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Latinx Students at Minority-Serving Institutions

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On Diversity, Equity and Inclusion

Anahi Ibarra

University of California, San Diego

Put me on the front cover of a school pamphlet,
just so you can claim diversity
and brag about how you have it.

Use me as proof that you're doing way more
than you have been.

But if that's true then tell me why,
the work you're doing feels stagnant.

You can't imagine,
how difficult it has been
to navigate institutions
that were not created for your skin.
To navigate the culture of classrooms
with rhetoric
that is violent and oppressive,
yet we're expected just to sit.
& listen.

Don't want to dive too much into descriptions,
But on the note of equity, let's talk tuition.

You want diversity so bad
But won't support our transition.
And with no help financially,
we struggle with basic needs
& It's got you questioning
how we ever got in these conditions.

I bet it's the reason why most student workers look like me,
I nod my head and greet them every time they pass by me,
Faculty, students and custodians who remind me
of the resilience we carry
and why we must keep trying.

So, this is why we say that representation matters,
Not only in the posters and pictures you love to plaster.
It matters in the books and research we're told to master,
It matters in the questions you ask, and how you answer.

This is also why we say diversity ain't enough,
What good is a seat at the table,
if I can't speak up?
What good is speaking up,
if people hear but won't listen?
Tell me how it is you plan on making a difference.