students and the sacrifices of immigrant families are given voice. When institutions invest in cultural recognition ceremonies, they send a powerful message about belonging that students do not need to leave parts of themselves at the door to succeed, that their cultural identity is an asset rather than something to be set aside, and that their families' contributions to their success deserve recognition in spaces designed with them in mind. These ceremonies are more than celebrations; they are affirming that the university truly sees, values, and embraces the whole student and the communities they represent.

Feria de Educación

Education Fair for Spanish-Speaking Families

Now in its 13th year, Feria de Educación is one of Sacramento State's longest-standing, community-centered initiatives designed to empower Spanish-speaking families with accessible pathways to higher education. Feria serves as a culturally responsive college-readiness program for the fastest-growing population in California, providing Spanish-speaking parents and students with the knowledge, tools, and resources necessary to navigate California's educational system from preschool through higher education. The event creates a culturally sensitive environment that bridges the gap between Spanish-speaking families and educational opportunities, offering workshops in Spanish and English, financial aid counseling, immigration legal support, and direct connections to colleges, universities, and community partners across the region.

Event Components Include:

- Educational workshops in Spanish, English, and bilingual formats covering topics from K-12 pathways through graduate education
- Immigration Clinic in partnership with CHIRLA providing free legal consultations
- Cash for College sessions supporting FAFSA and CA Dream Act applications
- Transfer counseling and transcript evaluations for community college students
- Career exploration and financial wellness panels
- Scholarship opportunities for Sacramento State students
- Comprehensive online Resource Guide with direct contact information for educational institutions and community organizations

Día de los Muertos

October 28 - November 2

Día de los Muertos is an Indigenous tradition from Southern Mexico and Central America, celebrated from October 28th to November 2nd. This sacred holiday honors the lives of loved ones who have passed—including family, friends, and even pets—as they return from their annual rest to reunite with those they left behind. Families prepare for this time by creating ofrendas (altars) filled with meaningful mementos like candles, photos, keepsakes, and personal items such as eyeglasses or jewelry to guide our antepasados (ancestors) back home.

These altars also include essentials and treats like water, favorite foods, cempasúchil (marigolds), coffee, sugar skulls, pan de muerto (sweet bread), and other items that were loved or enjoyed by those who have passed. Traditionally, ofrendas are built on two or three levels, symbolizing earth, sky, and the underworld, as a place to honor and welcome our ancestors. While families traditionally decorate the resting places of their loved ones, as this holiday has gained popularity in the U.S., more families are building ofrendas at home to honor their relatives.

At Sacramento State

At Sacramento State, we celebrate Día de los Muertos to foster community among our students. Our approach centers on cultural knowledge, blending non-traditional learning with the familial wisdom that students bring from home. Through exploring Indigenous history and traditions, we create a space where students can honor loved ones, express their identities, and connect with one another in a supportive environment. This celebration has become an opportunity for students to creatively acknowledge their heritage, develop their identities, and commemorate those they've lost.

A Campus-Wide Celebration

For many years, students, faculty, and staff at Sacramento State have honored and celebrated Día de los Muertos through various meaningful expressions—in classrooms, through altares, art installations, exhibits, performances, and community gatherings. These celebrations have grown organically across campus, bringing together different departments, disciplines, and community members in a shared commitment to honor tradition, foster cultural understanding, and build connections. Today, Día de los Muertos remains a vibrant part of campus life, creating spaces for reflection, creativity, and community that bridge academic learning with cultural celebration.

Barrio Arts & Ethnic Studies Celebration

The Día de los Muertos celebration led by the Barrio Art program at Sacramento State expanded in 2022 through collaboration between the Art and Ethnic Studies departments, with faculty including: Dr. Luis Garcia, Dr. Nancy Huante-Tzintzun, Dr. David Flores, and Professor Jason Tena-Encarnacion, significantly growing student participation. Today, the altar project continues as a powerful way to build community among students, faculty, and local schools while honoring tradition and education. The celebration features traditional Aztec dancers, cultural performances, student-created altars, and community gatherings that bring the rich traditions of Día de los Muertos to life on campus.

Latine Heritage Month

September 15 - October 15

Celebrating Latine History and Culture

Latine Heritage Month (LHM), formerly known as Hispanic Heritage Month, is a month-long celebration of Latine history and culture. This shift in terminology reflects a more inclusive approach to honoring the diverse communities it represents, recognizing the rich tapestry of identities within Latin American communities. While we celebrate Latine communities year-round, from September 15th to October 15th we highlight the many contributions made by the Latine community to the history and culture of the United States, including important advocacy work, vibrant art, traditional foods, and much more.

