I’m Still First-gen:

Ongoing challenges, triumphs, and lessons of being a first-generation professional
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• Understand how to guide first generation college students in building lasting and meaningful connections towards their professional goals.

• Utilize resources to navigate various work spaces and build cultural and financial capital

• Create strategies that normalize social, educational, and workplace specific cultural "norms" that may not be familiar to all individuals in the room.
• Understand how to engage your team to limit turnover and provide a work/life balance that may present in unique ways based on the background of your staff.

• Being attuned to unique factors for first-generation professionals in developing hiring practices and onboarding materials for new hires

• Recognize the access and barriers in and outside of the workplace that can impact personal and professional success and how to be navigate them.
★ Negotiations
(Salary, Moving Expenses, Search Firms, Title Differences)

★ Cognitive dissonance & Privilege

★ Building Community & Cultural Capital
Survivor Guilt (n.) - Excessive worry about being in a better position than others, particularly parents and peers. Often related to surviving a traumatic or dangerous situation others did not. Research has shown this can hinder or prevent well-being, normal progression through life, academic success, and the development of positive relationships for first-generation college students.

Imposter Syndrome (n.) - Feelings of incompetence, despite objective evidence of success. Research has suggested that individuals suffering from the impostor phenomenon typically harbor a persistent (and private) belief that their accomplishments are undeserved, attributing their successes to external or nonacademic factors (i.e. luck or charm) rather than internal factors such as intellectual ability.
Navigating Environments

- “Finding Your Fit”
  - Location, Location, Location

- Managing your Emotional & Mental Wellness
  - Burnout
  - Cultural Norming
  - Etc.

- “Racial Battle Fatigue” - Poll Everywhere
“Other duties as assigned”

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## Emotional Labor Invoice

**TO:** Potential Ally

**Privileged Folks, Ltd**

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<table>
<thead>
<tr>
<th>SERVICE PROVIDER</th>
<th>SPECIALIZATION</th>
<th>DUE DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marginalized Person You Know</td>
<td>Existing in Oppression</td>
<td><strong>DUE ON RECEIPT</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>DESCRIPTION</th>
<th>#</th>
<th>UNIT PRICE</th>
<th>LINE TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Helped you understand your racism/sexism/transphobia/ableism/etc.</td>
<td></td>
<td>$100.00</td>
<td></td>
</tr>
<tr>
<td>Endured your microaggression(s)</td>
<td></td>
<td>$200.00</td>
<td></td>
</tr>
<tr>
<td>Taught you about microaggressions &amp; structural oppression</td>
<td></td>
<td>$300.00</td>
<td></td>
</tr>
<tr>
<td>Explained something about oppression you could’ve Googled</td>
<td></td>
<td>$125.00</td>
<td></td>
</tr>
<tr>
<td>Clarified that you are not entitled to my time</td>
<td></td>
<td>$250.00</td>
<td></td>
</tr>
<tr>
<td>Clarified that you are not entitled to my pain</td>
<td></td>
<td>$350.00</td>
<td></td>
</tr>
<tr>
<td>Softened my reaction to spare your feelings</td>
<td></td>
<td>$500.00</td>
<td></td>
</tr>
<tr>
<td>Made you feel like a “good” ally</td>
<td></td>
<td>$600.00</td>
<td></td>
</tr>
<tr>
<td>Listened to “not all...” and similar derailments/fragility</td>
<td></td>
<td>$750.00</td>
<td></td>
</tr>
<tr>
<td>Smiled when you apologized for not speaking up in the meeting</td>
<td></td>
<td>$1,000.00</td>
<td></td>
</tr>
</tbody>
</table>

**Subtotal**

Marginalization Tax Adjustment $1,500.00

**Amount Due:**
• Money Moves
  ○ Flexing your skills
  ○ Leveraging Allies

• Hustle Hard: Getting from Point-A to Point-B by any means necessary
  ○ Financial Capital
  ○ Guidestar
  ○ CNN-Money: Cost of Living

• Knowing your worth/value
  ○ Negotiations
  ○ When do you leave?
  ○ “These jobs ain’t loyal”
1) Position/Job Title
1) Location (Region/State)
1) Salary (specific or range)
1) Highest level of Education
1) Public or Private Institution
★ How do you find, keep, and nurture a mentor relationship
  ○ “The Good, The Bad, & The Ugly of finding a mentor?

