

NCERA– 216 Webinars

The *Brown Glass Ceiling?* A Qualitative Study of Hispanic Women/Latinas Leaders in Higher Education

Join us on September 16 12pm, CST / 1pm, EST

The findings of this study described the barriers, resources, and the journey to leadership of twenty-four participants, plus the researcher's own experiences.

The barriers revealed by participants center on two central themes. Specifically those related to identity (interactions between racial/ethnic self-identification, social perceptions, and gender) and systemic themes (regarding institutional level efforts and lack of recruitment, retention, and promotion processes).

Resources were found to have included personal (family and spirituality) and structural (mentoring and scholarships) supports. While one purpose of this study was to disseminate information that will empower Latina educators, this inquiry also informs legislators, educational officials, and higher educational administrators of the institutional support needed to recruit, retain, and promote Hispanic women in their organizations.



Dr. Collins has actively advocating for the Hispanic community and other minority groups in southwest Missouri for more than 14 years. Her areas of research include bilingualism, adaptation, multicultural education, Hispanic women in higher education, and leadership. Since 2013 Dr. Collins teaches multicultural education and diversity at Missouri State University, Springfield, MO

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