Why Representation Matters at Sacramento State

Latine students are the heart of Sacramento State's identity as a Hispanic-Serving Institution. Representing 40% of our undergraduate population, Latine students bring rich cultural perspectives, lived experiences, and determination to our campus. Many are first-generation college students, walking paths their families have never traveled and serving as pioneers opening doors for generations to come. They demonstrate remarkable resilience and commitment to their education, balancing academic demands with responsibilities to family and community.

Representation matters because it shapes belonging, creates pathways to success, and affirms that students don't need to leave parts of themselves at the door to thrive. As our Latine faculty and staff presence continues to grow, we are building a campus where students see themselves reflected in the educators, mentors, and leaders around them. Latine Heritage Month is our opportunity to celebrate these students, honor their journeys, recognize the contributions of Latine faculty and staff, and recommit to building a university that truly serves and uplifts the Latine community.

At Sacramento State

At Sacramento State, Latine Heritage Month is a vibrant, campus-wide celebration that brings together students, faculty, staff, and the broader Sacramento community. Throughout the month, the university hosts a rich array of programming designed to educate, inspire, and create spaces for cultural expression and connection. Events include educational workshops and speaker series that explore the role of Hispanic-Serving Institutions in advancing equity and student success, welcome celebrations featuring live music, traditional performances, and cultural showcases that create joyful gathering spaces for the

community, and artistic exhibitions and cultural installations highlighting the work of Latine artists, activists, and changemakers.

The celebration also features creative expression opportunities through writing workshops, film screenings, and hands-on cultural activities that invite participation and learning, community gatherings and resource fairs that connect students with campus services and community organizations, and signature traditions. These events are organized collaboratively across departments, academic colleges, student organizations, and community partners—ensuring that Latine Heritage Month touches every corner of campus. Through these diverse offerings, Sacramento State creates opportunities for all community members to learn about Latine history, celebrate cultural pride, and build connections that strengthen our campus community throughout the year.

La Bienvenida

The Welcome

Celebrate the start of the year with La Bienvenida! This vibrant event brings our community together to welcome students back to campus with an afternoon filled with music, culture, and celebration. Originally known as La Raza Bienvenida and led by the Multicultural Center in partnership with programs, centers, departments, and student clubs serving Latine students, this beloved tradition has evolved over the years. As El Centro Serna was established, the event transitioned under Centro Serna's leadership while maintaining the same spirit of collaboration that has always been at its heart. The name evolved to simply La Bienvenida *The Welcome* to be more inclusive of all Latine student identities, reflecting the diverse experiences and backgrounds within our community. Today, La Bienvenida continues to be a campus-wide effort, bringing together departments, organizations, and student groups all united in the shared purpose of welcoming students to the new academic year and connecting them with the resources and services they need for a successful journey at Sacramento State.

More than just a welcome-back event, La Bienvenida creates an inclusive space where students can connect with peers, discover essential campus resources, and experience the energy and warmth of Sacramento State's Latine community. Whether you're a first-year student finding your place on campus or a returning student reconnecting with friends, La Bienvenida invites everyone to be part of a joyful celebration that honors culture, builds community, and sets the tone for a successful year ahead.

La Bienvenida embodies Sacramento State's commitment to creating spaces where all students—especially Latine students—feel seen, valued, and celebrated. It's a reminder that college is not just about academics; it's about finding your people, embracing your identity, and building connections that will support you throughout your journey.

HSI Week of Action

Sacramento State's Inaugural Celebration

A Milestone Celebration

The Hispanic Association of Colleges and Universities (HACU) announced that National Hispanic-Serving Institutions Week would be observed September 8-14, 2025. This national recognition provided a key opportunity to highlight the essential role Hispanic-Serving Institutions play in serving students and their communities by sustaining educational opportunity, preparing a skilled workforce, and supporting local economies. In 2025, Sacramento State celebrated its first-ever HSI Week of Action during this time, marking a significant milestone in the university's journey as a Hispanic-Serving Institution. This inaugural celebration represented a pivotal moment for Sacramento State to intentionally center its HSI identity, bringing together the campus community to examine, celebrate, and strengthen our commitment to serving Latine students.

