
Break-Out Session: Advisors and Student Services

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Goals of Session

- Share successes, challenges, and strategies put in place to address anticipated and unexpected issues
- Problem solve ongoing issues and concerns

Centering in the Work

- **Think about a time when you know you made a difference in whether or not a student succeeded**
 - Who was this student? What assets and experiences did they bring with them that were or weren't valued by the institution?
 - How did you support them to be successful? In what ways did you work with the student to address the systemic barriers within the institution impeding their success?
 - Who else did you work with, directly or indirectly, to facilitate the success of this student?

Learning from Ourselves and Each Others' Successes

Appreciative Inquiry

- Worldview and process for facilitating positive change
- Focuses on strengths over weaknesses
- Identifying and reflecting on what works right—things that give systems life when it is vital, effective, and successful
- Recognizes forces that invigorate, drive positive change, and energize team towards action and innovation

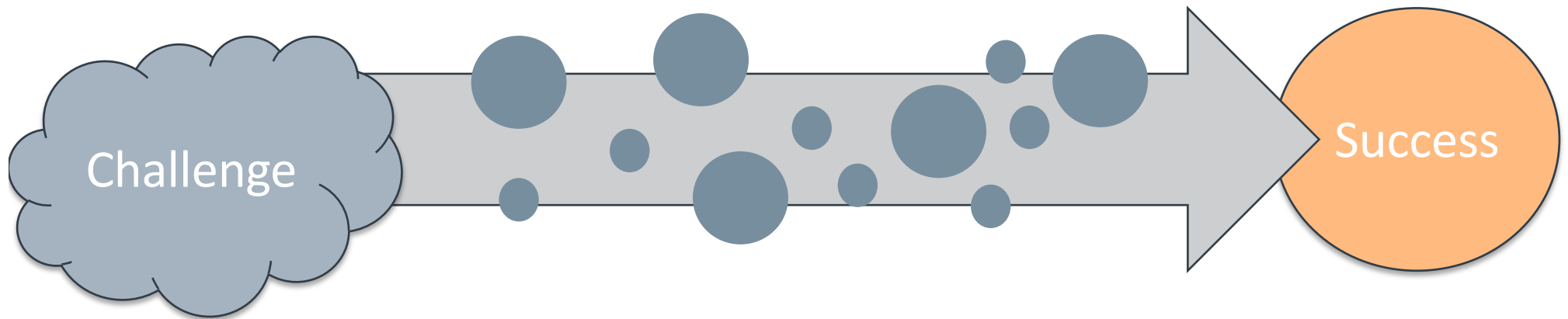
Source: The Center for Appreciative Inquiry

Reflecting on the Journey



Think of a recent time when your team was able to address a challenge and resolve it in a way that improved your institution's ability to support student success for students who are typically underserved by your institution & society

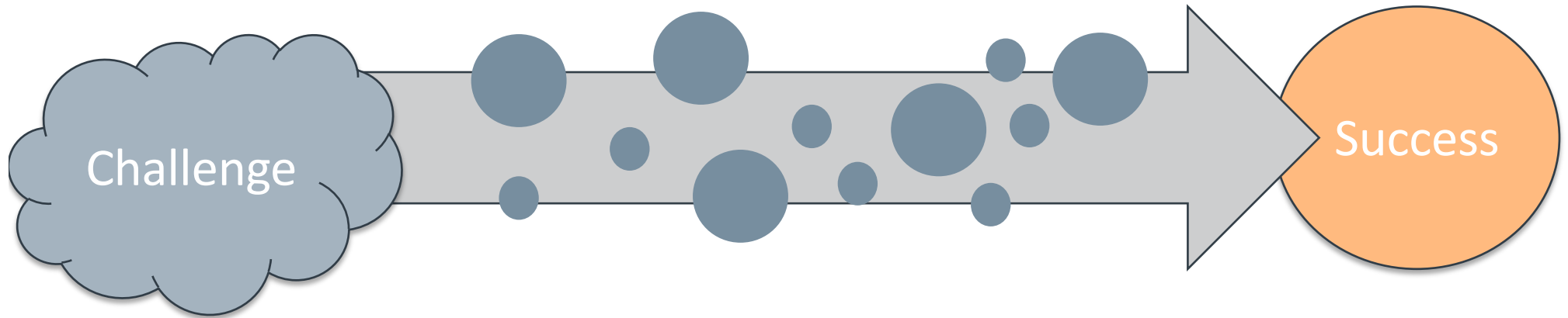
Reflecting on the Journey



What was the journey from challenge to success?

- Who was involved?
- What processes were implemented?
- With whom did you collaborate?
- What different barriers did you have to resolve within individuals, practices, and policies?
- How did you identify and resolve those barriers?
- How do you know it was successful?

