

## **Culturally Responsive Advising**

This is a full, two-hour professional development session regarding culturally responsive advising and culturally responsive pedagogy. This session can be modified to approximately 90 minutes, by abbreviating the discussion regarding, “What’s in Your Backpack.”

This session will help adults become more aware, conscious, compassionate, and empathetic, challenging their own potential biases, and prejudices in favor of, or against, one thing, person, or group, and stereotypes or generalizations of a particular type of person, as they interact with colleagues and students. Participants will also, better understand the primary dimensions of diversity, how socio-historic contexts, systems, and interrelated systemic issues, exacerbate disparities and inequities with particular social groups and cultures, and how those systems can impact lives, and what can be done to eradicate them.

The plenary embeds a working definition of cultural competence, the ability to acknowledge, understand, communicate with, embrace, and effectively interact with people across cultures, being aware of one's own view of society, gaining knowledge of different cultural practices and world views, having high expectations for all students, and providing holistic, equitable teaching and advising that aligns with students’ needs and aspirations.

Participants will learn how risk factors, characteristics associated with a higher likelihood of negative outcomes, may be prevalent in students’ lives, and how protective factors, conditions or attributes, which can mitigate risk factors. Helping students understand they are not to blame for life’s circumstances, will help them personify will, intrinsic motivation, and resiliency, to overcome adversities in their lives, which promote a growth mindset, where they believe their abilities can expand, and failure can support learning.

Grounded in a culturally responsive pedagogical video, and an activity regarding their multicultural selves, participants will learn about their own attitudes and beliefs when interacting with students and adults, understanding that cultural differences do exist, and biases and stereotypes may negatively affect fostering and cultivating relationships.

Thus, participants will be reminded that part of being culturally responsive, is listening to students, understanding their interests, making connections, affirming them, and providing supports, as they think about their education, career paths, and their futures.