

Evergreen DEI Obstacles:

How to Ensure Campuses are More Welcoming for
First-Gen Low-Income (FGLI) Students of Color (SOC)



The Future of Higher Education
PHENND Annual Conference
2/23/24

Agenda

- Introductions
- Research background
 - Turn and talk
 - Share-outs
- Personal testimonies
 - Turn and talk
 - Share-outs
- Q+A
- Next steps
 - Thinking time: what ideas or actionable steps are you leaving with?
 - QR code for references, contact info

Chris Horne

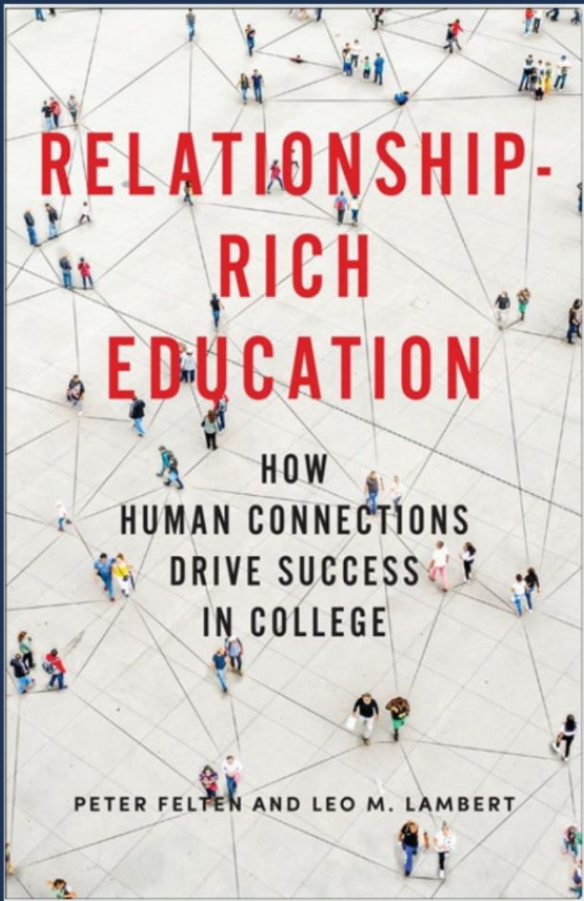
(he/him)

Girard College, Director of College
Counseling and Alumni Support

Alumnus of **Villanova University**



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Felton & Lambert's Relationship-Rich Principles

1. Every student must experience genuine welcome and deep care.
2. Every student must be inspired to learn.
3. Every student must develop a web of significant relationships.
4. Every student must explore questions of meaning and purpose.

Schlossberg's Theory of Marginality & Mattering



During periods of transition, people can feel as if they don't **matter** to the people in their new context



It takes time to create **connections** that approximate the deep and meaningful relationships from home.



Relationships from home are likely shifted by the departure, creating an additional feeling of **disconnection**.

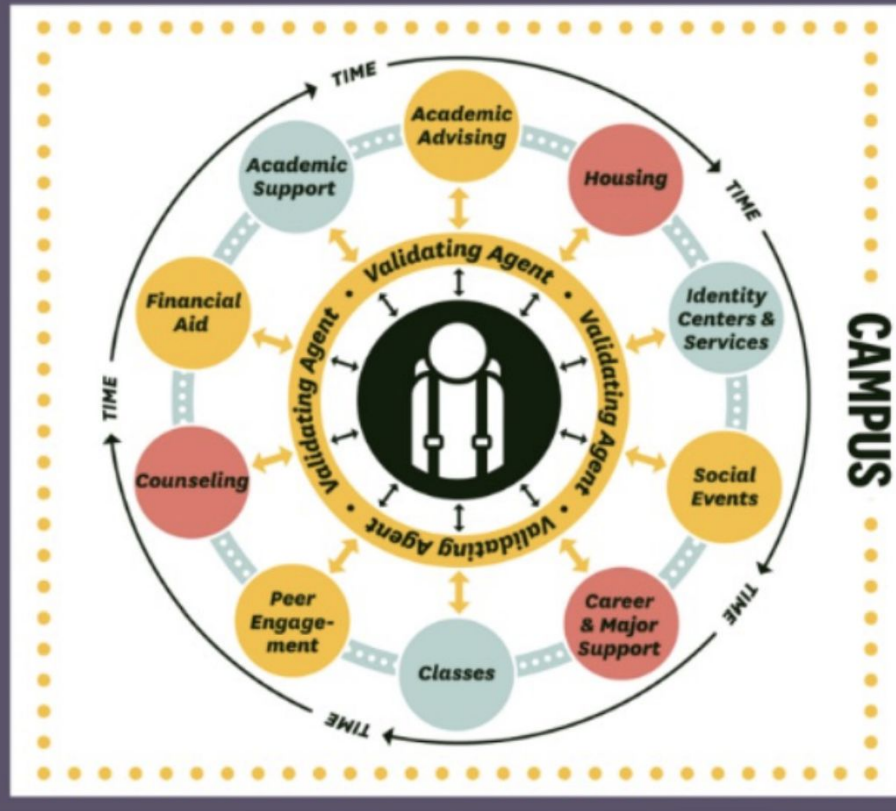


During this time a student loses their **sense of belonging**.

