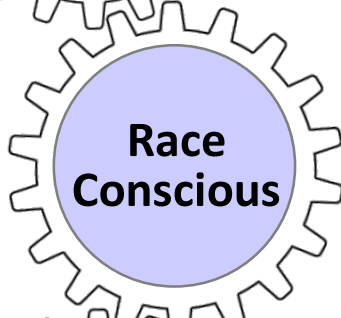


‘Equity-Minded’ policies, practices, and mindsets:



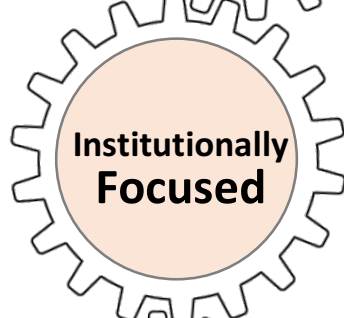
- Are informed by disaggregated data and/or qualitative inquiry findings.**

Example: Disaggregated data is collected and shows that African American students are less likely to visit the tutoring center. Additional surveys and interviews uncover that many African American students weren’t aware of the center or felt intimidated about making an appointment. New actions are now underway to expand the center’s advertising and encourage students to visit.



- Pay attention to whether or not students from historically underrepresented racial/ethnic groups are participating, feel welcome, and succeed.**

Example: A faculty member pays attention to who speaks in her class (by race and ethnicity), makes a point to encourage all students to participate and feel welcomed, and reaches out with extra support when a student needs it.



- Focus on the institution’s actions rather than student’s actions alone.**

Example: A student-focused colleague says, “Latinos don’t value education as much as other students do. That’s why they don’t use these services;” An institutionally-focused practitioner responds, “Perhaps they’re made to feel they don’t quite belong at this school, and are afraid their peers will see them getting tutoring as a confirmation of that. Or they’ve had negative experiences with the tutors. Maybe we don’t do a good job of publicizing the services. We need to find out what’s happening.”



- Recognize and counteract structural racism.**

Example: An administrator realizes that his hiring efforts in the past have only led to white applicants. He realizes that he’s only been reaching out to adjuncts in local institutions – a solidly white population. When hiring for his next position, he advertises in new areas and adds language encouraging people from diverse backgrounds to apply.



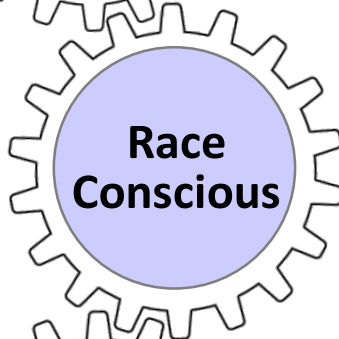
- Take action to eliminate inequity.**

Example: An institution sets goals to close equity gaps and regularly collects data to monitor progress. This information is then shared with all faculty and staff in an online dashboard.

Embed **'Equity-Mindedness'** in policies, practices, and mindsets by:



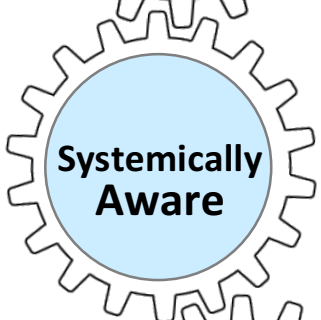
- Building processes to regularly collect and review student outcome data disaggregated by race/ethnicity
- Building processes in which faculty and staff regularly conduct inquiry and self-assessment (e.g. observations, document reviews, surveys, etc.) to better understand the impact and effectiveness of day-to-day practices on historically underrepresented student groups



- Paying attention to whether or not students from historically underrepresented groups are participating, feel welcome, and succeed
- Encouraging and teaching race-consciousness practices. Training and building it into hiring and evaluation guidelines



- Replacing deficit-mindedness (a focus that holds students solely responsible for outcomes) with an equity-minded institutional focus (a critically race-conscious focus on the institution's actions)
- Embedding inquiry and self-assessment as an ongoing strategy for improving practice rather than only relying on interventions intended to 'fix the student'



- Holding faculty and staff in-services or bag lunches to learn about how structural racism impacts students
- Monitoring whether policies or practices disproportionately impact some racial/ethnic groups
- Making changes to mitigate disproportionate impact



- Setting goals to close equity gaps and collect data to monitor progress towards closing them
- Reaching out to students from historically underserved racial/ethnic groups and showing them that they are welcome, that their success matters, and providing resources as appropriate
- Communicating to the greater campus about equity gaps, inquiry findings, and actions to address gaps

Choose one of the following...

- The policy for _____
- The day-to-day practice of _____
- My own mindset
- The mindsets of the faculty or staff in my department / office

...and note possible strategies for embedding equity-mindedness:

