Next Generation First Generation (NXFG)™ Professionals: Eradicating Tokenism in Higher Education

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Raising Our Voices: Reclaiming the Narrative on the Value of Higher Education
Getting to Know You

Make a list of the YOUs you are.

How many and which of those YOUs do you bring to work?

Which YOUs do you wish you were (or weren’t)?
Learning Objectives

- Embrace intersectionalities that connect rather than divide human experiences
- Recognize and validate that intergenerational trauma exists in historically marginalized communities
- Develop individual and community strategies to recognize, honor, and use resiliencies derived from intergenerational and historical traumas
- Embed outcome strategies in all aspects of identity development to positively impact professional and personal growth, leadership development, and success
- Learn to articulate, emphasize, and validate the importance of narrative change
# Next Generation First Generation (NXFG)™

<table>
<thead>
<tr>
<th>The YOU in the Dominant Narrative</th>
<th>The YOU in the Counternarrative</th>
</tr>
</thead>
<tbody>
<tr>
<td>Living in the shoulds</td>
<td>Trailblazers and Decolonizers</td>
</tr>
<tr>
<td>No sense of belonging</td>
<td>Flexible, Collaborator</td>
</tr>
<tr>
<td>Don’t know who your allies are</td>
<td>Not only first, the only one</td>
</tr>
<tr>
<td>Imposter syndrome - posing</td>
<td>Resilience and self-care</td>
</tr>
<tr>
<td>Battle fatigue</td>
<td>Grit</td>
</tr>
<tr>
<td>Who am I where?</td>
<td>Collectivist</td>
</tr>
<tr>
<td>Diminished or exploited</td>
<td>Brave</td>
</tr>
<tr>
<td>The stereotype</td>
<td>Accepting my identities</td>
</tr>
<tr>
<td>Being in the middle or sidelines</td>
<td>Intuitive</td>
</tr>
<tr>
<td>Apologizer</td>
<td>Own it!</td>
</tr>
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</table>
Embracing the Counternarrative: Intersectionality

- Focused on the experiences of historically marginalized populations
- Shaped by research on critical race theory and feminist theories
- Necessarily highlights multidimensional development of identity as shaped by one’s interactions and experiences
- Includes an analysis of one’s unique lived experiences established at the convergence of multiple social identities
- Intersections exist within structures of inequity that create both privilege and oppression (Bowleg, 2008; Shields, 2008; Thornton Dill, McLaughlin, & Nieves, 2012)
- While there have been several models and theories explaining the development of professional identities, there is limited research addressing the complexities of NXFG identities at the convergence
Embracing the Counternarrative: Intersectionality

- Within one, many – messages matter
- NXFG experience environments at the convergence of multiple identities
- Conceptualization of experiences from a multidimensional lens
- No one identity can be appreciated without examining its interactions with other identities
- An intersectionality framework is crucial to allow for an inclusive understanding of NXFG identity development
- Inequities are never the result of single, explicit factors, rather, they are the outcome of intersections of distinct social locations, power relations, and experiences (Hankivsky, 2014)
- Recognizing, reframing, and reshaping policies and practices to value NXFG professionals as necessary to the success of an organization
Recognizing and Validating Intergenerational Trauma

“These crimes are perpetuated in a seemingly never-ending cycle. The powerful oppress the less powerful who, in turn oppress those even less powerful than they. These cycles of oppression leave scars on the victims and victors alike, scars that embed themselves in our collective psyches and are passed down through generations, robbing us of our humanity.”

(DeGruy, 2005, p. 4)
## Recognizing and Validating Intergenerational Trauma

<table>
<thead>
<tr>
<th>Four Principles of Intergenerational/Historical Trauma</th>
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<tbody>
<tr>
<td>A dominant group intentionally and purposefully perpetuates trauma on another group</td>
</tr>
<tr>
<td>Collectively felt experiences of traumatic events resonate within and around the group</td>
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</tbody>
</table>

(Sotero, 2006)
Recognizing and Validating Intergenerational Trauma

**NXFG susceptibility**
During the hiring process, onboarding process, team-building events, meetings, search committees, any committees, supervision, in times backlash

**How is it manifested?**
Unresolved and misunderstood panic, fear, depression, anxiety, anger, pain lack of motivation, imposter syndrome, sense of powerlessness, hopelessness, survivor guilt, deep sadness, anti-social behaviors, physical manifestations: Diabetes.

**How is it hidden?**
Failure to disclose symptoms, alcohol/other substance abuse, masking consistent undisclosed unease, self-mutilation/deprecation, stress

**How is it addressed?**
Relationship building, space for personal narratives, positive interactions related to heritage

**Recent Research**
Pember, 2017: Intergenerational Trauma: Understanding Natives Pain.
- Epigenetic: Nature AND Nurture - alters genes
- Native peoples have known of this for centuries
<table>
<thead>
<tr>
<th>Initiative</th>
<th>Type of Initiative</th>
<th>Audience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Narrative Project</td>
<td>Curriculum, Leadership Development, Community Engagement</td>
<td>Undergraduate, Graduate</td>
</tr>
<tr>
<td>Kaya Narratives/Narrative Teams/Narrative Therapies</td>
<td>Professional/Personal Growth and Development</td>
<td>Staff, Faculty, Professionals</td>
</tr>
<tr>
<td>Asian American Voices in Public History</td>
<td>Curriculum, Community Engagement</td>
<td>Undergraduate, Graduate, Personal and Professional Development</td>
</tr>
<tr>
<td>Peer Mentor Leadership Development Program - faculty mentoring, professional mentoring</td>
<td>Curriculum, Leadership Development, Community Engagement</td>
<td>Undergraduate, Graduate, Professionals</td>
</tr>
<tr>
<td>Summer Academic Institute for Leaders and Scholars</td>
<td>Curriculum, Leadership Development, Professional and Personal Growth and Development</td>
<td>Undergraduate, Graduate, Professionals</td>
</tr>
</tbody>
</table>
Equity-Based Counternarratives of Power, Strength, and Hope: Creating Communities, Lifting Voices

- Focus on safety
- Build trust
- Exercise resilience
- Request cluster hires
- Search committee trainings about these issues
- Build allyships for processing and self-care
- Seek out mentors
- Create micromoments of awareness and care
- Lift while we climb, empower others, celebrate responses
- Validate counternarratives rather than stereotypes
- Stay the course - the road is long, the reward is great
Truth to Power

- Recognize chasm that exists between traditional deficit based approaches and strengths-based approaches
- Consider IT as a circumstance to be acknowledged rather than as a characteristic
- Separate IT from pathologization and instead consider it a way to build on innate strengths also passed through the generations

In absence of counter narratives we develop single stories about ourselves - RISING UP is an active process - become the author of your own story.

What if our health relied on us telling our story?

Self-care can be understood through collective care.

Telling your story while still free to do so is healing.

You’re not a victim for sharing your story. You are a survivor setting the world on fire with your truth. And you never know who needs your light, your warmth, and raging courage. --Alex Elle
Being Your Authentic Self

In order to be my authentic self in the workplace,

I will . . .

I want to be known for . . .

My core values include . . .

I will not compromise . . .

My success will be measured by . . .
References


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