

WHO WE ARE & OUR OWN PERSONAL LENS



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ACS Workshop QUR ACS Workshop QUR ACS Workshop

- LANDSCAPE OVERVIEW
 - WHAT IS AND IS NOT PERMISSIBLE?
 - BALANCING CHANGE
- FOLLOWING THE LAW WHILE NOT LOSING THE CORE
- SHARING STRATEGIES & EXAMPLES
- NEXT STEPS
- RESOURCES & OTHER OPPORTUNITIES



Chief Justice John Roberts

Justice Clarence Thomas

The solution to our Natio grounded in affirmative a

the solution announced i

Constitution: that we are all equal, and should be treated equally before the

our differing skin of

Justice Sonia Sotomayor

are: individuals wi Today, this Court stands in the way and rolls back decades of precedent and momentous progress. It holds that race can no longer be used in a limited way in college admissions to achieve such critical benefits. In so holding, the Court cements a superficial rule of colorblindness as a constitutional principle in an endemically segregated society where race has always mattered and continues to matter. The Court subverts the constitutional

The Harvard and U.N.C. admissions programs cannot be reconciled with

sufficiently focused and measurable objectives warranting the use of race,

unavoidably employ race in a negative manner, involve racial stereotyping

and lack meaningful end points. We have never permitted admissions

programs to work in that way, and we will not do so today.

the guarantees of the Equal Protection Clause. Both programs lack

Justice Ketanji Brown Jackson

The Court has come to rest on the bottom-line conclusion that racial diversity in higher education is only worth potentially preserving insofar as it might be needed to prepare Black Americans and other underrepresented minorities for success in the bunker, not the boardroom (a particularly awkward place to land, in light of the history the majority opts to ignore). It would be deeply unfortunate if the Equal Protection Clause actually demanded this perverse, a historical, and counterproductive outcome. To impose this result in that Clause's name when it requires no such thing, and to thereby obstruct our collective progress toward the full realization of the Clause's promise, is truly a tragedy for us all.

I A Landscape Overview

In June 2023, the U.S. Supreme Court ruled to significantly limit the use of race in admissions. The consideration of race as a status or category is no longer permitted. The decision greatly impacts how all colleges and universities use race in their admissions practices.

What the Court Said Is and Isn't Permissible

- Institutions have the authority to establish their mission, including articulating and pursuing institutional diversity goals.
- Institutions are not prohibited from considering an applicant's discussion of how race affected their life and shaped their individual qualities, characteristics, perspectives, and attributes.
- Colleges can continue to recruit from all populations, including with a focus on underserved populations.



OF YOUR INSTITUTION

TAKE INVENTORY - WHAT ARE YOUR PUBLISHED AND PRACTICED INSITUTIONAL VALUES?



Strategy #1

Digital Content & MARKETING

LEVERAGING CURRENT STUDENT VOICES



MY DAVIDSON | A STUDENT BLOG

Spotlight on Access Davidson, Davidson College's Fly-In Program →

Students who participated in Davidson College's fly-in program, Access Davidson, reflect on what made the visit so special and why they decided to join our community. Learn more.



MY DAVIDSON | A STUDENT BLOG

Why Davidson: Then and Now \rightarrow

Applicants to Davidson College are asked to write a supplemental essay on why they want to be part of our community. After four years at Davidson, we checked in with current seniors to reconsider the question, Why Davidson? They reflect on their four years



MY DAVIDSON | A STUDENT BLOG

Embracing the Present on Davidson's Korean Buddhist Pilgrimage \rightarrow

Davidson College students reflect on their "Korea Buddhist Pilgrimage" with Religious Studies Prof. Rachel Pang and Associate Chaplain for Buddhist Programs and Director of the Davidson Meditation Initiative, Ivan Mayerhofer.

SOCIAL MEDIA



Fly-in Programming (IN-PERSON & VIRTUAL)



Access Davidson

This is a selective college visit program designed for high school seniors who will be the first in their family to attend college, students from rural or low-income backgrounds, and/or students who do not have the means to visit campus on their own (either because of geographic distance or financial stress).

- What does your description convey? Who does it invite?
- How can high school counselors and community-based organizations be helpful to your goal?
- How do you balance program content with campus reality?

Strategy #2

Fly-in Programming (IN-PERSON & VIRTUAL)



Offered for students specfically from one of our partners, College Track. Of our three partnerships,, this is the only one that has a national presence, so we know the travel to campus is one of the biggest barriers for their scholars.

For us, it was important that scholars were connected to an existing campus program to see who else is looking at Trinity and ensure an authentic experience. Question to pose: is your program creating a false or inaccurate perspective of life on your campus for that specific population of students?

Strategy #3

Highlighting CAMPUS SUPPORT

WHAT DEPARTMENTS EXIST ON CAMPUS THAT MIGHT ALIGN WITH THIS WORK? ARE THEY STILL BEING FUNDED AND SUPPORTED? HAVE THEY HAD TO REBRAND AND DOES THAT MATCH WITH HOW YOU ARE TALKING ABOUT THOSE SERVICES?

Trinity's Student Inclusion & Belonging Office

Supports core University value of Intentional Inclusion - includes First Gen Tigers Program.

Trinity's Skyline Scholars Program

Selected students move to campus two weeks early, begin their FYE course, make friends and participate in workshops.

Alpha, Alpha, Alpha

National, First-Gen Honors Society

> Open Houses

Davidson's Prospective Student & College Access Resource Guide

Accounts for the programming, grants/funding, and various wrap-around support services offered

Strategy #4

Fostering Collaboration & PARTNERSHIPS

PARTNERSHIPS

Trinity's partners (MOU's with SAISD, College Track and YES Prep): with official partnerships, we are able to offer highly tailored programming and opportunities for students in these groups without being specific about certain identities so long as they are part of a partnership.

OUR WORK IS RELATIONAL

- School Profile
- Travel (In-Person and/or Virtual)
 - Respect the work happening on the ground)
 - Collaborating across institutions
 - Workshop offerings
 - What expectations do you set for your recruitment staff?
- Counselor Calls
- Group Visits
 - How might they differ from your traditional offering?



Audit your current programming, talk to your stakeholders, and build your team up!

ROI is important - you need to be able to easily access data points such as yield or retention that supports the continuation of your programming! The shared responsibility of highlighting the support our campuses offer has always been a shared one. Perhaps, now more than ever, it's important to remember that no one person in your office can carry the weight of this task. Teams need to be built up, nourished, and valued beyond the metrics they provide.





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