HSIs are colleges and universities where at least 25% of the undergraduate, full-time student population is Hispanic, and these institutions play a critical role in advancing educational equity and opportunity. While Sacramento State has long been designated as an HSI, 2025 marked the first time the university created dedicated programming and space during National HSI Week to reflect on what this identity means, how we serve our Latine students, and what it takes to move beyond designation toward true servingness in higher education.

HSI Pláticas: Building Community Through Conversation

As part of HSI Week of Action, Sacramento State launched its first HSI Pláticas series—intimate conversations focused on the state of Latine students at Sacramento State. The inaugural plática provided an opportunity for faculty, staff, and administrators to come together to review initial data on Latine student experiences, discuss what the data reveals about our strengths and challenges, and connect with one another during a time of uncertainty following the loss of federal Department of Hispanic-Serving Institutions (DHSI) grants. These pláticas created space for honest dialogue, collective problem-solving, and community-building as we work together to better serve our students. The HSI Pláticas series continued throughout the fall semester, offering ongoing opportunities for the campus community to engage in meaningful conversations about equity, access, and student success.

Keynote: More Than Money - HSIs and the Many Dimensions of Social Mobility

Hispanic-Serving Institutions are often touted as engines of social mobility, propelling the economic advancement of low-income students. Yet, social mobility also encompasses overlooked dimensions that reflect a sense of empowerment among Latine and historically underserved communities. Dr. Marcela Cuellar explored emerging research on the multiple dimensions of social mobility and considered current opportunities and challenges at HSIs. As college is increasingly tied to social mobility, her talk examined how HSIs must push beyond narrow economic frames and center holistic empowerment to enact true servingness.

Presented by Dr. Marcela Cuellar, whose research focuses on the role Hispanic-Serving Institutions play in shaping Latine student experiences and academic outcomes.

A Commitment to Servingness

HSI Week of Action marked an important milestone in Sacramento State's journey as a Hispanic-Serving Institution. By creating dedicated space to examine data, share knowledge, and engage in critical conversations, the week affirmed our commitment to moving beyond HSI designation toward true HSI servingness—where policies, practices, and campus culture intentionally support the success of Latine students. This inaugural celebration set the foundation for ongoing reflection, learning, and action as we continue to build a university that truly serves all students.

Latine Employee Resource Groups

Building Community & Amplifying Voices

Employee Resource Groups at Sacramento State

Employee Resource Groups (ERGs) have been formed by Sacramento State staff and faculty over the years through grassroots efforts, driven by the dedication and commitment of employees who recognized the need for spaces where they could connect, support one another, and advocate for meaningful change. Inclusive Excellence serves as a liaison to ERGs to help support and coordinate community building on our campus and create a better serving institution for all. For Latine faculty and staff, ERGs provide essential spaces to build community, develop professionally, create mentorship opportunities, and work together to address the underrepresentation of Latine employees—particularly in leadership positions—across the university.

Chicana/x Y Latina/x Mentoring Network (CHYLA)

The Chicana/x Y Latina/x Mentoring Network (CHYLA Mentoring Network) is a community-building group made up of staff, administrators, and student employees from California State University, Sacramento and its auxiliaries (University Enterprises, Inc., Capital Public Radio, Union WELL, and Associated Students, Inc.).

CHYLA was created to develop a space for Chicanas/x and Latinas/x throughout the university and its auxiliaries to build community, support each other's professional and personal goals, build their networks, create mentorships, and amplify the call to address the underrepresentation of Chicanas/x and Latinas/x in leadership. By fostering connections across departments and divisions, CHYLA creates pathways for professional advancement and ensures that Latine women have the support, guidance, and advocacy they need to thrive and lead at Sacramento State.

Chicanx/Latinx Faculty & Staff Association

Mission: To promote equity and inclusion and to improve the status of Chicanx/Latinxs at Sacramento State, within the CSU system, and in the broader community.

As student enrollment becomes more diverse at the university—which is now a Hispanic-Serving Institution—a diversified full-time faculty and staff becomes more important for several reasons: it brings new perspectives that inform the curriculum and educational environment; it provides a variety of perspectives in the classroom, enriches the academic experience of students, and maximizes the universe of knowledge; it prepares future professionals who are well-equipped to work and live constructively in an increasingly diverse society; and it helps improve the graduation and success rates of underrepresented minority students. The Chicanx/Latinx Faculty & Staff Association serves as a vital voice advocating for these changes while supporting the professional growth and well-being of Latine employees across campus.