Reflecting on the Journey



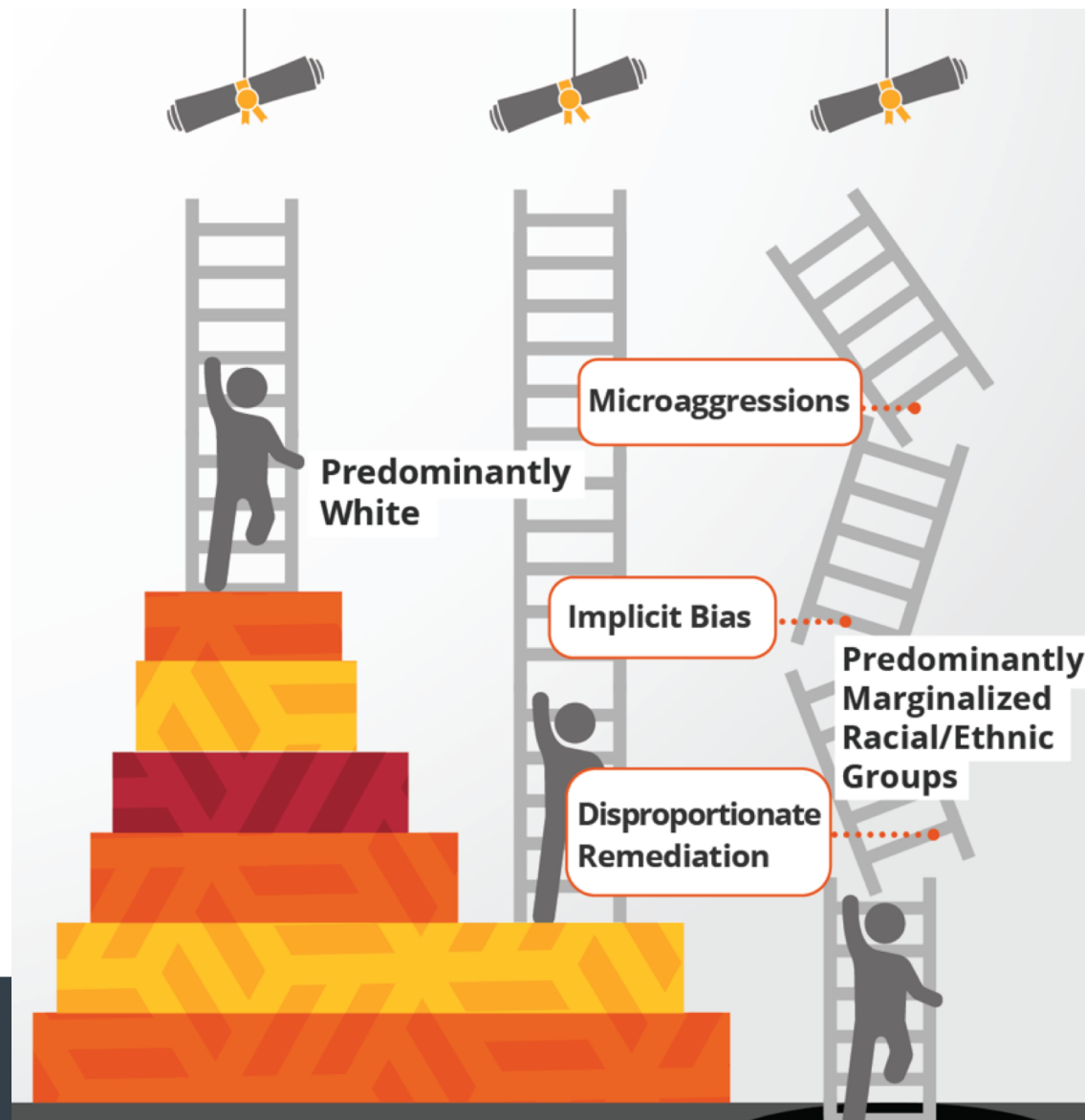
What can be learned from this experience to inform future strategies?

- What about this journey made this process particularly successful?
- What are key components that are critical for resolving challenges within your own institution's structure and culture?

