

# Centering on Equity in Holistic Advising Redesign

Equity-centered advising redesign is the process of rethinking advising practices to ensure that all students have access to the same quality of advising, resources, and support regardless of their background or identity. This approach is based on the recognition that traditional advising models often perpetuate inequities for marginalized student groups and challenge access to opportunities.

Senior leadership has a **responsibility to identify, dismantle, and rebuild advising models, and to prioritize implementing equitable holistic advising redesign efforts that empower all students to succeed.**

## Why Equality in Holistic Advising Redesign?

- Aligns with the broader mission and fundamental purpose of higher education institutions.
- Demonstrates senior leadership's commitment to foster a welcoming and supportive campus community.
- Helps recognize and dismantle inequities to create a more just and equitable landscape for all students.
- Leads to improved student outcomes.
- Strengthens the overall effectiveness of advising services by considering the diverse needs of all students.
- Allows advisors to provide more tailored and relevant support, leading to more meaningful and impactful advising experiences.

Centering on equity in holistic advising redesign creates an advising system that is equitable and inclusive for all students.

## LEADERSHIP BRIEF

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### CLEAR RETURN ON INVESTMENT

The fiscal consequences of retention gains and losses make a strong case for investing in advising redesign for a return that justifies the expense. In short, equity-centered advising redesign improves retention, persistence, and graduation rates for marginalized groups.

### IMPROVES KEY PERFORMANCE INDICATORS

Measures whether marginalized students have equal access to resources and support associated with data-informed advising, such as dedicated advisors, culturally relevant materials, and access to technology. Regularly evaluating the effectiveness of the data and adjusting as needed is a key factor in closing the achievement gap.

## Examples of Equity-Centered Approaches to Advising Redesign

Equity should be recognized as a key input to holistic advising redesign. Senior leadership may consider the following approaches as inputs to ensure that holistic advising redesign adopts a more equity-minded and equity-centered lens. These include:

- Embed and make an explicit a commitment to equity, diversity, and inclusion in both the institution's mission and core, operating values—allowing for advising changes to align with these institutional foundations.
- Provide cultural competency training for advisors, faculty, and staff to consider how new and diverse perspectives may be featured in advising service design and delivery.
- Disaggregate and examine quantitative data at a granular level (by race/ethnicity, gender, age, income level, etc.) and apply an intersectional lens—acknowledging students hold multiple identities that may or may not be served well by advising systems.
- Consider how stakeholders who are implementing advising redesign changes are empowered or disempowered—where are there power dynamics? Who is missing and who should be involved?

## Benefits of Centering Equity

- Senior leadership can engage the campus community to establish values and principles based in equity practices.
- Centering on equity can enhance student success rates with improved student outcomes and higher completion rates, reduce the achievement gaps, and increase retention.
- Inclusive perspectives engage diverse stakeholder's knowledge and experiences to develop advising strategies.

## Effective Implementation

- Create and foster a supportive environment to allow advisors to share ideas, perspectives, and approaches.
- Establish clear targets and objectives for the redesign process.
- Create an advising system that is accessible to all students.
- Develop culturally relevant advising materials and resources.
- Train advisors on how to recognize and address bias in their advising practices.
- Provide individualized advising to students from marginalized groups.
- Evaluate outcomes for success and adjust plans based on campus need.



## ASN Online Resources & Assets Related to Centering on Equity

- [Advising at HBCUs: A Resource Collection Advancing Educational Equity & Student Success](#)
- [\(Mis\)Understanding Students: Approaches to Affirming Student Identities](#)
- [Knowing Our Students: Understanding + Designing for Success](#)
- [Integrating Career Advising for Equitable Student Success](#)
- [Academic Advising as a Tool for Student Success + Educational Equity](#)
- [Holistic Student Supports Toolkit](#)

Read more at [advisingsuccessnetwork.org](https://advisingsuccessnetwork.org)

