Overview

This webinar seeks to highlight the experiences of Black women as college students and aid practitioners supporting these women. As Black women who are scholars, professionals, and authors we offer insight that is grounded in research and our personal experiences. Within higher education, Black Girl Magic is characterized by how Black women in college combat stereotypes, navigate hostile environments, and earn college degrees in a system that has perpetually ostracized them (Morton & Parsons, 2018). Despite the ability to excel academically and socially within campus life, Black women college students still contend with discrimination, stereotyping, isolation, and tokenism. The paradox of their success and their marginalized identity have stifled conversations surrounding strategies on how to support them holistically. When working with Black women college students, it is essential that advisors, success coaches, and administrators use a unique approach that conveys inclusivity and an awareness around the cultural influences Black women students experience during their academic career.

Pre-Webinar Suggestions

When Black Girl Magic Isn’t Enough: Supporting Black Women College Students through Advising and Coaching
Presentation Activities

Utilize these Guiding Questions to reflect on your department/institution’s efforts to support Black college women

<table>
<thead>
<tr>
<th>GUIDING QUESTIONS</th>
</tr>
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<tbody>
<tr>
<td>Does your institution employee Black women to ensure that representation exists?</td>
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<tr>
<td>Is data considered/disaggregated with consideration to the persistence, engagement, and graduation metrics of Black women?</td>
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<td>Do Black women students feel able to take advantage of the support services offered on your campus?</td>
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<tr>
<td>Are there ongoing efforts to improve the experience of all marginalized students groups?</td>
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</tbody>
</table>

Review the Challenges Black College Women Face diagram below and consider how they may be impacting Black college women on your campus.

- Sexism & Racism
- Lack of/Limited Mentorship
- Being the only/tokenism
- Imposter Syndrome
- Isolation
- Current Events

**Challenges Black College Women Face**
Review the How to Support College Women display below and consider how to incorporate the strategies discussed in the presentation and article in your practice.

**HOW TO SUPPORT BLACK COLLEGE WOMEN**

- Acknowledge
- Advocate
- Support

Review the Approaches to Supporting Black College Women chart below. Research each approach and determine how you can incorporate in your practice.

**APPROACHES TO SUPPORTING BLACK COLLEGE WOMEN**

- Appreciative Advising
- Inclusive Advising
- Coaching Strategies
- Strengths-based Advising
Post-Webinar Resources

12 Resources for Black Women Seeking Mental Health Support
https://www.goodhousekeeping.com/health/wellness/g33469164/black-mental-health-resources/

25 Podcasts Hosted by Black Women That You Need to Listen to Right Now
https://www.poddraland.com/the-podcast-list/25-podcasts-hosted-by-black-women-that-you-need-to-listen-to-now

10 Documentaries To Watch About Race Instead of Asking A Person Of Colour To Explain Things For You
https://www.docplay.com/articles/10-documentaries-to-watch-about-race-instead-of-asking-a-person-of-colour-to-explain-things-for-you/?fbclid=IwAR19aQHUEcBCkQqYaYGGksXf6GHLrEVXQQzOQv2gEsoR6pICOZ8QaMJ8Wc

Ally or Accomplice? The Language of Activism
https://www.learningforjustice.org/magazine/ally-or-accomplice-the-language-of-activism

Selected References


When Black Girl Magic Isn't Enough: Supporting Black Women College Students through Advising & Coaching

Dawn Matthews, Rose-May Frazier, LaShae Roberts & Nina Flanagan
Florida State University

Disclaimer

- Black women are not a monolithic group
- This presentation is situated in the context of literature and the lived experiences of the presenters.

Presentation Outline

About the Presenters
Context & Purpose
Challenges
Addressing the challenges

About the Presenters

Dr. Dawn Matthews
Wilmington/Newark, DE
HBCU Graduate
Boy mom of a 3 year old
Ph.D. in Higher Ed
Assoc. Director of Advising

Dr. Rose-May Frazier
Brooklyn, NY/Carol City, FL
Graduate of both a PWI & HBCU
Mom of two pre-teen ladies
Director of Advising & College Life Coaching

LaShae Roberts
Fort Lauderdale, FL
FSU three-time graduate
Mom of a college student
Asst. Director of Advising/Center for College Life Coaching

Nina Flanagan
Tallahassee, Fl
Mom of two
Asst. Director of Advising/Center for Exploratory

The Paradox of Success

- What is #BlackGirlMagic?
- Is #BlackGirlMagic the same as the ‘Strong Black Woman’ Schema?
- What does #BlackGirlMagic look like?
Why does this matter?

• Increase in demographic changes in student population/Society
• Intersectionality (Gender & Race)
• Gendered Racial Battle Fatigue (GRBF)

Challenges for Black Women College Students

• Imposter Syndrome
• Gender Gap
• Being the Only/Tokenism
• Current events
• Isolation
• Lack of/limited mentorship
• Combating societal stereotypes
• Other-mothering
• Institutional Differences
• Lack of social capital
• Gendered Racism/Intersectionality

Discrimination, Stereotypes, and Microaggressions

- Discrimination
- Stereotyping
- Microaggressions

Tokenism

• Represent their race in a non-diverse population
• Work twice as hard to show they belong
• Recognize the difference in their contributions to social capital

Mentorship

• An innate need for college Black women to find familial connections from those that look like them
• Mentorship can result in retention of Black college women and connectivity to campus
• “Other-mothering” and the unique relationship between African American mentees and a mentor.
Current Events

• Election and inauguration of Black woman to VP role and various other high-ranking positions
• Slayings of Black men, women, and children
• Social and political unrest
• COVID-19 Pandemic
• Media portrayal and/or silence surrounding Black issues and inequities

Coping with Mental Health

The Facts
High depression rates
Black women vs. White women

Warning Signs
Imposter Syndrome
Strong Black Woman Schema
Performing Strength

Did you hear about the rose that grew from a crack in the concrete?

ACKNOWLEDGING

Social Capital:
Check on siblings
Family responsibilities
Navigating GRBF

College Community:
Friendships
Homework
Adviser meeting
Study groups
Attend class

Role:
Daughter,
Sister,
Best friend,
and Student

Special Interests:
Work-study
Part-time job
Volunteering
Advocate
Mentorship

Supporting

• It takes “A Village”
  • Other-mothering
• You can support too
  • How non-Black advisors can help
• Providing resources
  • Make the connection

Approaches to Support

• Appreciate Advising
• Inclusive Advising
• Strengths-based Advising
• Coaching strategies
Advocating

Ally
Activism displayed through supportive behavior and solidarity efforts with marginalized communities

Accomplice
Utilizing one's privilege to dismantle and/or disrupt systems of oppression

Guiding/Reflection Questions

Does your institution employ Black women to ensure that representation exists?

Is data examined with consideration to the persistence, engagement, and graduation of Black women students?

Do Black women students feel able to take advantage of the support services offered on your campus?

Are their ongoing efforts to improve the experience of all marginalized student groups?
Rainbows only come after storms

When Black Girl Magic Isn’t Enough: Supporting Black Women College Students through Advising & Coaching

Presenters:
Dawn Matthews, Associate Director, Advising First, Florida State University
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