★ Mentor vs a Role Model?
Mentor Roles

- Coach/Advisor/Guide
- Listener/Supporter/Confidante
- Resource Person
- Champion/Cheerleader
- Strategist
- Role Model
- Sounding Board
- Lifestyle/Image Makeovers
Onboarding

BUILDING

community

Colloquialisms
Guidestar - website providing data about non-profit orgs, including colleges to support finding the right fit institution for YOU!!

Social Media:
- Facebook Groups (i.e. ACCEPT, Empowering First-Gen. College Students)
- Twitter
- LinkedIn

Other Virtual Professional Development & Engagement:
- Podcasts
- Blogs
- Online Education (Certs., M.Ed, PhD, EdD) **Maybe get your work to pay for it!!**
Have been talking to various friends about career decisions. Makes me want to send out a little reminder to all of you (especially those on the college side:)

You are doing good work and all of us need you. But you may be at a point where in order to do even more, you need to make a change. Many of you work for institutions where it is hard to move up. It may be your alma mater, it may be just a place to which you feel loyalty and affection. But moving up may often mean moving on.

It’s time.

I know you tell yourself that this is not the best year to think about a move. There are many reasons to stay just a little longer.

It’s time.

I know you think that job you read about would be a good match if you had a little more experience. If you had a little more depth on your resume. If you had that additional degree.

It’s time.

I have never applied to a job for which I was fully qualified. And no, I didn’t get every one that I applied for. But I got the ones that mattered. More importantly, I made the ones I did get matter to me.

You can do this. We need you to do this. I need you to do this.

It’s time.
Leveraging Social Media

Replacer

University Assistant Director of Admissions Position

Good afternoon Nicole,

NurseKelsey @nursekelsey · May 20
If you do not make time for your wellness, you will be forced to make time for your illness.

Read that again.

Dil @Aidildul · May 11
Repeating to @

"Don't let your loyalty become your slavery."

#emchat #RealCollege #sachat #BlkSAP
Networking

COLLEGE TOUR CIRCUIT & FAIRS

#nacacGW @NACACedu
● How have you (audience) found yourself engaging with these same issues?

● Thinking through your own perspectives and lived experiences, what advice worked? What advice didn't work? And where did you find the people to speak with?

● Where did you find your support in college? And where do you find your support now? Are they the same or different? Does the support need to look similar or is it different?
CAREER DEVELOPMENT
Achieve your professional potential
Resources to continue the conversation
Books

- The Privileged Poor: How Elite Colleges Are Failing Disadvantaged Students by: Anthony A. Jack
- The Short and Tragic Life of Robert Peace by: Jeff Hobbs
- Trans* in College by: Z. Nicolazzo
- First-In-Family Students, University Experience and Family Life: Motivations, Transitions, and Participation by: Sarah O’Shea, Josephine May, Cathy Stone
- On the Borders of the Academy: Challenges and Strategies for First-Generation Graduate Students and Faculty by: Alecea Ritter Standlee
Academic Journal Articles

- Tate, Williams III, & Harden (2013), *Finding Purpose in Pain: Using Logotherapy as a Method for Addressing Survivor Guilt in First-Generation College Student*

- Austin, Clark, Ross, & Taylor (2009), *Impostorism as a Mediator between Survivor Guilt and Depression in a Sample of African American College Students*
From Dr. David Hernandez, professor of Latinx Studies, Mt. Holyoke College and first-gen college student:

- “A First-Generation Student’s Survival Strategy: Work More, Sleep Less”

- “My PhD didn’t level the playing field”
“First-gen students suffer not only from a lack of financial means. Parents who graduated from college and landed professional work can offer their offspring advice on what courses to study to snag higher-paying jobs, or how to schmooze a professor who’ll help launch a career, experts say.”

- Alfred Lubrano, *Philadelphia Inquirer*
thank you