Why Latine ERGs Matter

Latine Employee Resource Groups are more than professional networks—they are spaces of belonging, empowerment, and collective action. They provide Latine faculty and staff with opportunities to connect with colleagues who share similar experiences, navigate institutional challenges together, and advocate for systemic changes that create more equitable and inclusive workplaces. By building community, fostering mentorship, and amplifying the voices of Latine employees, these ERGs strengthen Sacramento State's commitment to being a truly Hispanic-Serving Institution—not just in the students we serve, but in the educators, staff, and leaders who make up our campus community.

Sacramento State: Building the Regional Traded-Sector Workforce

Connecting HSI Mission, Regional Economic Development & CSU Forward

This economic comparison is made possible by the Sacramento Hispanic Chamber of Commerce's 2025 Hispanic Economic Report, a critical resource that provides detailed data on the Greater Sacramento Region's Hispanic population across income, education, employment, healthcare, and economic indicators. By combining regional data from this report with institutional data from Sacramento State's dashboards, we can examine not only how the university serves its students, but how those students connect to the broader regional economy and workforce needs. This dual perspective reveals both the challenges facing the Latine community and Sacramento State's strategic role in addressing them through education, workforce preparation, and economic mobility.

These reports, including the 2023 and 2024 reports, are collaborative efforts between multiple Sacramento agencies and Sac State scholars, including Dr. Elvia Ramirez (Ethnic Studies) and Dr. Heidi Sarabia (Sociology).

Where We Are vs. Where We Need to Be

Current Reality: Occupational Segregation

Latine workers overrepresented in
low-wage, local-sector jobs:

Farming, Fishing, Forestry	70%
Building/Grounds Maintenance	47%
Construction	39%
Production	32%
Food Preparation	30%

Opportunity: High- Wage Traded Sectors

Latine workers underrepresented in
growing fields:

Computer & Mathematical	13%
Architecture & Engineering	12%
Life/Physical/Social Science	12%
Healthcare Practitioners	13%
Business Operations	17%

20%

Regional Hispanic adults with bachelor's degree or higher

39.4%

Hispanic HS graduates meeting CSU/UC requirements

\$79,200

Hispanic median household income (84% of non-Hispanic \$93,800)

Why Traded-Sector Jobs Matter

Traded-sector industries sell goods and services nationally and globally, bringing new income into the region. These jobs drive economic growth, create higher wages, generate multiplier effects, and broaden the tax base. Non-traded sector jobs simply recirculate existing income. For Latine families pursuing economic mobility, access to traded-sector careers is transformational.

Sacramento State: The Critical Pipeline

11,663

Latine Undergraduate Students at Sac State

40%

Of Sac State undergraduates (vs. 23% regional population)

29.1%

Of Bachelor's Degrees Awarded to Latine Students

2,330

Degrees Awarded to Latine Students (2024-2025)

Latine Students in Key Traded-Sector Programs

Health & Human Services

2,409

Latine undergraduate students

Pipeline to healthcare practitioners, biotech, life sciences sectors

Social Sciences & Interdisciplinary Studies

2,208

Latine undergraduate students

Preparation for policy, research, data science careers

Engineering & Computer Science

1,789

Latine undergraduate students

Direct pipeline to semiconductors, tech, advanced manufacturing

Business Administration

1,555

Latine undergraduate students

Future entrepreneurs and business leaders (Hispanic business ownership up 51.8%)

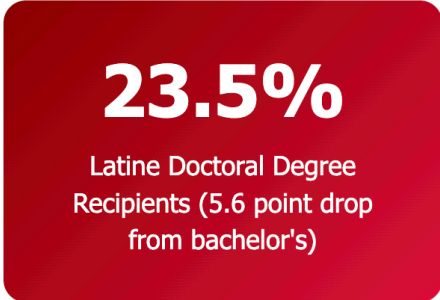
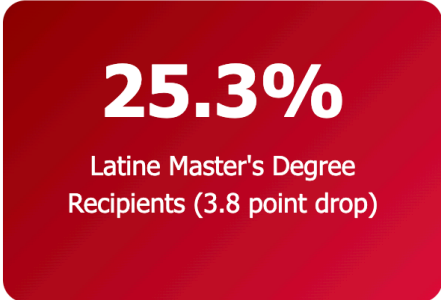
Natural Sciences & Math

1,178

Latine undergrads

Clean energy, climate tech, environmental innovation

The Graduate Education Gap



Why This Matters for Traded-Sector Access

Many high-paying traded-sector positions require graduate degrees: advanced engineering roles, research scientists, biotech specialists, senior healthcare practitioners. The drop-off in Latine representation at graduate levels directly limits access to highest-wage opportunities and leadership positions in traded-sector industries. Addressing this pipeline challenge is essential for long-term economic equity.

