Exploring Social Justice in a Transition Program at a PWI

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Convention Center, 113C
Reflection and Pair and Share

What exposure or experience did you have with identity and/or social justice work prior to your first semester as an undergraduate student?

Exp. first generation, low-income, minority/minoritized, race/racism, discrimination, privilege...
<table>
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<tr>
<th>Learning Outcome #1:</th>
<th>SA Professionals will articulate how and why conversations around race, power, and privilege are practiced in transition programs</th>
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<td>Learning Outcome #2:</td>
<td>SA Professionals will develop two or three strategies for engaging students involved in transition programs in difficult dialogue</td>
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<td>Learning Outcome #3:</td>
<td>SA Professionals will recall two personal stories of how racism and classism have influenced social justice conversations in transition programs</td>
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Co-constructed narratives
Introduction

How did we get here?
Transition Program

**The Institution**
Small - approximately 5,000 undergraduate students
Private
Elite - top institution, academically rigorous

**The Program**
Students who identify as first generation, low-income or who could benefit from supplemental support in transitioning and navigating the university

Identity-centered program - do we talk about identity?

**The Process**
The importance of identity and social justice work in developing the community….

Hiring a graduate student who is trained in facilitating, leading and navigating conversations with students around identity and social justice
Social Justice Background & Implementation

**Challenges**
- Competing demands of other program requirements
- Challenged with identity exploration and development vs. challenging their understanding of history
- Order (linear models of learning social justice)
  - Knowledge they bring with them from a eurocentric K-12 Education
- Time constraints /limited sessions

**Sensoy & DiAngelo (2012)**
*Is everyone really equal?*
- Laid the foundation of my social justice workshops
- Textbook was fundamental/foundational
- Very simple/great illustrations and definitions
- Acknowledged systemic oppression not just overt racism/oppression
Workshop Series & Schedule

Identity & Diversity (Introductory)
● Introduction to Diversity Activities
● Identity Reflections

Power, Privilege, & Oppression
● Definitions/Common Social Justice Language Workshop
● Privilege Walk (Partnership with Office of Multicultural Affairs)
Reverse Racism

- Students of Color talking about Reverse Racism (Social Justice Circle)
- “Call Out Culture” and its discomfort, associated with this term
- Stereotyping to a group became known as this concept too
  - “All White people are racist”
- Civil discourse made space for the persistence of oppression
  - Contrast between two students illustrates this concept best
  - Students were allowed to think these racist/elitist ideologies as long as they engaged in civil dialogue

Needed a Solution
- Wanted to get everyone to think about the differences between racism, discrimination, oppression, etc. and to actually be able to understand them racism as a system
Narratives

**Steven**
- White, wealthy, Man, Jewish
- Critically challenges any information (taught to do so by parent)
- Displayed behaviors and attitudes that were more racist and elitist in nature
- Story:
  - Workshop on Language/Definitions (large group conversation and debrief)

**Morelia**
- Latina, mother undocumented, lower class
- Came into college with more knowledge and awareness of social issues (social media)
- Exhibited call-out culture with dealing with microaggressions and other forms of oppression
- Stories:
  - Argument with Steven during Social Justice Circle
  - Fight with group about reverse racism
Moving Forward

- Understanding the importance of identity-centered conversations in transition programs
- How do we effectively approach and facilitate these conversations
- How do we manage conflict within the program community relative to identity
- What is your plan/strategy?
For further questions, please email us.
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Thank you for joining us today!

Please remember to complete your online evaluation following the conference.

See you in Los Angeles in 2019!