



Dismantling the Barriers to Equitable Outcomes

Case Studies to Support the Centering of Equity in Institutional Transformation





The Pathways Collaborative Equity Partners Fund is an OCCRL project funded under the Embedding Equity within Pathways Catalog of Services (EC3P) by the Bill & Melinda Gates Foundation.



Dismantling the Barriers



Goals:

- Strengthen Aspen & ATD's leadership and coach development by examining three institutions' ongoing efforts to advance equity
- Create instructional resources for the field to promote the adoption of holistic, comprehensive approaches to equity anchored in unique institutional contexts





“Equity is our reason for being”

- 23 percent Native American, emphasis on nation-building and cultural preservation
- Equity targets: Native American males, African Americans
- With limited resources, initial steps focused on low-cost faculty engagement with data on student attendance and course completion
- Building data capacity was critical to make progress

“We meet our students where they are”

- Located in one of the poorest counties in the state
- Combined scaled initiatives to improve low levels of performance for all students with organic innovation and learning for additional focus to close gaps for African American and Hispanic students
- Legislative environment supporting strong dev ed reform

“A relentless pursuit of equity”

- Very explicit about equity frame
- Supported by DEI infrastructure
- Democratization of data including faculty-led course-level improvement initiatives
- Budget process tied to equity innovation—percentage giveback to reallocate for innovation





Common Themes

- Colleges are still “in process” on equity – overall metrics improving but sustained and bolder work necessary to close gaps for substantial numbers of students
- Conditions driving progress to date
 - Combination of top-down leadership and bottom-up innovation: Strong leaders with clear mission and priorities, empowering faculty and staff to understand racial inequality and engage in continuous improvement
 - Data disaggregation and communication
 - Alignment of priorities and resources
 - Accountability



Resources for Pathways Collaborative Partners

- Case studies will be published with a framing essay and guiding questions to support their use in training and leadership development
- For these and other materials, including equity self-assessment tools, model equity statement, and more see our websites or reach out to Susan Mayer or Carol Lincoln at Achieving the Dream or Keith Witham at Aspen.

SMayer@achievingthedream.org
CLincoln@achievingthedream.org

keith.witham@aspeninstitute.org

