Strategies for Preparing Future Generations of Social Change Agents

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Center for Educational Outreach
University of Michigan

Michigan College Personnel Association
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MISSION

The CEO seeks to encourage academic excellence for all K-12 schoolchildren in the state of Michigan. We focus on continuing U-M’s commitment to educational outreach and to promoting collaboration between schools, organizations, and the community.
Center for Educational Outreach

Guiding Principals

- Academic excellence
- Access to higher education
- Diversity in college enrollment
- Empowerment through higher education
- Serving the common good through expanding educational opportunity
The Michigan College Advising Corps

• The goal of the Michigan College Advising Corps (MCAC) is to increase the number of low-income, first-generation and underrepresented students entering and completing higher education in the state of Michigan.

• Following in the tradition of the AmeriCorps and Teach for America programs, the MCAC will recruit and train a diverse group of recent University of Michigan college graduates to work full-time as college advisers in underserved high schools throughout Michigan for one or two years following graduation. These advisers serve as an important resource for the schools as they assist high school students navigate every aspect of the college-going process.
Learning on a Diverse Campus

• Colleges can create diverse learning environments and are actively prepare students to live and work in an increasingly complex and diverse democracy

• Diverse peer groups play a role in the acquisition of important cognitive, social, and democratic outcomes both inside and outside of classroom environments

• Student outcomes can be best achieved through specific kinds of initiatives designed to increase student engagement with diverse perspectives.

(Milem, 2000, Milem & Hukuta, 2000)
Developing Social Justice Attitudes & Behaviors

“An **Ally** is typically a member of advantaged social groups who use social power to take a stand against social injustice directed at targeted groups.”

(Adams, Bell & Griffin, 2007)

“A **Co-Ally** is a member of the targeted group who works with allies or other members of the targeted groups to interrupt oppression and promote greater social justice.”

*A Curriculum Guide for Intergroup Dialogues*
# The Developmental Trajectory of Social Justice Allies

<table>
<thead>
<tr>
<th>Stage</th>
<th>Cognitive</th>
<th>Intrapersonal</th>
<th>Interpersonal</th>
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</thead>
<tbody>
<tr>
<td>Initial</td>
<td>Naivete about the existence of inequity</td>
<td>Difference may be viewed as a threat to self and one’s own culture</td>
<td>Inability to understand the impact of larger systems on self and others</td>
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<tr>
<td></td>
<td>and differences in cultural experiences</td>
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<td></td>
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<tr>
<td>Intermediate</td>
<td>Increasing awareness of multiple perspectives and experiences</td>
<td>Aware of and actively challenging perceptions and definitions of self-other</td>
<td>Processing and exploring the systematic nature of inequity and subsequent effects on intergroup contact</td>
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<tr>
<td>Mature</td>
<td>Worldview is multifaceted, contextual and culturally informed</td>
<td>An internal sense of agency with one’s ally identity and action</td>
<td>Allies self with others in work to deconstruct isms and inequities</td>
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(Adapted from Waters, 2010)
MCAC Adviser Experiences

- Amber Williams, Benton Harbor High School
- Ryan McBride, Saginaw High School
- Eric Scimeca, Jackson High School
- Jessica Cornwell, Battle Creek High School
- Marisol Blanco, Ottawa Hills High School
Best Practices

- Curriculum that incorporates diversity-related content
- Structured programs that promote sustained contact across diverse groups, such as Intergroup Dialogues
- Experiential learning with community based organizations
- On- and off-campus job opportunities with groups working to promote social change
- Mentor with similar/relatable experiences