

# **Critical Advising Practices for Equity (CAPE)**

Subcommittee to the Advising Council

# CAPE Mission Statement (draft)

*Critical Advising Practices for Equity (CAPE) seeks to break down academic advisor bias, privilege, and power to instill an authentic, equitable, and intersectional anti-oppression identity in the advising community for the service of enabling all students to achieve their full academic potential on a campus accessible to, and inclusive of all.*

# Members

**Charity Atteberry**

*Director of Student Services- Alexander Blewett III School of Law*

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*Graduation Coordinator- Office of the Registrar*

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*Graduation Coordinator- Office of the Registrar*

**Jen Harrington**

*Native American Natural Resources Program Manager- College of Forestry*

**Violet Hopkins**

*Academic Advisor II/Transfer Specialist- Undergraduate Advising Center*

# CAPE Proposal

- Provide continuous programming to advising community at UM
  - Potentially in form of student panels, expert speakers, and a common reading
- Design curriculum for non-credit bearing advising certificate
- Create, maintain, & administer mandatory advising equity evaluations & assessments to sustain accountability on campus
- Initiate & support the hiring of BiPOC advisors
- Create baseline survey to assess current advisor knowledge on bias, cultural humility, campus resources, & DEI best practice in advising

# Current and Future Plans

## Current:

- Developed ADV 104: Critical Advising Practices for Equity short course for the non-credit bearing advising certificate through OSS. Focuses on personal and institutional bias/power & equitable advising practices
- Reviewed new student orientation DEI training
- Collecting and analyzing current data on campus community and academic advising
  - Census data, student feedback surveys, & previous listening sessions
- Providing advisor resources on outreach to students

## Future:

- Open meetings starting this fall
- Seeking out additional members (faculty, staff, and students)
  - Finding ways to compensate students for participation
- Seeking out continuous student feedback on mission statement/CAPE as a whole
- Continuing data collection and analysis
- Developing more courses for advising certificate electives
- Regular learning opportunities for advising community. Finding funding to compensate speaker & students

# Contact Information

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