

Transforming Your Advising Through Inclusive Leadership



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Academic Advisor- Pre-Engineering Program

Learning Outcomes

- Develop an understanding of terms related to inclusion and diversity.
- Cultivate cultural competence by reflecting and identifying social identities inside and outside of the work setting.
- Brainstorm specific ways to create transformative learning partnerships and self-authorship
- Create an action plan for inclusive advising practices.



Ground Rules



Name Story

1. Does your name have a meaning?
2. Is there a story associated with your name?
3. How has it been growing up with your name?



Who We Are

Race: White, Black, Latinx, Asian/Pacific Islander, Native American, Biracial/Multiracial...

Ethnicity: Dutch, Nigerian, Cuban, Iranian, Lakota, Brazilian, Japanese ...

Socioeconomic Status: Upper class, Middle class, Working class, Poor...

Gender: Man, Woman, Transgender, Genderqueer, Non-Binary...

Sexual Orientation: Heterosexual, Bisexual, Lesbian, Gay, Queer, Questioning, Asexual...

Age: Young adult, Middle aged adult, Adolescent, Child, Senior/Elder...

National Origin: America, China, Mexico, India...

Ability: Physical, Emotional, Developmental...

Biological Sex: Male, Female, Intersex...

Political Affiliation: Democrat, Republican, Independent, Green, Libertarian...



Who We Are

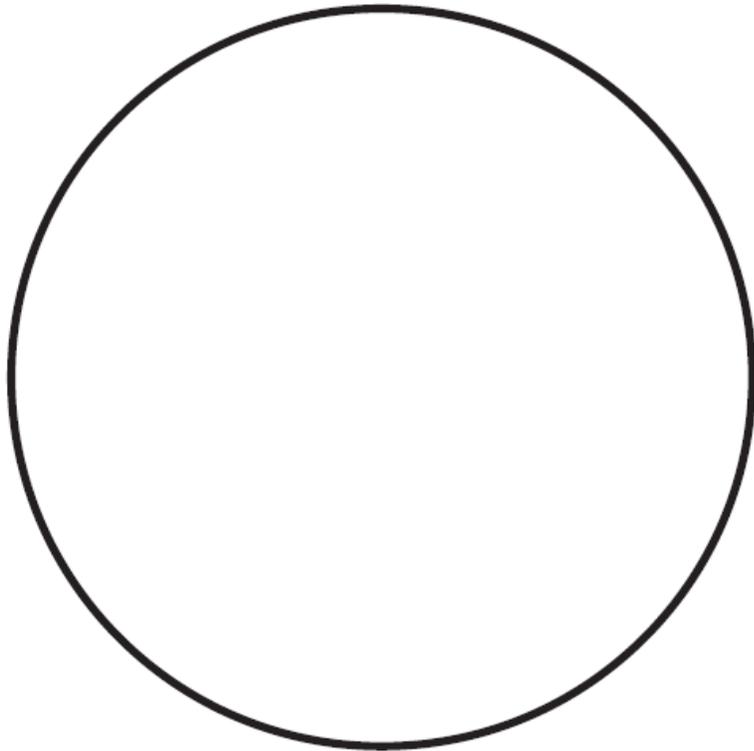
Identity: refers to knowledge of who one is. It incorporates not just the character of things we choose to show the outside world, but everything about us that we have chosen to systematically incorporate into our self-conception.

Social Identity: is a socially-constructed grouping of individuals based upon visible or invisible characteristics, commonalities, or other factors.

Saliency: is displayed at different times in a person's life and in different contexts identities will be more or less significant to them.



Social Identity Wheel



SOCIAL IDENTITIES

Race -

Ethnicity/National Origin -

Biological Sex -

Gender -

Religion/Spiritual Affiliation -

Socioeconomic Status -
Language -

Ability -

Sexual Orientation -

Age -

Size/Appearance -

Other (e.g., parent, rural/urban,
first-generation, etc.) -



Social Identity Personal Reflection

1. Which identity do I notice first in others?
2. Which identity do I think the least about?
3. Which identities have I experienced discrimination?
4. Which part of my identity do I feel uncomfortable discussing?
5. Which part of my identity am I most proud of?
6. Which part of my identity gives me the most privilege?



