

# CREATING AN EQUITABLE STUDENT ENVIRONMENT

Darius Melvin

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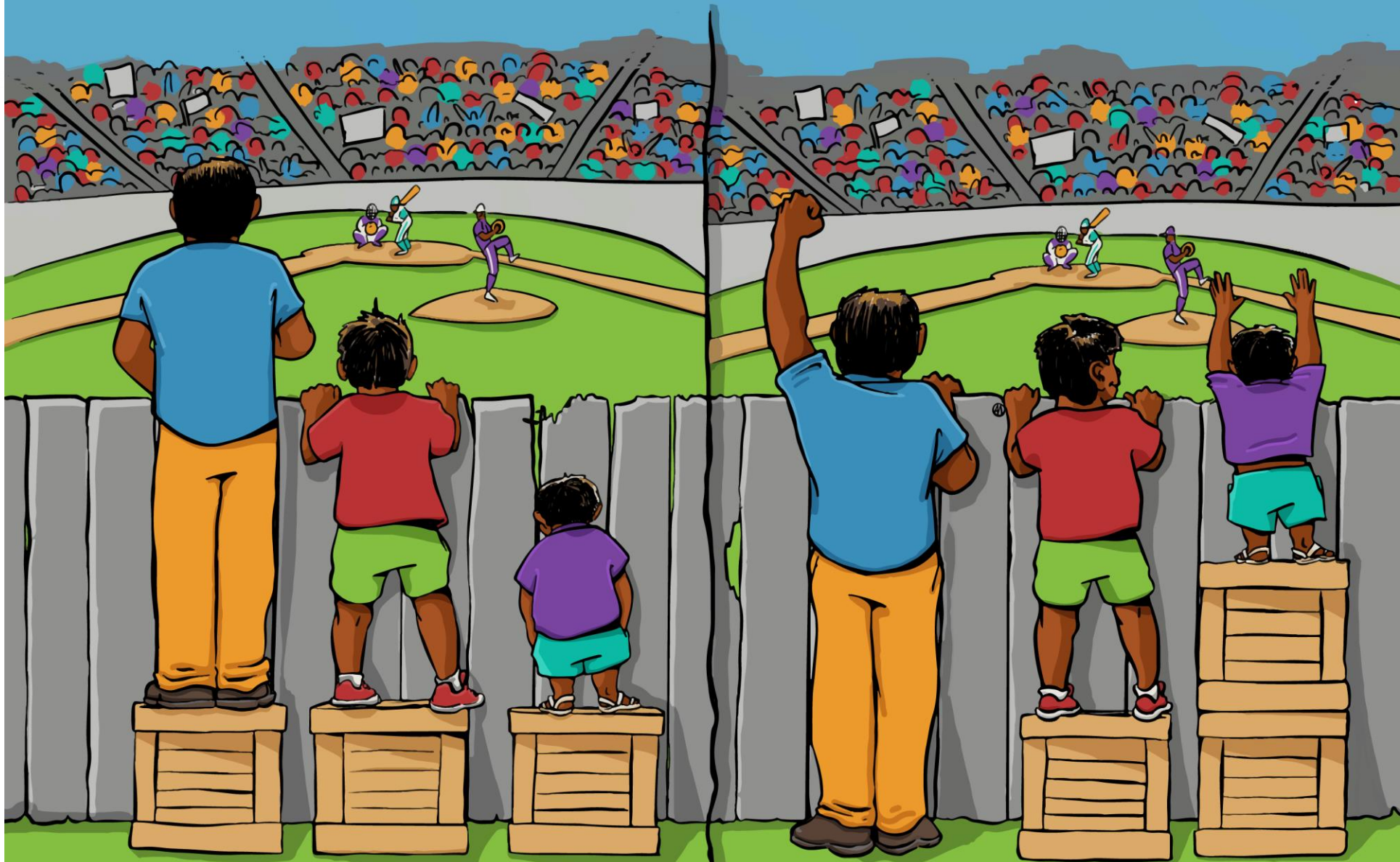
## Current DEI Landscape

Most organizations have DEI strategy, department or committee

- 83% of organizations have DEI initiatives – LA Times report, December 2021'

Yet, few have inclusive cultures/climate

- 65% of survey respondents did not think their organization was inclusive – Harvard Business Review, June 2021



**EQUALITY**

**EQUITY**

# CREATING AN EQUITABLE STUDENT ENVIRONMENT

Starts with YOU...



# CREATING AN EQUITABLE STUDENT ENVIRONMENT

# Only works with 'WE'

# CREATING GENERATION HONORS



# Creating Generation Honors



## Listen

Outreach to URM Honors Students during Summer 2020

“We often plan and talk about them...without them”



## Reflect

What equitable and inequitable practices do we employ?

How much capacity do we have and/or can we create to implement more equitable practices?



## Respond

“Just go ahead and do it!”

