



Equity in Networking:

Addressing Inequity through Bridging Networks

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Agenda

- **National data**
2021 Survey of 3,000+ alums
- **Small group discussion:**
how the data tracks with experiences at UVM
- **How CC addresses the barriers we see**
access & confidence
- **Brainstorm**
approaches to phase II & your support

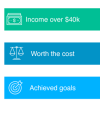

National Data: 2021 Strada Alumni Survey

The value of Higher Education



| Category | Difference in percent of students |
|---|-----------------------------------|
| Students of color (compared to white students) | -15% |
| First-generation students (compared to students who are not first-generation) | -18% |
| Female students (compared to male students) | -25% |
| Black-white gap | -27% |

Differences in percent of students experiencing all three outcomes

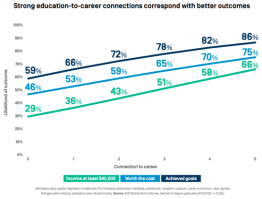




Source: 2021 Strada Alumni Survey, bachelor's degree graduates 2001-2020, n=3,309.

Potential Gains through connection to career

Strong education-to-career connections correspond with better outcomes

| Category | Not applicable | Not at all/Not very valuable | Somewhat valuable | Very valuable/Extremely valuable |
|--------------------------|----------------|------------------------------|-------------------|----------------------------------|
| Classes | 14% | 13% | 71% | 82% |
| Studentwork | 11% | 7% | 23% | 77% |
| Project-Based Learning | 13% | 15% | 22% | 60% |
| Career Advising | 17% | 14% | 19% | 50% |
| Career and Job Placement | 19% | 8% | 2% | 54% |
| Research Experience | 23% | 11% | 2% | 47% |
| Internships | 26% | 8% | 15% | 50% |
| Work Study | 30% | 7% | 13% | 49% |





Source: 2021 Strada Alumni Survey, bachelor's degree graduates 2001-2020, n=3,309.


Discussion: 3-4 ppl

How does this data track with what you see / experience here at UVM?

Identify some barriers you witness our 1st Gen, Female-identified & SOC face.




CC Identified Barriers to Networking




Access

- **People** (alums, faculty, staff, peers)
- **Opportunities** (internships, jobs, etc.)
- **Resources** (trusted source of "how to")



Confidence

- **feel encouraged**
- **learn** from others
- **experience** success



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In theory...

IGs are structures that support integrative learning, helping students make connections between where they are / what they're doing and where they could go through meaningful connections / conversations with their network.

Social Capital Theory

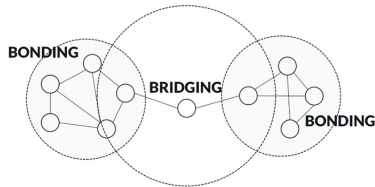


Photo: charmverse.io/post/social-capital-token-communities/

Efficacy Building

Four Main Sources of Efficacy



| | | | |
|---|---|---|--|
| <p>Mastery Experience Experience success firsthand</p> | <p>Vicarious Experience Success is modeled</p> | <p>Social Persuasion Trusted source gives feedback & encouragement</p> | <p>Affective State Physiological effect</p> |
|---|---|---|--|

What that looks like

- Monthly Newsletters
- Signature Events
- Spotlight Months
- UVM Connect

Building a Sense of Belonging for Black and Latino Men

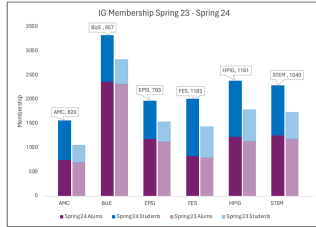
3 Enduring Relationships to Maximize for Student Success

End goal = belonging

both at UVM and in the workforce

| | |
|--|---|
| <p>Foundational Tactics</p> <p>Students are paired with advising staff to guide their academic journey</p> <p>Faculty provide additional mentorship to students who reach out on their own</p> <p>Optional one-off DEI3 training is available to faculty, staff and students</p> | <p>Next-Gen Approach</p> <p>Proactively match students with mentors who share similar career interests</p> <p>Broaden mentor pool via peer, community, alumni connections</p> <p>Mentors receive role-specific training to serve Black and Latino men</p> |
|--|---|

Success by the Numbers: 23% growth



IG Survey Says...

Understanding ranges from...

"An opportunity to meet and engage with people going into a similar field or profession as yourself. However, I have not really engaged with my [IG] or UVM Connect since Adam came to [my class] Fall '22." (emphasis added)

All the way through to

"I don't really understand it, honestly. I guess it's a way to connect with people with similar interests and receive newsletters with useful information in that area."

"no clue tbh"



Brainstorm

How might we approach this next phase of IG Development and help students better understand the purpose & promise?

How might you/your unit/your work support such efforts?



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