Our Practice as Academic Advisors



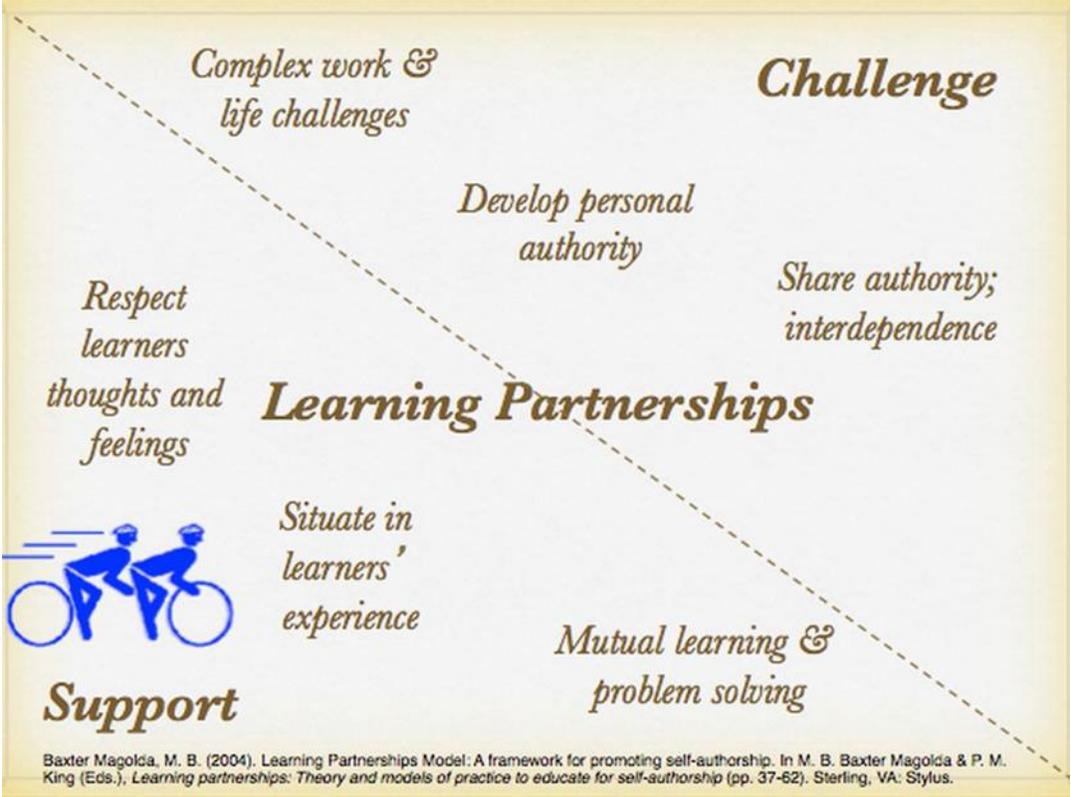
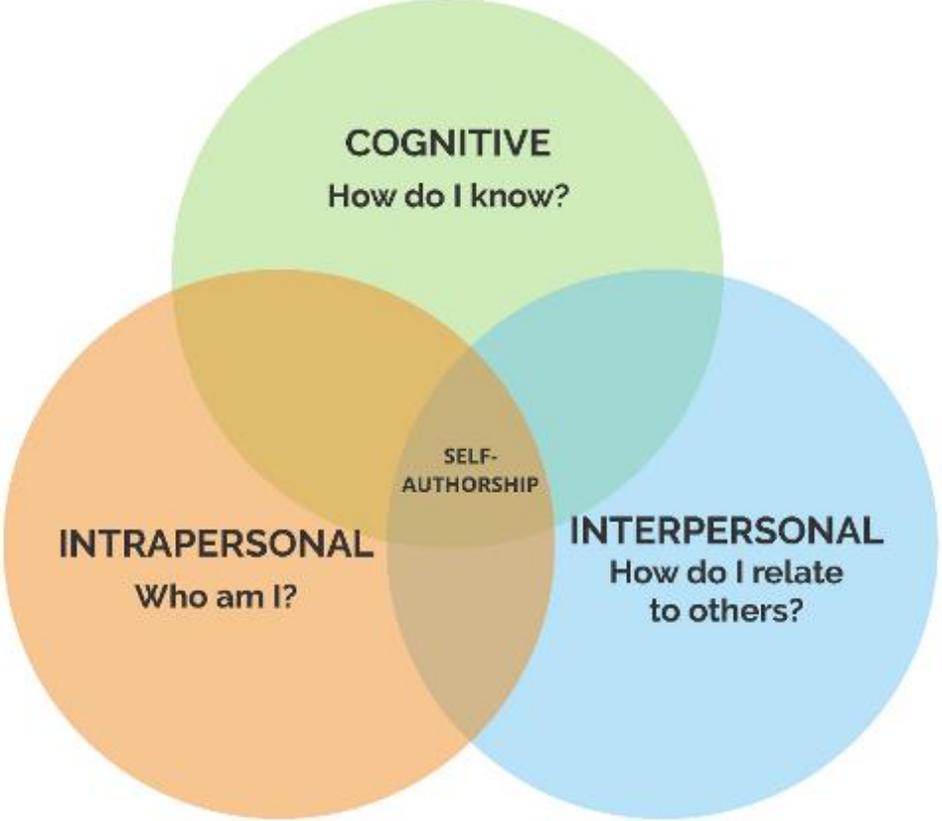
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“Learning environments that promote self-authorship challenge students to grapple with dissonance and ambiguity and to see themselves as knowledge creators.”