Persistent Barriers to Equitable Student Success on your Campus

Barriers to Equity

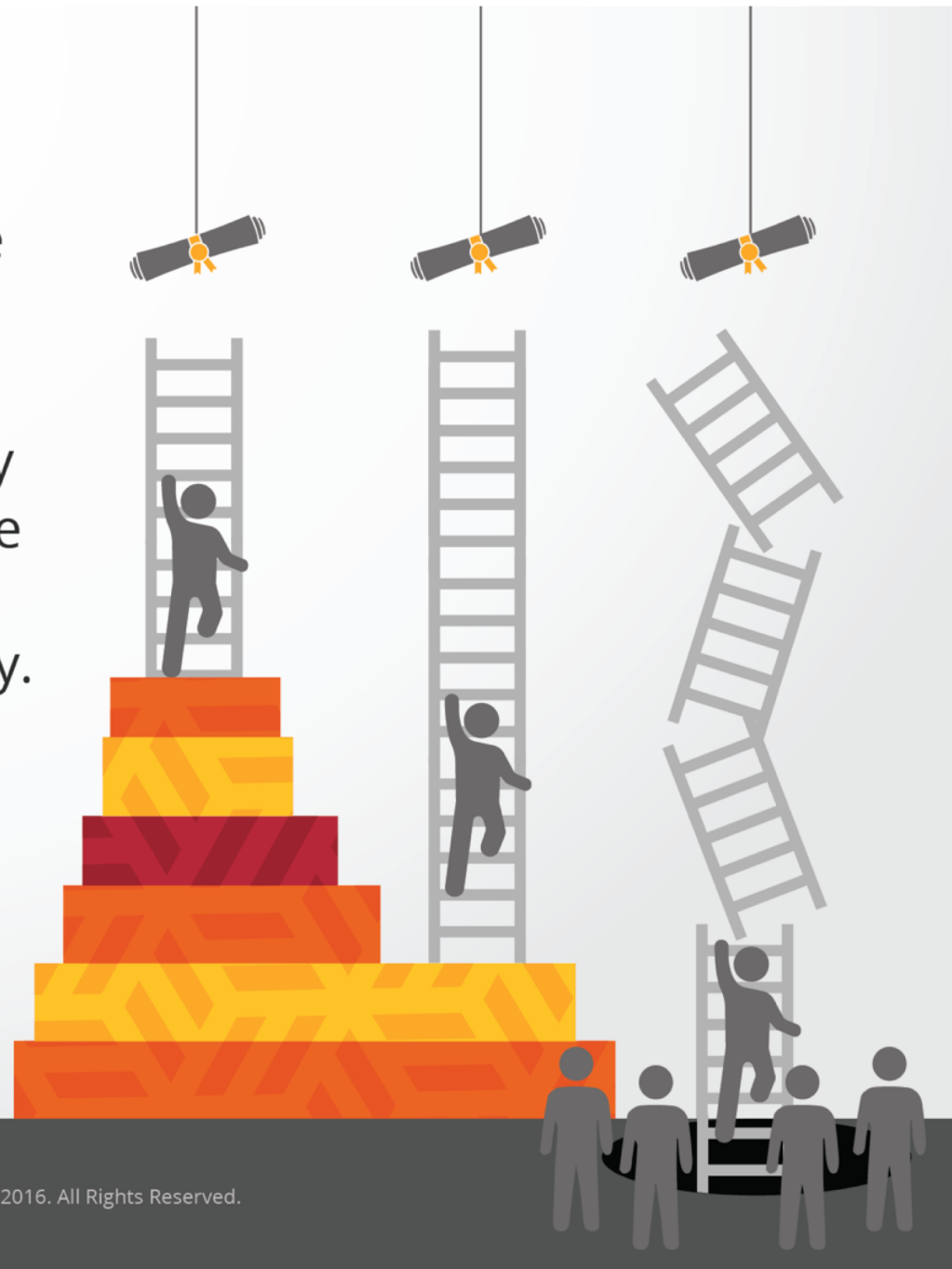
- Students from certain backgrounds encounter significant barriers as they navigate our educational systems
- Creating change involves addressing deep systemic barriers



Within this same picture, a **DIVERSITY** lens focuses only on bringing more students into an unequal pathway.



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In contrast, **EQUITY** redirects resources to the pathways with greatest need to fix barriers and intentionally provide support.



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Degrees of Barriers to Enacting Change for Equity

Structural Barriers

organization or design of system and business practices
(Ex: encourage long-term relationships between students and advisors)

Process Barriers

individual engagement, behaviors, and interactions with systems and business practices
(Ex: accessibility of services,)

Attitudinal Barriers

core underlying attitudes, values beliefs
Ex: deficit views of students, implicit bias, racist/sexist/homophobic/transphobic/xenophobic etc. attitudes

Degrees of Barriers to Enacting Change for Equity

As a team, discuss and identify 1-2 barriers within each of these levels of your CSU

Structural
Barriers

1-2 Barriers

Process
Barriers

1-2 Barriers

Attitudinal
Barriers

1-2 Barriers

Degrees of Barriers to Enacting Change for Equity

As a team, discuss and identify 1-2 barriers within each of these levels of your work at your CSU

