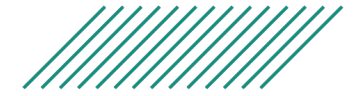




Dismantling the Barriers to Equitable Outcomes

Case Studies to Support the Centering of Equity in Institutional Transformation

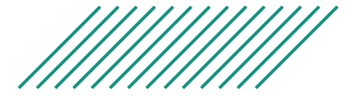




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Dismantling the Barriers



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

