

CONTENTS

Series Editor's Introduction	ix
Preface	x
Acknowledgments	xix
Section 1 Getting in	1
Chapter 1 Introduction: The Action of Diversity and Inclusion in Higher Education	3
<i>Diversity-and-Inclusion-as-Action</i>	3
<i>Those Who Painted the Scenery: Reflections on Diversity in Higher Education</i>	7
<i>A View of the Cast for Diversity-and-Inclusion: Who Gets in, Through, and Out of College?</i>	9
Chapter 2 The Race to College Access: Getting in the Starting Gate	12
<i>Thinking About Diversity: Theoretical Ideas About Access to College</i>	13
<i>Diversity Still Matters: Literature on College Access</i>	20
<i>Summary: Diversity and College Access</i>	40
<i>Discussion Questions</i>	44
<i>A Case Study: College Choice for an Undocumented Dreamer, by Courtney L. Luedke and Isabella C. Virrueta</i>	46

	<i>A Case Study: Getting Strategic About College Access at One Four-Year Public College, by Matthew Case</i>	49
Chapter 3	Diversity and College Admissions Decisions: Adding Ebony to the Ivory Tower	53
	<i>Historical Context of Diversity and College Admissions Processes</i>	54
	<i>Thinking About Diversity: Theoretical Ideas About Diversity and College Admissions</i>	56
	<i>Diversity Still Matters: Literature on College Admissions and Diversity</i>	61
	<i>Summary: Diversity and College Admissions</i>	69
	<i>Discussion Questions</i>	71
	<i>A Case Study: The Seat at the Table Is Not Yours! by JaQuea M. Willis</i>	73
	<i>A Case Study: Western University: An Admissions Case Study, by Julie Vultaggio</i>	75
Section 2	Getting Through	79
Chapter 4	The College Transitions Process: When Many Ships Collide	81
	<i>Thinking About Diversity: Theoretical Approaches to the Transition to College</i>	82
	<i>Diversity Still Matters: Empirical Approaches to College Student Transitions</i>	87
	<i>Summary: Diversity and the College Transition Process</i>	101
	<i>Discussion Questions</i>	104
	<i>A Case Study: A Community Focused Transfer Center by Iliana Limas</i>	105
	<i>A Case Study: Leveraging Resources to Support First-Year Students of Color Across Campus by Elyzza Aparicio and Rocío Mendoza</i>	107
Chapter 5	The Role of Minority-Serving Institutions in Shaping Diversity in Higher Education: Including Those Who Were Excluded	110
	<i>Thinking About Diversity: Institutions That Serve Minoritized Students of Color</i>	112
	<i>Diversity Still Matters: Campus Missions and Institutional Types</i>	117
	<i>Summary: Diversity and Minority-Serving Institutions</i>	130

	<i>Discussion Questions</i>	134
	<i>A Case Study: Each Path to Higher Education Is Unique by Melissa M. Mahoney</i>	135
	<i>A Case Study: Leveraging Demographic Shifts to Expand Services to Students</i>	137
Chapter 6	The Campus Climate: Diversity on Campus Makes All the Difference	140
	<i>Thinking About Diversity: Theoretical Approaches to the Study of Campus Climates</i>	143
	<i>Diversity Still Matters: Empirical Approaches to Campus Climates</i>	151
	<i>Summary: Diversity and the Campus Climate</i>	161
	<i>Discussion Questions</i>	165
	<i>A Case Study: The “Real” Campus Climate by LaShawn Faith Washington and Paris. D. Wicker</i>	166
	<i>A Case Study: Dealing With Hate: Responding to Hostility on Campus</i>	168
Chapter 7	Identity and Getting Through College: What Do “I” Have to Do With Inclusion-and-Diversity?	171
	<i>Thinking About Diversity: Theoretical Ideas About College Student Identity Development</i>	173
	<i>Diversity Still Matters: Literature on College Student Identity Development</i>	184
	<i>Summary: Diversity and College Student Identity Development</i>	195
	<i>Discussion Questions</i>	199
	<i>A Case Study: Developing a Mission Statement for the Center for Latina/o/x Student (CLS), by Vanessa Peña and Daniel Corral</i>	201
	<i>A Case Study: Exploring Cultural Climate and Identity at MidState University, by Tasha Willis & Rashida Crutchfield</i>	203
Section 3	Getting Out	209
Chapter 8	Diversity-and-Inclusion Toward Persistence: Crossing to the Other Side	211
	<i>Thinking About Diversity: Theoretical Ideas About College Student Persistence</i>	212
	<i>Diversity Still Matters: Literature on College Student Persistence</i>	219
	<i>Summary: Diversity and College Student Persistence</i>	227

	<i>Discussion Questions</i>	229
	<i>A Case Study: A Will to Succeed, by Aundria Green</i>	230
	<i>A Case Study: The Struggle to Be Seen and Heard, by Mary Dueñas</i>	233
Chapter 9	Access to Graduate and Professional Programs: Climbing up the Tower	235
	<i>Thinking About Diversity: Theoretical Approaches to Graduate School Access</i>	237
	<i>Diversity Still Matters: Empirical Approaches to Graduate School Access</i>	240
	<i>Summary: Diversity and Access to Advanced-Degree Programs</i>	248
	<i>Discussion Questions</i>	253
	<i>A Case Study: First Things First: Gaining Access to Graduate School by Carmen McCallum</i>	254
	<i>A Case Study: Navigating the Path to Graduate School by Khadejah Ray</i>	257
	Epilogue	259
	References	263
	Index	323