The University of Mississippi

INCLUSIVE EXCELLENCE:

Identity Conscious Student Support

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Diversity Education Curriculum Objectives

• Awareness of the full spectrum of diversity, inclusive of visible and invisible aspects of identity.

• Apply strategies to mitigate barriers to creating inclusive environments.

• Integrate equity-based practices into institutional processes, policies, and procedures.
Diversity, Equity and Inclusion

• **Diversity** is inviting all people to enroll at our institution.

• **Inclusion** is ensuring that all people **reach their full potential** in your institution regardless of their intersecting identities.

• **Equity** is about **anticipating** and **addressing** barriers of access, inclusion and success in your institution.
Inclusion
Importance of Self-Awareness

- Know your cultural identity and understand what that identity brings to your communication. This helps in communicating with others of differing cultural identities.

- Ask others about yourself and listen to their answers. This helps in increasing self-awareness.

- Examine your order/grading of values. This helps in understanding how you behave and communicate.

Good Diversity Leaders Work Hard At Self-Awareness
Having the courage to engage students in difficult conversations about societal inequity and difference educates students about the interconnections of power and privilege on campus and how they impact the successful academic and social integration of underrepresented, first-generation, and marginalized student groups. Academic advisors are crucial in the establishment of a campus climate that creates safe space for our students (Lantta, 2008)... all students feel welcome and secure in engaging in such critical, often difficult sociocultural and sociopolitical conversations.
Retention – Black Males

Retention – Overall Males
*including Black Males

As of 2017-18 Academic Year
Opportunity Gap

Historical Context

Deficit View

Identity Neutral Practices

Structural Forces

Closing the Opportunity Gap: Identity-Conscious Strategies for Retention and Student Success
3 Factors Important in Student Success

1. Sense of Belonging
2. Growth Mindset
3. Personal Goals and Values
8 Standards for Identity Conscious Initiatives

1. Transparent and Data Informed

2. Meaningful collaboration and engagement with undergraduate members of the groups served

3. Collaborative Framework Across Institutional Levels
8 Standards for Identity Conscious Initiatives

4. Learning, Student Development, and Attainment Prioritized over Social Programming

5. Grounding in Population Specific Research

6. Seek Insights from Student Achievers
8 Standards for Identity Conscious Initiatives

7. Honest Conversations about Identity-Based Experiences/Barriers

8. Commitment and Accountability at Every Level
Next Steps

• Understand the data in your unit/college
• Research in local context
  • Build-in identity conscious questions into advising process.
• Examine opportunity processes
  • “Send to students you think may be interested.”
• Understand the importance of your role.
Developing Initiatives

- Center of Inclusion and Cross Cultural Engagement
  - Dedicated persistence initiative(s) for men of color
    - Dr. EJ Edney, Assistant Director
  - MOST Living Learning Community
    - Tonika Ingram, Coordinator
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References