Cecilia Lucero



Learning Partnerships Model



Discussion

1. What are some strategies you can use to create provocative moments in the advising meeting that lead to self-authorship specifically related to inclusion and identities?
2. Share an example of this advising practice with the group.



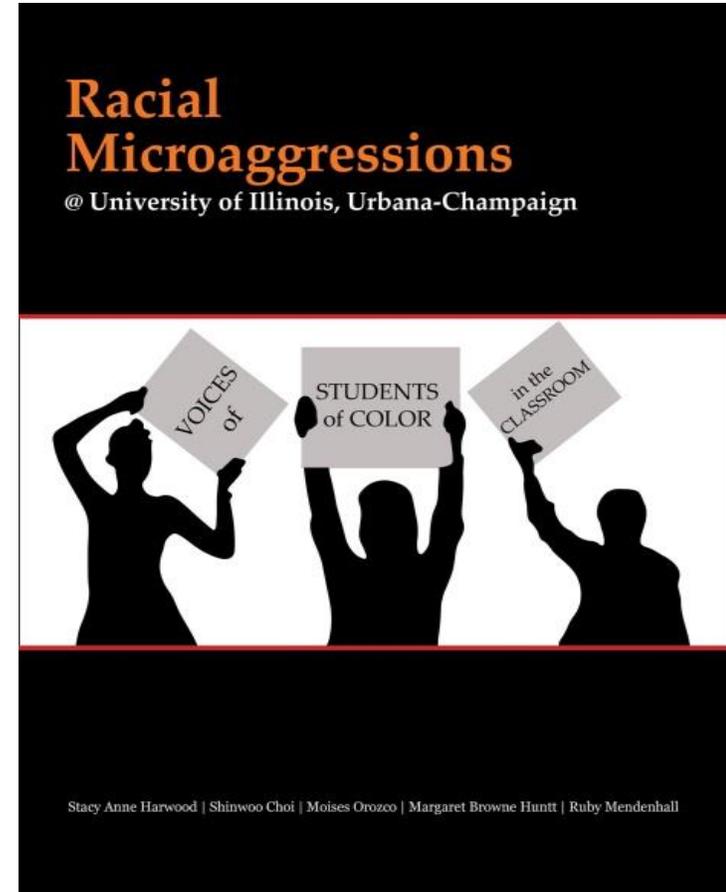
Roadblocks to Transformational Learning

- Microaggressions
- Generalizations
- Transparency



Microaggressions

A microaggression is the casual degradation of any marginalized group. The term was coined by psychiatrist and Harvard University professor Chester M. Pierce in 1970 to describe insults and dismissals he regularly witnessed non-black Americans inflict on African Americans. Eventually, the term came to encompass the casual degradation of any socially marginalized group. Psychologist Derald Wing Sue defines microaggressions as "brief, everyday exchanges that send denigrating messages to certain individuals because of their group membership".



Generalizations

In everyday language, a generalization is defined as a broad statement or an idea that is applied to a group of people or things. Often, generalizations are not entirely true, because there are usually examples of individuals or situations wherein the generalization does not apply.

Example: College is the only way a person can be properly educated.



Transparency

Transparency is the perceived quality of intentionally shared information from a sender that implies openness, communication, and accountability.



Action Plan

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5 Step Action Plan

1. Openness and Awareness
2. Advocate for Diversity
3. Encourage Trusting and Open Teams
4. Adaptability
5. Driving Results



Inclusive Advising Reflection and Action Plan

1. How can my current advising style be seen as inclusive?
2. How can my current advising style be seen as exclusive?
3. One thing I learned today that I pledge to implement/examine?
4. What are your growth areas? What are your resources?



References and Resources

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Thank you!

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