

Thinking Beyond the Status Quo: How to Be Equitable in Your College Counseling Program

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“A failure to celebrate difference can be rooted in desires to erase one’s own accountability to others... However, when we centralize difference, we realize the strengths accumulated in solidarity and develop strategies to support ... vulnerabilities we do not face ourselves.”

—Audre Lorde



Objectives

1

Participants will increase their awareness of the importance of understanding students from diverse backgrounds.

2

Participants will learn practical strategies for cultivating a healthy school culture with a focus on equity, inclusion, and belonging.

3

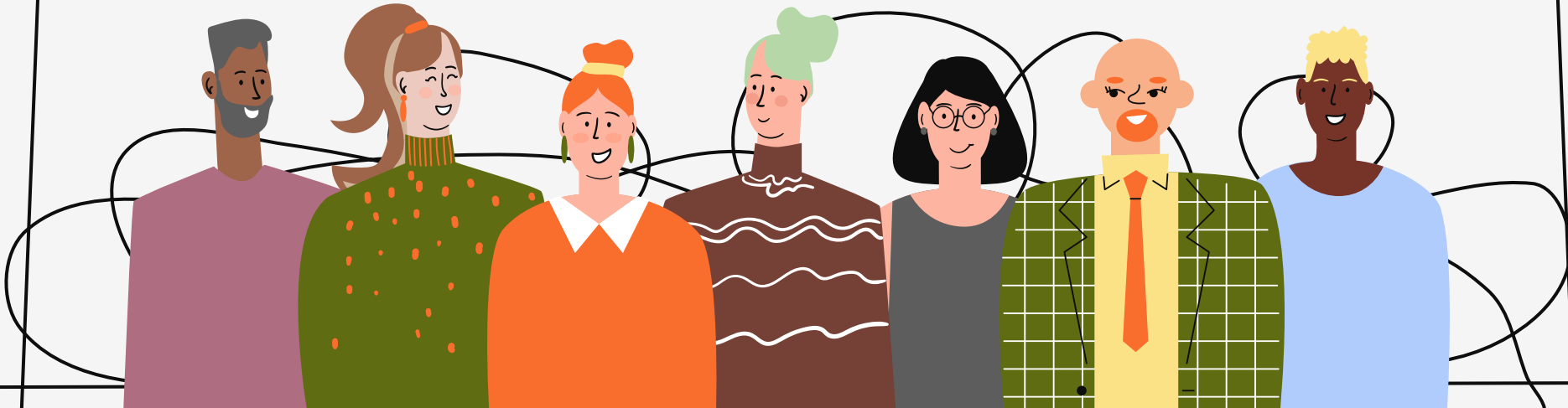
Participants will identify two strategies they will use to move beyond the status quo at their school.



Agenda

- 01 **Diversity & Underserved Students**
- 02 **Status Quo**
- 03 **Going Beyond the Status Quo**
- 04 **Review & Resources**

Consider your school and the students present. What are their college aspirations and how does your program meet their needs? Is there data to suggest some students are being excluded?



01

Diversity & Underserved Students



Reflection

In what ways is your student population diverse?

Does your program meet the needs of everyone?

Who are your most underserved students?



Pittsburgh Brashear High School's Diversity

Enrollment

Total Students: 921

Male: 504

Female: 417

Economically Disadvantaged: 77.85%

Total Budget (2020): \$11,922,572

Title I Budget: \$435,482

Title I Percentage: 100.00%

African American: 412

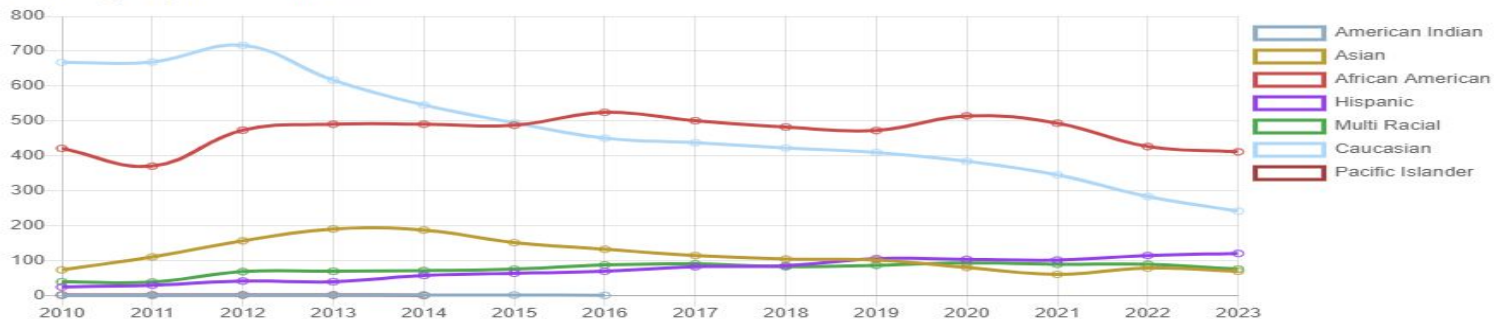
Caucasian: 242

Hispanic: 121

Multi Racial: 76

Asian: 70

Demographic Trends



Consider Diversity



Students first

Always, in all ways.