# Generation Honors

- Created in 2021 to recruit and retain high-achieving URM students\* to the University Honors College
- Summer bridge cohort programming
- Ongoing academic, experiential and social support
- Direct alignment with PACOR institutional recommendations

\*URM students are those who self-identify as: Black or African American, Hispanic/Latino, Native American- American Indian or Alaska Native, or Native Hawaiian and other Pacific Islander





# Recap of 2021 Pilot Program Highlights

- Developed summer virtual workshop lineup in March 2021 & solicited admitted students in April 2021
- 50% of enrolled URM students participated in the program (19 total students)
- Weekly 90-minute virtual summer workshops
- Workshops included:
  - Scholarships & Fellowships
  - Finding Research
  - Campus Student Organizations
  - Support Services
  - Goal Setting
  - Mental Health Counseling
  - Financial Aid
  - Hearing from other URM students in Honors

## 2022 Program Highlights

- Robust recruitment efforts during 2022 admissions cycle
- 55% of enrolled URM students participated in the program (**42 total students – 120% increase over 2021**)
- Weekly 60-minute virtual summer workshops
- One-day in-person program
- *Virtual Workshops included:*
  - Office of Scholarships & Fellowships
  - Experiential Learning Network
  - URM Honors Student Panel
  - Digital Footprint (Interdivisional Marketing)
- *In-person Workshops included:*
  - Honors Advising Panel
  - Time and Course Management (TASS)
  - UB Counseling and Support Services
  - Intercultural and Diversity Center

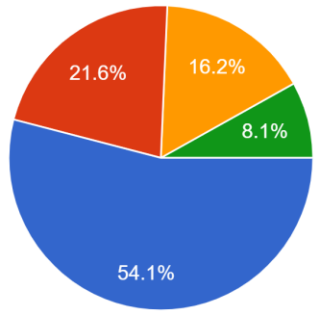


# Generation Honors Student Feedback

# Prior to Generation Honors, how...

Welcomed did you feel at UB?

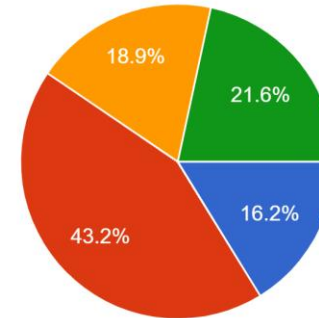
37 responses



- Very Welcome
- Welcome
- Neutral
- Somewhat Welcome
- Not at all Welcome

Prepared did you feel for the Honors College?

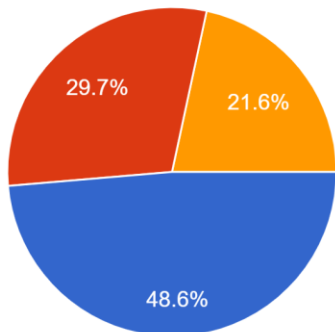
37 responses



- Very Prepared
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Supported did you feel at the Honors College?

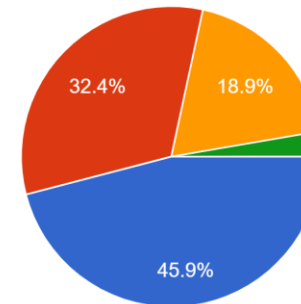
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Supported did you feel at UB?

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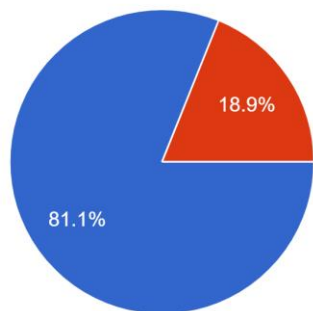


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# After Generation Honors, how...

Welcome do you feel at UB?

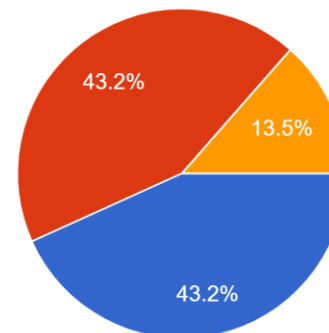
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Prepared do you feel for the Honors College?

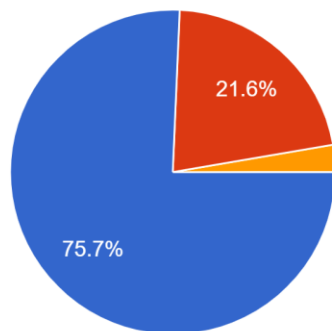
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Supported do you feel by Honors College?

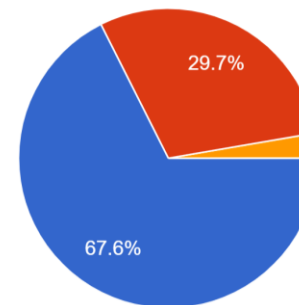
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Supported do you feel by UB?

37 responses



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# Additional Program Highlights

**70% of students** shared that the invite to participate in Generation Honors was “**influential**” or “**very influential**” in their decision to come to UB

**100%** would participate in Generation Honors again if given the opportunity

**100%** would recommend Generation Honors to an incoming URM students

Among the top 40 public university honors colleges, **Generation Honors is the ONLY summer bridge cohort program targeting underrepresented students\***

\*Based on research data as of September 2022

“The genuine people that were brought to speak with us. You could tell how much they truly did care for us all and our success. I feel being in Generation Honors has given me a major advantage in coming to UB.” – **Aaliyah S., Presidential Scholar, Pharmacy**

“Being able to connect with other alumni when speaking about imposter syndrome as a first generation and minority is what I enjoyed the most.” – **Kaitlyn C., Biological Sciences/Pre-Med**

“I was hesitant to join this program due to my past experience with similar sounding programs that turned out to be not genuine. Thank you for encouraging me to join. This is a great program and I’m glad to be part of it!” – **Giancarlo M., Presidential Scholar, Political Science/Pre-Law**

## Summary

- Equity considers circumstances to achieve a fair and equal result
- Creating an equitable student environment starts with you and continues with ‘WE’ (Ubuntu)
- Listen, reflect, respond