HISPA PROGRAMMING
2015-16
ANNUAL REVIEW

We all need role models who can inspire us to reach our full potential, but not everyone has access to them.

HISPA is committed to providing that access for our Latino youth.
HISPA (Hispanics Inspiring Students’ Performance and Achievement) is a 501(c)(3) nonprofit organization dedicated to developing the Latino educational pipeline, thus creating a workforce of high-skilled leaders to contribute to America’s economic future.

HISPA mobilizes Latino professionals to serve as role models in schools and educational programs within their communities and inspire Latino students’ academic performance and achievement by demonstrating that they, too, can attain success through education.

We aim to achieve this vision through the HISPA Role Model Program, Youth Conferences, and Corporate Visits.

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ABOUT THE HISPA ROLE MODEL PROGRAM

Since launching in New Jersey in 2008, the HISPA Role Model Program has expanded into New York, Texas and Florida, mobilizing more than 2,000 HISPA Role Models and impacting over 7,000 students to date. In 2015-16, HISPA implemented the Role Model Program in 15 schools: 11 in New Jersey, two in San Antonio, TX, one in New York, NY, and one in Fort Lauderdale, FL, reaching 1,209 students through 105 HISPA Role Model visits.

A critical component in establishing a college-going culture

HISPA’s programming is strategic and research-driven. We target middle school students as studies suggest that both early intervention and having a role model strongly correlate to the pursuit of higher education. Over the course of the school year, the HISPA Role Model Program makes six school visits, each with one to three HISPA Role Models per visit, who emphasize the importance of education to future success. The Role Model Program also engages students in a STEM career exploration field trip: a HISPA Youth Conference and/or Corporate Visit.

A record of positive impact

Our research—tools and metrics designed and analyzed with our partner ETS—shows that the HISPA Role Model Program has a positive impact on student attitude and awareness towards college and career. Examples of our impact are highlighted throughout the program.

A message of educational empowerment

A diverse roster of Hispanic professionals—approximately 58% with advanced degrees*—shares their cultural backgrounds and educational and professional journeys, relating the key experiences that allowed them to overcome obstacles and achieve their goals. These visits provide:

- A valuable opportunity for students to personally identify with Latino professionals
- Practical information (e.g. pathways to AP classes and out-of-school learning opportunities) as well as non-academic life skills (e.g. developing grit and learning about career opportunities)
- Promotion of bilingualism and biculturalism as assets in the 21st century global economy

Students, San Antonio

“Thank you for this opportunity. It has truly opened my mind and given me hope that I can do anything I set my mind to.”

“Everything was honestly so amazing. This event is something I’ll definitely remember.”

Student, NYC

“I learned that I can determine my future despite what holds me back. If I set my mind to it, I can create my destiny. I would like to thank you for being such an inspiration.”

Students, New Jersey

“This inspired me to someday become a pharmacist.”

“They inspired me to stay in school and complete college.”

98% of all 386 Youth Conference student participants were inspired by the “Take Action! Achieve Your Dreams” motivational address.

“This advice will always stay with me. I don’t think I will forget her and her words.”

ABOUT HISPA YOUTH CONFERENCES

Our Youth Conferences provide students a full day on a university campus to experience hands-on STEM workshops alongside positive HISPA Role Models. Being surrounded by inspirational career opportunities and motivational speakers has led students to declare it “the best field trip ever.”

