Advising 2020 Model: Identity Representation for Students

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Introduction

Identity: the distinguishing character or personality of an individual (Merriam-Webster).

- Identities we base our presentation on: gender, race, LGBTQ+, international, athlete

Background:

- Knowledge garnered from our multiculturalism course and events that have transpired during our time on campus

Rationale

- Academic advising represents one of the only functional units that meets with *all* undergraduate students at some point in their academic career

- Identity-based appointments can help send a message of openness, inclusion and support to our students

- If advisors are not prepared to engage with students possessing minoritized identities, these students may leave an appointment feeling further isolated from campus

Articles and Studies

- Laughter's (2014) theory of "micro-kindness"
- Tajfel's (1981) social identity theory
- Museus & Ravello's (2010) study
- Huff & Harding (2007)

Applications to Practice

Potential implementation of programming that focuses directly on diversity and inclusion education for advisors, such as:

- Required sensitivity and cultural competency training
- Required Safe Zone training provided by Pride Center
- Suggestions about current literature related to diversity and equity in advising sent to advising community listserv

- Required attendance at, minimally, two pre-approved diversity and inclusion events each semester
- Organize student panels (volunteers) about experiences with marginalized identity(ies) on campus and suggestions for advisors
- List of *willing* faculty/staff who possess marginalized identity(ies)

Group Activity & Questions

- Split into groups of 3-4
- Discuss questions
- Share some thoughts from your group at the end

- How could these applications to practice be enacted in your office?

- Thoughts on possibility of connecting students to faculty/professors with similar identities?

- Suggestions for other ways to implement identity-based advising practices?

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References

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- Tajfel, H. (1981). *Human groups and social categories.* Cambridge, England: Cambridge University Press.