Strategic Priorities: Building the Pipeline

K-16 Partnerships

Only 39.4% of Hispanic HS graduates meet CSU requirements. Strengthen dual enrollment, summer bridge programs, early college awareness to build pipeline from high school.

Industry Collaborations

Formalize partnerships with Intel, Bosch, clean energy companies. Create direct hiring pipelines, internship programs, on-campus recruitment for Sac State Latine students.

Graduate Education Access

Expand fellowships, research opportunities, application support to close the 29.1% → 23.5% representation gap and prepare students for highest-paying roles.

Career Services Transformation

Move beyond resume reviews to industry mentorship, workplace navigation, professional network building for first-generation students entering corporate environments.

Data-Driven Accountability

Track Latine graduates entering traded sectors, starting salaries, advancement rates. Measure success by economic outcomes, not just enrollment numbers.

Entrepreneurship Ecosystem

Support Hispanic business ownership (up 51.8%) through incubators, small business resources, connections to capital for students launching tech/innovation companies.

Sacramento State educates almost 40% of Latine students in a region that is 23% Latine. As the region pivots to traded-sector industries that pay 42% more than local-sectors jobs, our role as an HSI is not just to access. It is preparation, completion, and career outcomes. Through initiatives such as CSU Forward, we are building pipelines from enrollment to high achieving careers, closing income gaps, and ensuring that regional economic growth includes everyone.

Moving Forward Together

This report represents a moment of reflection, accounting of where we are, who we serve, and how well we're fulfilling our mission as a Hispanic-Serving Institution. The data within these pages tell stories of progress: growing enrollment, increasing degree completion, expanding faculty and staff diversity, and signature programs that affirm cultural identity and build community. But the data also reveal gaps that demand our attention: representation disparities at the graduate level, financial barriers that shape student choices, and the ongoing work required to move from HSI designation to genuine HSI servingness.

Being an HSI is not a static achievement; it is a continuous commitment. It requires us to ask difficult questions about our policies, practices, and campus culture. It pushes us to examine not just who enrolls, but who thrives. It challenges us to ensure that every student, regardless of background, income, or family educational history, has access to the resources, mentorship, and support needed to succeed. And it calls on all of us faculty, staff, administrators, and students to be active participants in this work.

Our vision is clear: Sacramento State will be a university where Latine students don't just attend, but belong. Where cultural identity is celebrated as strength, not seen as an obstacle. Where first-generation students receive the guidance and support they need. Where faculty and staff of all backgrounds work in an environment that values their contributions and creates pathways for advancement. Where every graduate leaves prepared not just with a degree, but with the skills, networks, and confidence to pursue meaningful careers and build prosperous lives.

Achieving this vision requires sustained effort and shared responsibility. It requires investments in student support services, faculty development, and staff advancement. It requires data-informed decision-making and the courage to change practices that no longer serve our students well. It requires partnerships across departments, collaboration with community organizations, and alignment with regional workforce needs. Most importantly, it requires each of us to see our individual work as part of a larger mission one that transforms lives, strengthens communities, and advances equity.

The HSI Office welcomes your insights, your questions, and your participation in this critical work. Whether you're a faculty member exploring culturally responsive pedagogy, a staff member connecting students to resources, or an administrator shaping institutional policy, your contributions matter.

As you finish reading this report, we ask you to carry these stories and statistics with you. Remember that behind every data point is a student working toward their dreams, a family investing in their future, and a

community counting on our institution to deliver on its promise. Our work as an HSI is not complete; it is ongoing, evolving, and essential. Together, we will continue building a Sacramento State that reflects our values, serves our students, and creates opportunity for all.

Join Us in This Work

We invite you to engage with the HSI Office, share your ideas for advancing student success, and join us in building a university that truly serves all students.

HSI Office

Lilia Contreras Ramirez, HSI Director

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Thank you for your commitment to student success and to our shared mission as a Hispanic-Serving Institution.

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