New York, NY – October 7, 2015

Columbia University
Hosted by the Columbia Chapter of the Society of Hispanic Professional Engineers, with lead funder ESPN

81 Role Models and 106 students from three New York City schools:
PS 279 Captain Manuel Rivera Jr., Inwood Academy, Manhattan Bridges

San Antonio, TX – May 13, 2016

St. Mary’s University
Hosted by the St. Mary’s Office of Student Retention with lead funder ETS

82 Role Models and 145 students from Anson Jones Middle School


Princeton University
Co-sponsored by the Office of Human Resources at Princeton University and co-hosted by Verizon and Verizon HSO

92 Role Models and 135 students from 12 New Jersey schools:
Abraham Lincoln #14, Benjamin Franklin #13, Charles J. Hudson #29, Christopher Columbus #15, Dr. Antonia Pantoja #27, Elmora #12, Jerome Dunn Academy #9, Juan Pablo Duarte - José Julián Martí #28, Lawton C. Johnson Summit Middle School, Toussaint L’ouverture-Marquis De Lafayette #6, William C. McGinnis Middle School, and Woodrow Wilson #19
Mabel Alvarez

“I absolutely loved it! It was a pleasure speaking to the students. I wish I had something like this program when I was a child. Very special and humbling experience. So glad this program exists!”

Sandra Everett

“It was an awesome experience coming back to my hometown and speaking with middle school children who are living and growing up in the same school system and neighborhoods that I grew up in. Absolutely exhilarating!”

Maria Joyce

“It was a heart-warming and empowering day. From the moment I arrived and received a hug at the door to the hugs I received at the end of my time from the staff, I knew we were making a difference. Students were anxious to shake hands, share smiles and express their thanks and excitement on their way out of the auditorium. They heard us.”

Alma Plasencia

“Students were very enthusiastic. Loved the sparkle in their eyes and the energy they showed talking about how they see themselves as future lawyers, engineers, biologists and physicians. This was my first [Role Model visit] and it was incredible.”

Michael Batista

“Very gratifying to connect with future leaders of the world.”

Manfred Morales

“The students were fantastic, and several approached me afterwards to express their personal appreciation. As always, they inspire me as well.”

I am a HISPA Role Model because...

“I believe in giving back to our youth and the community.”
“I believe education is the key for advancement.”
“Me pareces muy importante poder motivar a niños, adolescentes y jóvenes a alcanzar sus sueños. Por esa razón me inscribi en HISPA.”
HISPAs' supporters come from both public and private sectors, including corporations, academia, nonprofits, the government and organizations such as employee resource groups, as well as professional and academic associations.*

*We have not included those involved with the New Jersey Governor's Hispanic Fellows' Program HISPAs Leadership series.
HISPA AT A GLANCE

HISPA 2015-16:
Who We Are & What We Have Achieved

OUR PARTNER SCHOOLS


PS 279 CAPTAIN MANUEL RIVERA, JR. // INWOOD ACADEMY FOR LEADERSHIP // MANHATTAN BRIDGES HIGH SCHOOL

CABLE ELEMENTARY SCHOOL // ANSON JONES MIDDLE SCHOOL

L.C. SWAIN MIDDLE SCHOOL #21

126,210 unique aspirational impressions in 2015-2016.

GROWTH OF THE ROLE MODEL PROGRAM

In 2008, HISPA held 15 Role Model sessions. To date, that number has grown to 545.

HISPA began with 100 Role Models. We now have a network of 2,000.
ABOUT HISPA CORPORATE VISITS

OUR 2015-16 CORPORATE VISITS

Prudential Center and NJ Devils
Newark, NJ – January 19, 2016
40 students from the 10 New Jersey schools: Abraham Lincoln #14, Benjamin Franklin #13, Charles J. Hudson #25, Christopher Columbus #15, Dr. Antonia Pantoja #27, Elmora #12, Jerome Dunn Academy #9, Juan Pablo Duarte - José Julián Martí #28, Toussaint L’ouverture-Marquis De Lafayette #6, and Woodrow Wilson #19

AT&T High Technology Day
Middletown, NJ – February 25, 2016
30 students from 10 New Jersey schools: Abraham Lincoln #14, Benjamin Franklin #13, Charles J. Hudson #25, Christopher Columbus #15, Dr. Antonia Pantoja #27, Elmora #12, Jerome Dunn Academy #9, Juan Pablo Duarte - José Julián Martí #28, Toussaint L’ouverture-Marquis De Lafayette #6, and Woodrow Wilson #19

HISPA Imagine Day at JPJ
21 students from Manhattan Bridges High School

Our Corporate Visits immerse students in the corporate environment. Touring lab facilities and working with technology alongside highly-skilled professionals introduces students to potential career opportunities, encouraging them to envision who they want to become and what they must do to get there.