Schlossberg, N. Marginality & Mattering (1989)

Via Alexis Redding, Harvard Graduate School of Education

ECOLOGICAL VALIDATION MODEL OF STUDENT SUCCESS



Hallett, R., Bettencourt, G.M., Kezar, A., Kitchen, J.A., Perez, R., & Reason, R. (2021). *Re-envisioning campuses to holistically support students: The ecological validation model of student success*[Brief]. USC Pullias Center for Higher Education.

Doubly disadvantaged students:

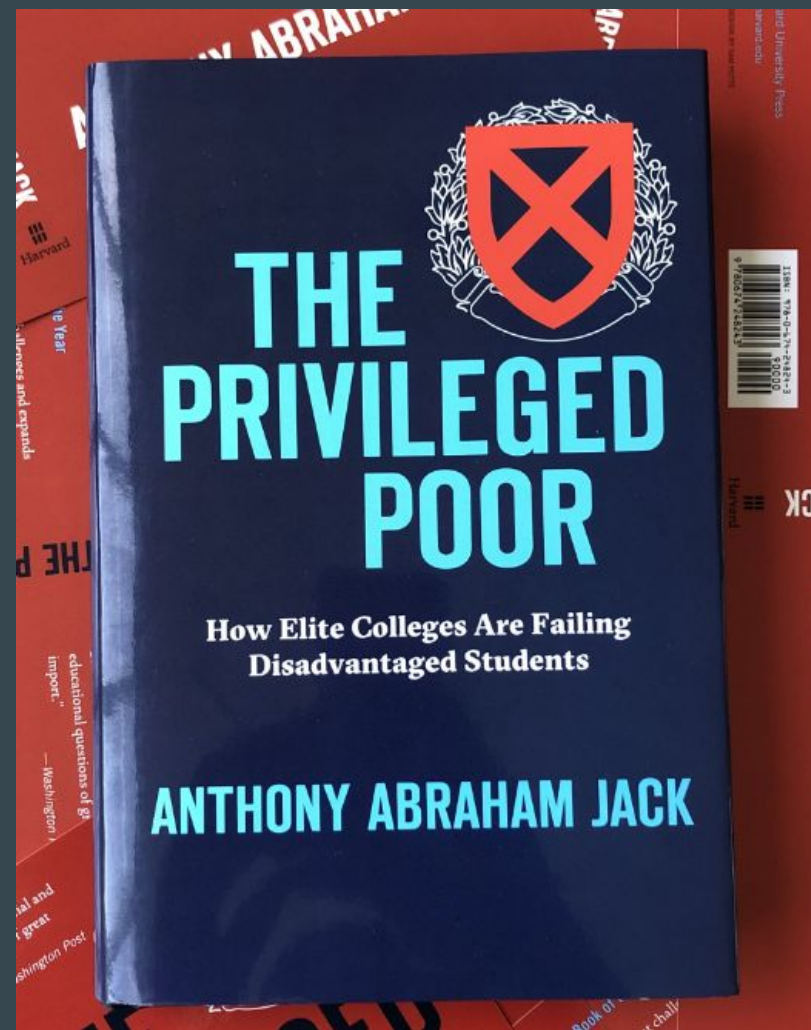
- From low-income background
- Attended underfunded school

Privileged poor students:

- From low-income background
- Attended well-funded private school

Middle/upper class norms

Ideas of capital



Questions and Further Discussion



- What resonated with you?
- What are you doing at work to promote a sense of belonging?

Erica Perez

(she/her)

Girard College, College and Career Advisor

Alumna of
Indiana University of Pennsylvania (IUP), BA
Cabrini University, M.S



Kaeden Carroll

(he/they)

**Camden Preparatory High School,
Founding Director of College Counseling**

**Alumnus of Wesleyan University, BA
& Boston University, M.Ed**



Questions and Further Discussion



- What resonated with you?
- What is one thing you could do to improve belonging in the near future?

Sanya Sek

(she/her)

College Together, Communication Specialist

**Alumna of Community College of Philadelphia
and College Together;
Mastery Charter Schools**



Faith Lynn

(she/her)

West Chester University

Alumna of Girard College



Aaminah Byrd

(she/they)

Camden Preparatory High School
Class of 2024



Questions and Further Discussion



- What resonated with you?
- What is one thing you could do to improve belonging in the near future?

Questions for the panel?



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Contact Info and Research

