



# Inclusive Advising: Promoting Belonging and Success for All

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MUHLENBERG FIRST-YEAR ADVISING WORKSHOP



## What is inclusive advising?

- ▶ Adopting advising practices that address diverse needs, backgrounds, identities, experiences of advisees
- ▶ Advising as a tailored approach, not one-size-fits-all

First generation students, students of color, students of underrepresented faiths, students with disabilities, students from working class families, LGBTQIA+ students, international students...

## What does the research say?

- ▶ Effective cross-cultural or intergroup advising characterized by
  - ▶ Perception of advisor's humanity and caring
  - ▶ Proactive advising style
  - ▶ Cultural sensitivity



What is your nightmare advisor story?

What was said or done?

Why was it awful for you?



What is your dream advisor story?

What was said or done?

Why was it valuable for you?



# The DO'S of inclusive advising

1. Choose your environment intentionally
2. Humanize yourself
3. Decrease uncertainty about advising relationship
4. Use inclusive language
5. Provide space for students to tell you who they are and what they need
6. Acknowledge difference; practice cultural awareness
7. Identify resources (personal & institutional)
8. Facilitate meaning-making



# Identify and Highlight Strengths

- ▶ Asset-based approach
- ▶ All first-year students have been successful students in the past. How did they accomplish that?
- ▶ Help students to recognize their past achievements, identify strengths
- ▶ Recognize the resources they bring with them to leverage for college success



## FIRST-GENERATION STRENGTHS

Independence

Work experience

Ability to multitask

Resourcefulness

Collectivist orientation

Sense of purpose

Work ethic

Valuing opportunities

Persistence

Sense of responsibility

Money management

AND MORE...



# FIRST-YEAR STUDENT CHALLENGES

- ▶ Financial resources
- ▶ Access to course materials
- ▶ Knowledge of college resources and how to access them
- ▶ Family obligations, responsibilities at home
- ▶ Pressure from family to succeed, choose particular paths
- ▶ Physical separation from home community

# FIRST-YEAR STUDENT CHALLENGES

- ▶ Concern about perceptions of others
- ▶ Stereotype threat
- ▶ Fixed mindsets
- ▶ Cultural norms may clash with college culture
- ▶ Stigmatization
- ▶ Psychological separation from home community
- ▶ Sense of belonging
- ▶ Hidden curriculum

# Facilitate Meaning-Making

- ▶ Important to explicitly combat non-adaptive beliefs

## Normalize Struggle

- Help-seeking
- Difficulty
- Fear of not belonging

## Value Challenge

- Vs. Threat
- Growth mindset

## Embrace Failure

- Learning opportunity

# The Big Truths

- ▶ You deserve to be here
- ▶ Everyone is nervous
- ▶ College is hard...for EVERYONE
- ▶ Your question is someone else's too
- ▶ No one ever completed a college degree by themselves



# Workshopping Advising

What are some things that you wish you had known when you started college that no one explicitly shared with you?

What could you do during your first advising meeting on campus to establish an inclusive relationship with your advisees?

What could do over the course of the semester to help advisees through challenges?