Bringing the Multicultural Center to the Advising Office

Effective Strategies for Advising Students of Color

Lizzy Cantor, Academic Advisor at University of Massachusetts Boston
Linda Vang Kim, Academic Advisor at University of Minnesota
University of Minnesota Twin Cities

Undergrads: 31,535
Grad & Prof: 16,033
19.7% Students of color
(Fall 2017)

Data: (Official Enrollment Statistics, 2017)

Image: Multicultural Center for Academic Excellence (MCAE)
University of Massachusetts Boston

Undergrads: 12,660
Grads: 3,755
53% U.S. Students of color

(Fall 2017)

Image: https://admissions.umb.edu/admitted-students/checklist
Data: Office of Institutional Research, Assessment, and Planning
College of Management, UMass Boston

# Students: 2560
56% U.S. SOC

# Majors: 2

# Advisors: 7
Learning Outcomes

- Identify effective strategies for advising students of color
- Assess your own practices for engaging this student population
- Develop action steps to integrate one or more strategies into your practice
Think. Pair. Share.

What is the earliest memory you have of identifying as a member of your own racial/ethnic group?

Take a minute to think about it, find a partner, and share your story.

Photo by Paola Aguilar on Unsplash
“...most predominantly White institutions (PWIs) have historically limited access to students of color and have a history of exclusion.”

(Stewart, 2011, p.15)
“MSS seeks to ‘build bridges’ between minoritized student populations and the broader institutional environment… [but] also compels colleges and universities to ‘re-vision’ or redefine what makes a community.” (Stewart, 2011, p.3)
Characteristics and Experiences of Students of Color

- Education critical component for reflection & development of identity
- “Intractability of identity integration”  
  (Stewart, 2008)
- May be asked to be expert on racial identity group
- May receive feedback that they are “too sensitive”
- Could be accused of “acting White”  
  (Smith, 2013)
- Major or career choice may be influenced by family or community
From MCAE to Advising

College of Design- UMN
Portfolio review snacks
CDES First Fridays
Campus climate micro-grant
Calling campus offices w/ student

College of Management- UMB
Addressing identity/cultural implications of professionalism, time
Late night advising
“First Gen” stories at UMB/in advising
Student notes system
Challenges

- Office & physical space
- Appointments
- Staff demographics
- Job duties

Photo by Jackman Chiu on Unsplash
Best practices for advising SOC

- Humanizing advising
- Multifaceted approach
- Proactive advising (Museus & Ravello, 2010)
- Helping students gain “academic cultural capital” (Smith, 2013)
- Student advocacy
- Using CRT lens to understand systemic racialized oppression
- Check your own privilege, diminish racial and power dynamics (Lee, 2018)
What have you done?

Where can you go?

Photo by Jeremy Allouche on Unsplash
Questions? Thank you!

Lizzy Cantor: elizabeth.cantor@umb.edu

Linda Kim: vang0286@umn.edu
Sources


Degree Pathway Options [Three College of Management Graduates]. (n.d.). Retrieved September 10, 2018, from umb.edu/academics/why_cm


