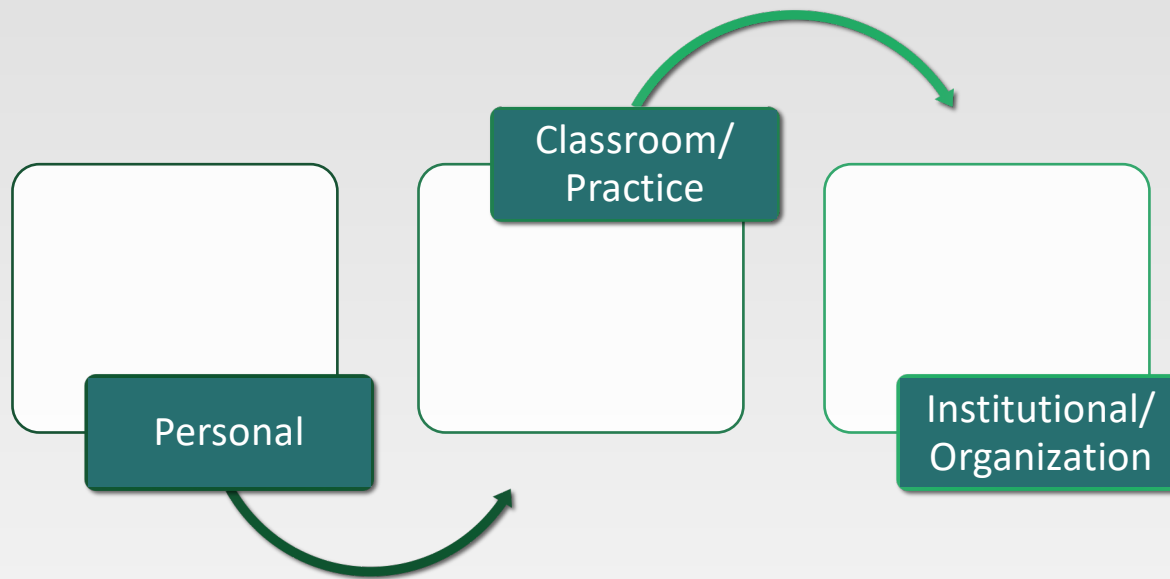




Equity Framework




WHAT ARE SOME EXAMPLES OF "CHOICE POINTS" IN THESE AREAS?

Personal 

- Who are you?
- What do you believe?
- What do you do?

Professional 

- Delivery
- Practices
- Policies
- Curriculum
- Environment

Structural 

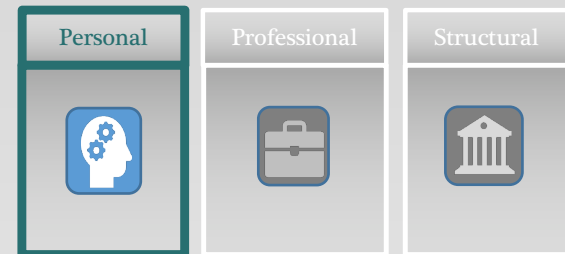
- Policies
- Practices
- Planning

Guiding Question

How does the current reality differentially impact historically underserved students at our institution?
Consider their experiences, academic and career outcomes, social mobility, etc.

Personal

- ❖ How does my identity impact my understanding of the decision point and its potential impact on students?
- ❖ How does my role at the institution, and the power that comes with it, impact my understanding of the decision point and its potential impact on students?
- ❖ What assumptions am I making about our students and their experience?

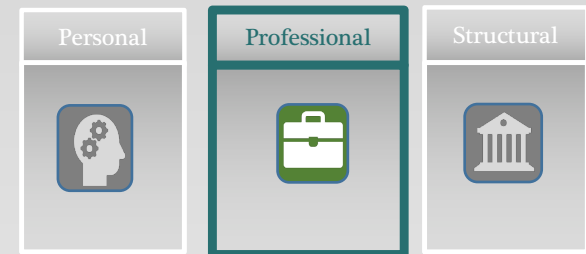


**Who are you?
What do you believe?
What do you do?**

How does the current reality differentially impact historically underserved students at our institution? Consider their experiences, academic and career outcomes, social mobility, etc.

Professional

- ❖ Where are the aspects of the student experience that affect outcomes?
- ❖ What are the differential impacts of this aspect of the student experience on historically underserved students at our institution?
- ❖ What actions around this aspect(s) of the student experience may be reinforcing the status quo that leads to current inequities?

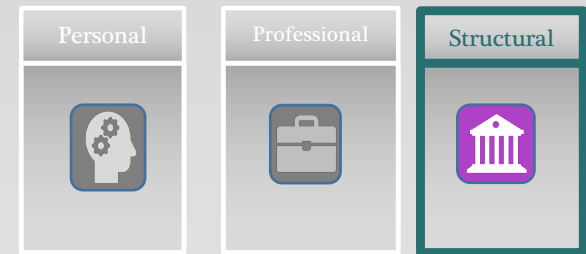


**Delivery
Practices
Services
Curriculum
Environment**

How does the current reality differentially impact historically underserved students at our institution? Consider their experiences, academic and career outcomes, social mobility, etc.

Structural

- ❖ Why was it designed that way? What criteria led to the decision to go with this design? What assumptions were/could have led to this decision?
- ❖ Who was it designed for? What are the defining characteristics and experiences of those students?
- ❖ What differences exist between those who the current reality was designed for and the students we serve today?



**Policies
Practices
Planning**

How does the current reality differentially impact historically underserved students at our institution? Consider their experiences, academic and career outcomes, social mobility, etc.

Equity through organizational change

Culture

- Who are **we**?
- What do **we** believe?
- What do **we** do?

Practice

- Classroom practices
- Delivery of instruction
- How decisions are made

Structure

- Policies
- Planning
- Decision making
- Hiring