

MULTICULTURAL ADVISING CONFERENCE (MAC)

A UC Santa Cruz HSI Advising Initiative

MAC 2018 & 2019

MAC Level 1: May 2018, November 2018, November 2019

MAC Level 2: March 2019

Audiences: Undergraduate advisers (college and department), graduate advisers, peer advisers, department managers, student success advisers.

Learning Outcomes

By participating in this conference, advisers:

- Led by example to create a productive and collegial learning environment for all
- Took ownership for their words and behaviors in creating a welcoming and strong learning climate
- Understood the difference between Impact vs. Intention
- Understood the difference between Personal Reactions vs. Professional Responses
- Understood Implicit Bias vs. Explicit Bias
- Committed to on-going, life-long learning as academic professionals
- Developed new habits, behaviors, and patterns of micro-affirmations as a tool in their work

Sustainability: MAC eCourse

In the near future a MAC eCourse will be available through the UC Learning Center for our newest members of the advising community, and those continuing advisers who wish to participate for the first time or refresh their knowledge and strategies derived from this professional development experience. The MAC eCourse was made possible through a collaboration with UCSC Learning and Development and the CSU East Bay Master of Science in eLearning program.

Summary

The Multicultural Advising Conference, also known as MAC, was offered to the UC Santa Cruz advising community (in varying iterations) in 2018 and 2019. MAC was made possible by the HSI MAPA - Maximizing Achievement through Preparedness and Advising - grant, a \$2.6 million grant that was active from October 2015 through September 2020.

This professional development experience was brought to life using interactive theater to focus on diversity, equity, and inclusion issues in the advising context. The learning experience provided advisers an opportunity to examine student experiences and reflect on strategies that support validation and student success.

The HSI Initiatives team partnered with colleagues and interactive theater experts from UC Berkeley to offer this engaging development opportunity. Interactive Theater combines live performance and audience participation to help people examine complex human issues. At the end of the scene, the actors remained in character as the audience had the opportunity to ask them any questions about their behavior, feelings, and motivations, and a facilitated discussion ensued.

MAC Community of Practice

Following the first MAC conference, the MAC Community of Practice was formed as a supportive group of advising practitioners that engage in an ongoing, self-reflective, self-critical, and courageous learning process concerning their practice for the betterment of the students they serve. The Community of Practice has met on a quarterly basis



Contact HSI Initiatives at hisperv@ucsc.edu, to be added to the MAC Canvas group through which you can access the resources presented through this initiative and receive communication about upcoming MAC Community of Practice meetings.