

# **UNIVERSITY ADVISING NETWORK DEI BRIEFING**

## **OFFICE OF DIVERSITY, EQUITY AND INCLUSION (ODEI)**

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# INTRODUCTION

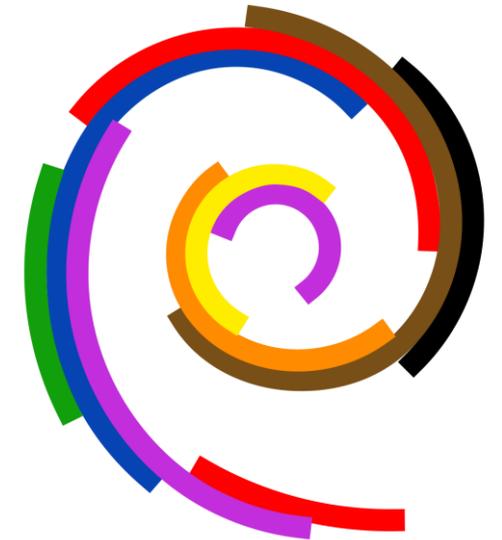
- About me
- Vision to lead and establish UofSC as a national leader in terms of inclusive excellence
  - Why?

# INSTITUTIONAL VISION

“To cultivate a more diverse, equitable and inclusive campus culture where every individual, regardless of background, has the full opportunity to flourish and thrive.”

# DEFINITIONS

- **Diversity** is the representation of all our varied identities and differences (race, ethnicity, gender, disability, sexual orientation, gender identity, national origin, socio-economic status, thinking and communication styles, etc.), collectively and as individuals. We should be seeking to proactively engage, understand, and draw on a variety of perspectives, believing that the solution to the problems can be found by affirming our similarities, as well as by finding value in our differences.
- **Equity** seeks to ensure fair treatment, equality of opportunity, and fairness in access to information and resources for all. This is only possible in an environment built on respect and dignity.
- **Inclusion** builds a culture of belonging by actively inviting the contribution and participation of all people. Believing that every person's voice adds value, and we striving to create balance in the face of power differences. True inclusion holds that no one person can or should be called upon to represent an entire community.



# FRAMEWORK & VISION

## Areas of opportunity

- Behind our peers in terms of DEI infrastructure
  - Specifically "intentional" programming, initiatives, and resources designed to support students from marginalized communities
- Lack of faculty and staff diversity at many levels
- Must increase our efforts to "institutionalize" our commitment to inclusion across campus. Diversity can't just be seen as the responsibility of ODEI.
- What have we done so far:
  - Executed 2020 Revision action plan
  - Hired Dr. Karen Kassebaum as UofSC's first Director of Diversity Education and Inclusive Excellence
  - Racial Justice and Equity Research Grant fund

# GUIDING QUESTIONS TO EXAMINE DIVERSITY AND INCLUSIVENESS

- How is diversity defined and manifested in your unit? Are diversity goals clearly articulated?
- What efforts is the unit making to ensure inclusivity?
- How does advising services staff foster student diversity, equity, and access?
- How do advisors center equity and inclusion to and respond to the needs of diverse student population you serve?

# COMMITMENT TO INCLUSIVE ADVISING

What can you do?

- Commit to recruiting and retaining a diverse team of advisors
  - Go beyond “are they a good fit?”
  - Ensure that your team is fully representative of the university community
- Advising across race and difference: Learn about how race and cultural difference influence interaction (check biases) and design supports for students of color and marginalized populations
- Promote cultural competency by committing time, energy and resources into inclusive professional development.
  - We make time for what we care about
  - Research has shown that advisors who harbor bias and stereotypes towards certain student populations can negatively impact their success and achievements (Arnsperger Selzer & Rouse, 2013).
- <https://www.chronicle.com/article/advice-on-advising-how-to-mentor-minority-students/>

# THANK YOU AND LOOKING FORWARD TO WORKING WITH YOU

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