At Toussaint L’ouverture-Marquis De Lafayette, 99% of students learned more about possible careers.

“What I liked...was his career, which I want to study also.”
STUDENTS SAY

“Thank you for encouraging me to take responsibility for my actions...because if I take a first step to make an opportunity happen, then it will happen.”

“It had a big impact on me because it taught me that people care about and support my choices.”

“I learned that I need to work hard to succeed in life just like you did. I need to get a Master’s degree to get a good job. You taught me that I need to follow my dreams.”

“I learned that anyone can go to college no matter their background.”

“I know what I want to do because you showed me that companies need scientists and math.”

“The HISPA Role Model program motivated me to be more confident, [which] is key to being successful. I liked [our HISPA Role Model] because she spoke as if she was speaking to just me. She made sure she looked at every single person in the room.”
The HISPA App Development Program introduced students to the process of building apps from scratch using the MIT App Inventor. Sponsored by Verizon as part of the Verizon Innovative App Challenge, Orlando and Maria Rivera lead this specialized component of the 2015-16 HISPA Role Model Program implemented in Jerome Dunn Academy #9 in Elizabeth, NJ, and Manhattan Bridges High School in New York, NY. Seventy-seven students engaged in hands-on workshops, practicing over 50 fundamental design, development and programming skills. They averaged 92.4% mastery of workshop objectives.

86.7% of students reported that participating in the program inspired them to do better in their other classes. 100% said it made them more interested in continuing education in STEM.

Participants saw gains in:
- Interest in STEM careers: "I love this program...it teaches me a lot of new technology information. I am looking forward to the next workshop. I may become an app developer."
- Self-confidence: "It helped me learn I could actually develop software."
- Academic interest: "I like everything about this program...and I would like to create my own app in the future. I think this is the best program that I have ever been to."
- General academic interest: "There needs to be more classes...during the summer or on weekends. We could learn more and get into the deeper parts of app developing."

Students rated their experience in the App Development Program as overwhelmingly positive (92%, n=224) and workshops as very interesting (90%, n=221).

Forty students (100% minority; 86% Hispanic) attended graduation, developing 14 apps or app concepts.
“She was very effective. She instilled self motivation in our scholars and encouraged them to pursue their dreams. She was very original and sensitive to the diverse audience.”

“Students seemed intrigued by his journey to become as successful as he is. They were asking many questions about his hardships that led him to the U.S. and to become a professional. He was able to speak to the students on a level they understand and how relatable his situation may be to many of their loved ones.”

“She shared her success, her failures and that even if you make bad decisions, you can change your path. She was very real. She didn’t preach down to them and she showed them that their background does not stand in the way for a great future.”

“Very effective! A pin could be heard if it dropped. Students and teachers were moved by his incredible presentation.”

“[The HISPA Role model] was well spoken and down to earth. He was young so it was easy for students to understand his story as many of our students face some of the same issues he did growing up.”

“She was able to communicate how even though she struggled with the language barrier, she did not let that stand in her way. It is important students realize struggles are not meant to make you quit, but persevere.”
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MAES: Latinos in Science and Engineering, Inc.
Merck Hispanics Organization (MHO)
New Jersey Institute of Technology (NJIT)
The Partnership for a Drug-Free New Jersey
PNC Latino
Prospanica/National Society of Hispanic MBAs (NSH MBA)
Princeton Plasma Physics Laboratory
PSE&G Adelante
Rackspace VIVA
San Antonio Water System
Siemens Science Time
Society of Hispanic Professional Engineers (SHPE)
UPS Crece
Verizon Hispanic Support Organization (HSO)
Wells Fargo Latin Connection