Example: Pittsburgh Brashear High School

- Student or Parent/Guardian Education
 - Formal
 - Informal
- Language Proficiency
 - Multilingual
 - Dialect
- Academic Achievement
 - High
 - Low
- Economically Disadvantaged
- Immigration Status
 - Refugee
 - Undocumented
 - Green card/naturalized citizen
 - Unknown
- Age
- Family, Culture and Religious Norms
- College Bound
- First Generation

02 Status Quo



Equity in Action Responds to Diversity

Consider scenarios where we might center diverse needs in our practice:

- At Brashear
- At the PPS District-level
- In Collaboration





Centering

Who within your school community benefits from programs and events?



Change

What small changes can you make tomorrow to center students who may be excluded?

“Individuals have a tendency to remain at the status quo because the disadvantages of leaving it loom larger than advantages.”
- Samuelson & Zeckerhauser (1988)

03 Beyond the Status Quo

Cultivating a Healthy School Culture



Strategies & Approaches

- Know your students, know the system and make them aware.
- Be vulnerable. Increase your knowledge of other cultures.
- Monitor bias.

Strategies & Approaches

- Partner with agencies/community partners to support students.
- Equitable School Counseling Program
(College Counseling Curriculum)
- Advocate and be a change agent.

Strategies & Approaches

- Critique Act 158 practices and outcomes.
- Student leaders and influence



Relationships



Authenticity

Concern
Effort

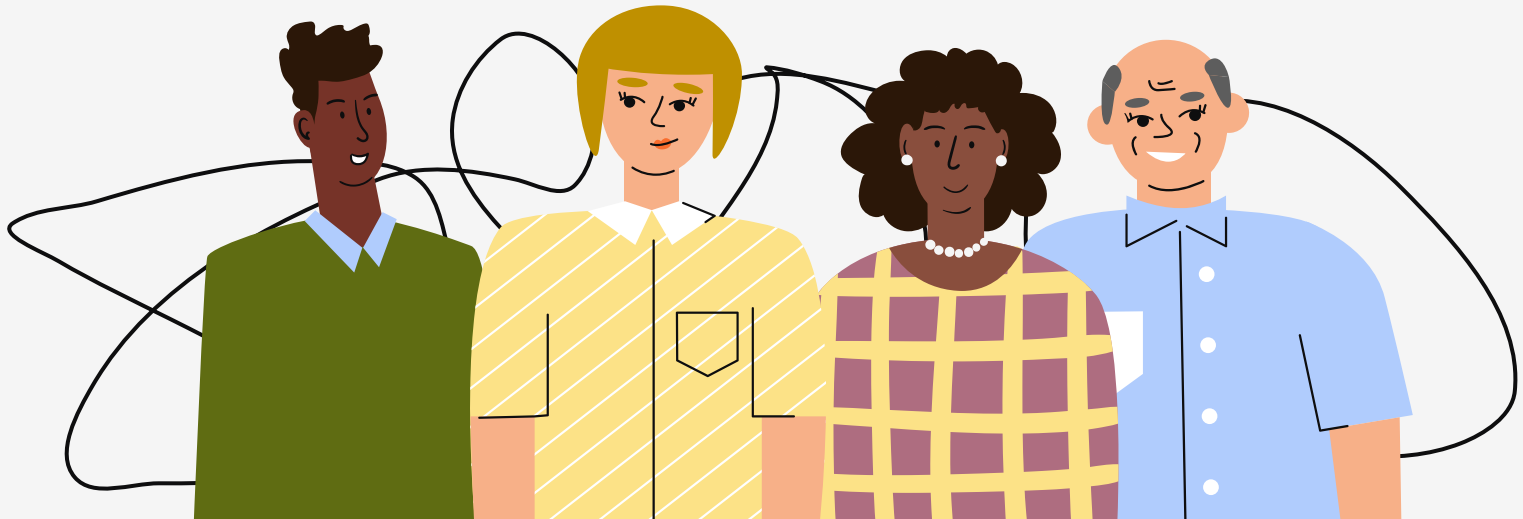
Representation

Faculty
Staff
Guests
Materials
Lessons

Accountability

Accountability with Care

04 Review & Resources



Diversity is a fact. Respond with care.

Schools are only going to grow more diverse.

The evolution of our practice must meet the needs of our ever-changing populations.



Objectives Review

What Now?

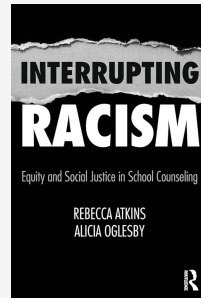
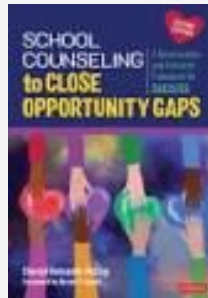
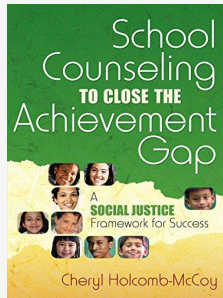
- Do you better understand the importance of appreciating the diversity at your school?
- Do you better understand how inclusion helps create a welcoming school environment?
- Have you identified two strategies you can use in your school?



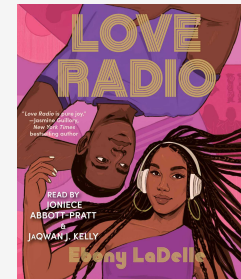
Pittsburgh-Area Resources



Texts for the School Counselor



Other



Many Thanks!



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