

# **Mentoring Students with attention to underrepresented Identities**

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Executive Director, Inclusive Excellence**


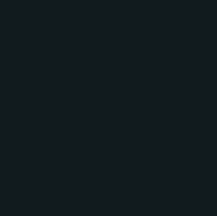
**Division of Diversity & Community  
Engagement**

# SESSION OVERVIEW



## POINTS FOR DISCUSSION

Division Overview  
Mentoring Students  
Q&A



**The Division of Diversity and Community Engagement is fully committed to a policy of inclusiveness, understanding and acceptance of all regardless of origin, color, religion, socioeconomic stratum, gender, or sexual orientation.**

MISSION





# DIVISION AREAS

## COMMUNITY ENGAGEMENT & OUTREACH

The division works with a number of community partners to help sponsor programs and to connect A-State and its students, faculty/staff to Jonesboro and surrounding areas.

## MULTICULTURAL AFFAIRS

works to create a welcoming and inclusive campus environment by providing programming that promotes an appreciation for diversity, multiculturalism, and social justice.

## BECK CENTER FOR VETERANS/ MILITARY & VETERAN STUDENT SUCCESS

The mission is to provide resources and services for Military and Veteran students at A-State. (Counseling rehabilitation, discussion groups, financial assistance, etc.)

## ACCESS AND ACCOMMODATION SERVICES

responsible for the coordination and provision of support services to students with disabilities.

## CAMPUS DIVERSITY INITIATIVES

works in collaboration with various campus offices/departments to coordinate campus-wide diversity initiatives.

# DIVISION STAFF

Lonnie Williams,  
Interim Vice Chancellor, Diversity & Community Engagement

Lillie Fears  
A-State A.D.V.A.N.C.E. faculty liasion

Sharon Lee,  
Director of Community Engagement

Evette L. Allen Moore  
Executive Director, Multicultural Affairs &  
Inclusive Excellence

Lynda Nash,  
Director of Beck Center/Veteran Student Success

Dominique White  
Senior Associate Director  
Blake Walker, Associate Director  
Access & Accommodation Services





# What we do...



## CULTURAL PROGRAMS

- Cultural Heritage Events
- Identity Awareness Events
  - Welcome Events
  - Networking Events



## MULTICULTURAL EDUCATION

- Peer Educators
- Training/Workshops
- Disability Awareness Week



## LEADERSHIP & SUCCESS

Multicultural Ambassadors  
Mentoring Programs



# What we do...



## NON-TRAD/MILITARY SERVICES

- Grab -n- Go
- Resource Fairs
- Recognitions ceremonies
- Therapy Session
- Veteran Appreciation



## WOMEN & GENDER INITIATIVES

- LGBT+ Lecture Series
- Safe Zone Training
- Women's History Month



## ACCESS & ACCOMODATIONS

Classroom Accommodations  
Notetaking  
Testing

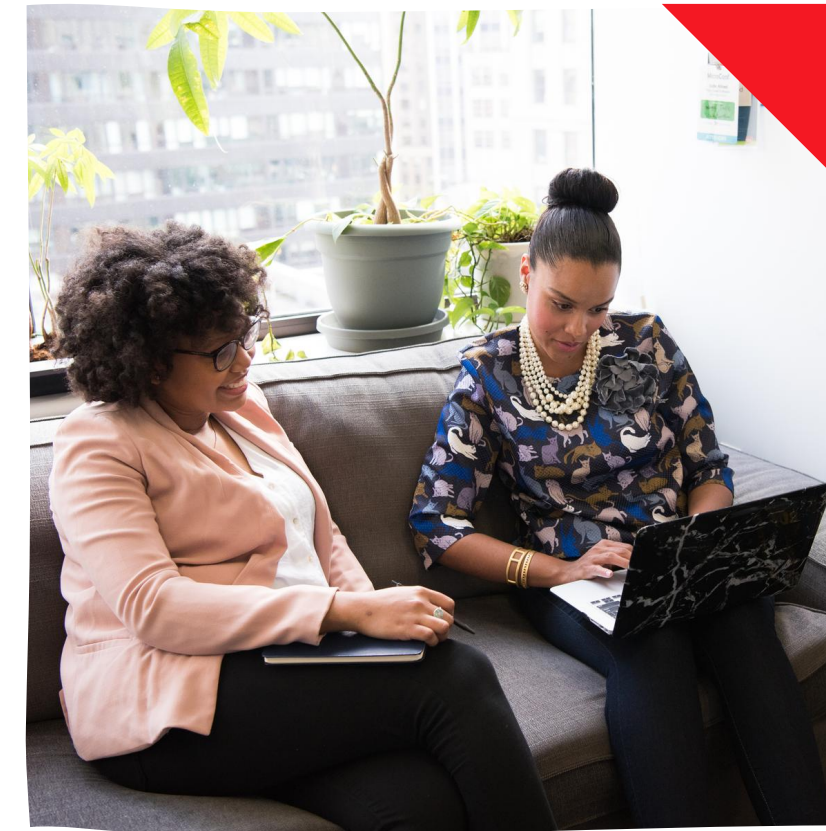


# What we do...



## RECRUITMENT/RETENTION

- ACT Prep
- A-State Connection
- SURE Summer Research Program
- A-State INSPIRE
- Faculty/Staff Support Programs



## AWARDS & RECOGNITION

- Excellence in Diversity Awards
- Multicultural Graduation Celebration
- Diversity Grant



# MENTORING WITH ATTENTION TO UNDERREPRESENTED IDENTITIES





# WHY MENTORING?

## IT INCREASES RETENTION

Students with mentors are more likely to persist.

## CREATES CULTURE OF VALUE

opportunity for students to feel heard and valued.

## OPPORTUNITIES ARE PLENTIFUL

Mentors help students through campus resources and suggest connections for success.

## **LEARN IMPORTANT IDENTITIES**

- Ask what identities are important to them.
- Use what you learn to connect with them

## **KNOW YOUR SALIENT IDENTITIES**

- Ask yourself "how would you describe you?"
- Recognize the lens you use in life.



## ENCOURAGE EXPLORATION

- Recognize that a lot of students are getting to know themselves in college.
- Be open to flexibility

## EXPLORE RESOURCES

- Become familiar with campus resources and refer students as needed.
- You don't have to provide mentoring by yourself
- learn about mentoring best practices
- Be honest about where you need assistance

## **PROVIDE PROFESSIONAL & PERSONAL MENTORING**

- If students want to share personal struggles, let them. Your relationship will be strengthened.
- students want an accomplice even more than an ally

## **BE COGNIZANT OF LANGUAGE**

- Ask yourself "is that inclusive?"
- Read articles



## COMMIT TO A JOURNEY

- When you learn more, apply that knowledge
- Commit to lifelong learning





# CONTACT US!

DIVERSITY & COMMUNITY  
ENGAGEMENT

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